

Celina Independent School District

O'Dell Elementary School

2024-2025 Campus Improvement Plan



Mission Statement

The mission of Celina ISD, the destination district, is to provide a safe, caring, and collaborative learning environment for all students.

Motto

Paving the way for the future

Vision

Shaping the future by providing an educational model of innovation & excellence

Core Beliefs

Inspiring students and empowering minds

Excellence in all we do

Our traditions while embracing the future

Faith, family, & relationships

Respect, loyalty, & integrity

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Comprehensive Needs Assessment

Demographics

Demographics Summary

As a review, the 2023 PEIMS data reflects that O'Dell's enrollment increased due to new residents in developing neighborhoods that surround Celina. Based on the evaluation from the Celina demographer, the potential of student growth is high in the O'Dell school zone. We anticipate adding class sections as our enrollment grows.

School Population (2023 - 2024 Preliminary Fall PEIMS file loaded 11/03/2023)	Count	Percent
Student Total	794	100%
Kindergarten Grade	123	15.49%
1st Grade	106	13.35%
2nd Grade	141	17.76%
3rd Grade	108	13.60%
4th Grade	148	18.64%
5th Grade	168	21.16%

Student Demographics (2023 - 2024 Preliminary Fall PEIMS file loaded 11/03/2023)	Count	Percent
Gender		
Female	386	48.61%
Male	408	51.39%
Ethnicity		
Hispanic-Latino	119	14.99%
Race		
American Indian - Alaskan Native	6	0.76%
Asian	212	26.70%
Black - African American	68	8.56%
Native Hawaiian - Pacific Islander	2	0.25%
White	334	42.07%
Two-or-More	53	6.68%

Student Programs (2023 - 2024 Preliminary Fall PEIMS file loaded 11/03/2023)	Count	Percent
Dyslexia	40	5.04%
Gifted and Talented	53	6.68%
Regional Day School Program for the Deaf	0	0.00%
Section 504	50	6.30%

Student Programs (2023 - 2024 Preliminary Fall PEIMS file loaded 11/03/2023)		
	Count	Percent
Special Education (SPED)	100	12.59%
Bilingual/ESL		
Emergent Bilingual (EB)	119	14.99%
Bilingual	0	0.00%
English as a Second Language (ESL)	118	14.86%

Student Learning

Student Learning Summary

During the 2022-2023 school year, O'Dell students were assessed by DRA and MAP in the beginning, middle and end of the year. Our data shows students are closing gaps in the areas of math and reading. Students also took content specific unit tests as a summative assessment measure throughout the year.

Student Learning Strengths

Data driven instruction will continue to be implemented this year to focus on student achievement. Focus will be on all students making one years progress in the area of math and reading. Focus for all students to be reading on grade level and teachers to be consistently measuring running records with fidelity.

Problem Statements Identifying Student Learning Needs

Problem Statement 1 (Prioritized): There are gaps in learning due in the area of math and reading

Root Cause: There are little to no formative assessment created through a PLC/Planning process and it is creating gaps in learning and delaying the teachers ability intervene.

Problem Statement 2 (Prioritized): Tier I instruction lacks depth for true student learning

Root Cause: Inconsistent planning/PLC and teaching with the use of Backward Lesson Design and with the utilization of resources.

Problem Statement 3 (Prioritized): Teachers don't know how to quickly and effectively incorporate technology applications in their daily lesson plans

Root Cause: Lack of time to explore ideas of ways to incorporate technology into their daily lesson plans.

School Processes & Programs

School Processes & Programs Summary

Vision

We believe that our greatest strategy in achieving the mission of O'Dell is to function as a Professional Learning Community.

Relationships- Develop a positive school culture by maintaining meaningful relationships among students, families, teachers, staff, and community partners

Collaboration- Work together interdependently in collaborative teams

Instruction- Utilize a variety of instructional strategies, expose students to a high level of instruction, and hold students to a high standard Assessment- Monitor progress by using formal and informal assessments

Leadership- Promote growth by engaging & planning meaningful professional learning opportunities

Be a positive, contributing member of my PLC team utilizing the following:

BLD planning document and collaborating in the creation of lesson plans

PLC Norms

Planning PLC Form

SMART Goals (campus & team)

Provide individual & small group instruction models (Guided Reading, Workshop Model)

Monitor student learning through an ongoing process using planned formative assessments

Provide targeted intervention when students do not master learning

Provide high quality extensions for students that master learning

Communicate timely & effectively about student progress

Campus Goals

O'Dell Elementary

All students will make 1.2 years growth in the areas of Reading & Math per the NWEA MAP Assessment

School Processes & Programs Strengths

O'Dell Elementary strengths in the area of school culture and climate include:

Campus created collective commitments and they are posted throughout the campus

All of our kids are all of our kids

Instructional Leadership- focus on instructional best practices

Formation of committees-Every member of the campus is part of a leadership group

Problem Statements Identifying School Processes & Programs Needs

Problem Statement 1 (Prioritized): Retention

Root Cause: Demands to meet high standards cause burn out

Problem Statement 2 (Prioritized): Tier I instruction lacks depth for true student learning

Root Cause: Inconsistent planning/PLC and teaching with the use of Backward Lesson Design and with the utilization of resources.

Problem Statement 3 (Prioritized): Teachers don't know how to quickly and effectively incorporate technology applications in their daily lesson plans

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Perceptions

Perceptions Summary

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Perceptions Strengths

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Formation of committees-Every member of the campus is part of a leadership group

Priority Problem Statements

Problem Statement 1: There are gaps in learning due in the area of math and reading

Root Cause 1: There are little to no formative assessment created through a PLC/Planning process and it is creating gaps in learning and delaying the teachers ability intervene.

Problem Statement 1 Areas: Student Achievement - Student Learning

Problem Statement 2: Retention

Root Cause 2: Demands to meet high standards cause burn out

Problem Statement 2 Areas: Staff Quality, Recruitment, and Retention - School Processes & Programs

Problem Statement 3: Tier I instruction lacks depth for true student learning

Root Cause 3: Inconsistent planning/PLC and teaching with the use of Backward Lesson Design and with the utilization of resources.

Problem Statement 3 Areas: Curriculum, Instruction, and Assessment - Student Learning - School Processes & Programs

Problem Statement 4: Teachers don't know how to quickly and effectively incorporate technology applications in their daily lesson plans

Root Cause 4: Lack of time to explore ideas of ways to incorporate technology into their daily lesson plans.

Problem Statement 4 Areas: Technology - Student Learning - School Processes & Programs

Goals

Goal 1: Love the Learner; Drive the Rigor: Aware we all have unique life experiences that should be respected while assuming collective responsibility to get better each day.

Performance Objective 1: O'Dell will establish committees to help create and support a positive culture and enhance the student and staff experience.

- Evaluation Data Sources:** Attendance Rates
Committee Meeting Notes
Survey Feedback
School Engagement Activities
House Parties
Student Engagement
Family Engagement

Summative Evaluation: Met Objective

Next Year's Recommendation: Repeat the goal due to new leadership and many 35% new to Celina Staff.

Strategy 1 Details	Reviews			
	Formative			Summative
	Oct	Dec	Mar	June
Strategy 1: School Culture Committee (Sunshine): Focuses on building a positive atmosphere for both students and staff. Wellness Committee: Promotes physical and mental health among staff and students. Student Engagement Committee: Focuses on activities and programs to boost student involvement. Staff Development Committee (ILT): Works on professional growth, collaboration, and team-building. Strategy's Expected Result/Impact: O'Dell Elementary can create a collaborative and positive environment for both students and staff, ensuring that the school's culture is continually enhanced and nurtured. Staff Responsible for Monitoring: Committee Leads and Administration	 Considerable	 Considerable	 Considerable	 Continue/ Modify
<div> No Progress</div> <div> Accomplished</div> <div> Continue/Modify</div> <div> Discontinue</div>				

Goal 1: Love the Learner; Drive the Rigor: Aware we all have unique life experiences that should be respected while assuming collective responsibility to get better each day.

Performance Objective 2: O'Dell Elementary will create opportunities and promote student participation in co-curricular and extra curricular activities at all school levels. (BG2)

Evaluation Data Sources: Club Rosters
House Participation
Attendance Data

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: I recommend to continue this goal, due to attendance always being a focus and House Parties will be changing.

Strategy 1 Details	Reviews			
Strategy 1: O'Dell will establish and implement clubs for all students. Strategy's Expected Result/Impact: Create opportunities for students to try new things, challenge themselves, and practice new skills. Staff Responsible for Monitoring: Administration	Formative			Summative
	Oct	Dec	Mar	June
	<div><div></div></div> Considerable	<div><div></div></div> Considerable	<div><div></div></div> Considerable	<div><div></div></div> Continue/ Modify
<div><div></div> No Progress</div> <div><div></div> Accomplished</div> <div><div></div> Continue/Modify</div> <div><div></div> Discontinue</div>				

Goal 1: Love the Learner; Drive the Rigor: Aware we all have unique life experiences that should be respected while assuming collective responsibility to get better each day.

Performance Objective 3: O'Dell Elementary students will have opportunities to explore careers. (BG4, HB3 CCMR)

Evaluation Data Sources: Events
Surveys
Student feedback

Summative Evaluation: Some progress made toward meeting Objective

Next Year's Recommendation: Continue

Strategy 1 Details	Reviews			
Strategy 1: O'Dell will host a career fair with guest speakers and hands on learning opportunities. Strategy's Expected Result/Impact: Inspire students with various careers Staff Responsible for Monitoring: Admin and Counselor	Formative			Summative
	Oct	Dec	Mar	June
	<div><div></div></div> Considerable	<div><div></div></div> Considerable	<div><div></div></div> Some Progress	<div><div></div></div> Continue/ Modify
<div><div></div> No Progress</div> <div><div></div> Accomplished</div> <div><div></div> Continue/Modify</div> <div><div></div> Discontinue</div>				

Goal 2: Responsibility for Ones Own Learning: Aware of one's own strengths and actively seeks learning opportunities.

Performance Objective 1: O'Dell will develop a Leadership Pipeline that focuses on building the leadership capacity of teachers, staff and administrators. (BG3)

Evaluation Data Sources: New Leadership Model
Staff Survey

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: Reevaluate

Strategy 1 Details	Reviews			
Strategy 1: O'Dell will establish and implement a variety of leadership opportunities for staff members through Team Leaders, Committee Chair Leaders, and Mentors. Strategy's Expected Result/Impact: Inspire, equip, and empower teachers to grow as leaders. Build teachers' capacity in their roles on campus and in the district. Staff Responsible for Monitoring: Admin and Instructional Coach TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 2: Strategic Staffing, Lever 3: Positive School Culture	Formative			Summative
	Oct	Dec	Mar	June
	 Some Progress	 Considerable	 Considerable	 Continue/ Modify
<div> No Progress</div> <div> Accomplished</div> <div> Continue/Modify</div> <div> Discontinue</div>				

Goal 2: Responsibility for Ones Own Learning: Aware of one's own strengths and actively seeks learning opportunities.

Performance Objective 2: O'Dell will support high-quality teaching and learning by increasing educator capacity .

Evaluation Data Sources: O'Dell Learns Feedback Forms
Walkthrough Data from IC and Admin Walks

Summative Evaluation: Some progress made toward meeting Objective

Next Year's Recommendation: Continue

Strategy 1 Details	Reviews			
Strategy 1: Train and develop staff to develop and facilitate professional learning at the campus and district level. (ESSA - TII) Strategy's Expected Result/Impact: Growth in Tier I instruction Staff Responsible for Monitoring: Principal Instructional Coach ESF Levers: Lever 5: Effective Instruction	Formative			Summative
	Oct	Dec	Mar	June
	 Considerable	 Considerable	 Considerable	 Continue/ Modify
Strategy 2 Details	Reviews			
Strategy 2: Teachers and administrators will train on the PLC Solution Tree Model to be intentional and drive instruction in the classroom. Strategy's Expected Result/Impact: To increase rigor and performance in the classroom for both teachers and students. Staff Responsible for Monitoring: Building admin and Team Leads	Formative			Summative
	Oct	Dec	Mar	June
	 Considerable	 Accomplished	 Accomplished	 Continue/ Modify
Strategy 3 Details	Reviews			
Strategy 3: Every student will know his/her goal for every subject to move students to the "Meets" and "Masters" performance standards. Teachers will review goals with students after every MAP Test and students will keep accurate accounting on a running goal sheet. Strategy's Expected Result/Impact: Increased student achievement showing move a performance level or maintain a masters performance level on MAP. Staff Responsible for Monitoring: Principal & Teachers	Formative			Summative
	Oct	Dec	Mar	June
	 Some Progress	 Considerable	 Some Progress	 Continue/ Modify



No Progress



Accomplished



Continue/Modify



Discontinue

Goal 2: Responsibility for Ones Own Learning: Aware of one's own strengths and actively seeks learning opportunities.

Performance Objective 3: O'Dell students will increase by 5% for the Meets Performance Standard on 3rd-5th Grade Math STAAR in the 2024-2025 school year. (HB3 Math Goal)

Evaluation Data Sources: STAAR Test
MAP Data

Summative Evaluation: Some progress made toward meeting Objective

Next Year's Recommendation: Continue this goal with more specific data meetings at the beginning of the year with teacher teams.

Goal 2: Responsibility for Ones Own Learning: Aware of one's own strengths and actively seeks learning opportunities.

Performance Objective 4: O'Dell students will increase by 5% for the Meets Performance Standard on 3rd-5th Grade RLA STAAR in the 2024-2025 school year. (HB3 Literacy Goal)

Evaluation Data Sources: STAAR Test
MAP Data

Summative Evaluation: Some progress made toward meeting Objective

Next Year's Recommendation: Continue this goal with more specific data meetings at the beginning of the year with teacher teams.

Goal 2: Responsibility for Ones Own Learning: Aware of one's own strengths and actively seeks learning opportunities.

Performance Objective 5: O'Dell Elementary Administrators are designing systems of support for teachers and staff members that are new to the profession. (BG5)

Evaluation Data Sources: Teacher Retention Rate
Campus Surveys
Student Success
Peer Learning Walk Reflections

Summative Evaluation: Some progress made toward meeting Objective

Next Year's Recommendation: Continue this goal with more opportunities for feedback, surveys were either not created or not shared/discussed.

Strategy 1 Details	Reviews			
Strategy 1: O'Dell will offer staff opportunities to participate in collaborative book studies to enhance their skills, promote professional growth, and foster a culture of continuous learning and collaboration. (ESSA - TII) Strategy's Expected Result/Impact: Increased engagement in professional development. Fostering a culture of continuous learning and improvement. Opportunities for staff to apply new ideas and strategies in their practice. Staff Responsible for Monitoring: Administration	Formative			Summative
	Oct	Dec	Mar	June
	 No Progress	 Some Progress	 Some Progress	 Discontinue
<div> No Progress</div> <div> Accomplished</div> <div> Continue/Modify</div> <div> Discontinue</div>				

Goal 3: Interdependent Self-managers: Aware of one's own self-worth and recognizes the worth of each person.

Performance Objective 1: O'Dell will improve the retention rate of teachers. (BG5)

Evaluation Data Sources: Return Percentage
Survey Results from Teachers and Staff

Summative Evaluation: Some progress made toward meeting Objective

Next Year's Recommendation: Continue this goal as the opening of a nearby campus provided more leadership opportunity for the current staff to leave.

Strategy 1 Details	Reviews			
Strategy 1: O'Dell will support new teachers through New Teacher Check-Ins, Campus Staff Meetings, Coaching Cycles, Bloom Buddies, Campus Mentors, Walkthroughs and the PLC structure. Strategy's Expected Result/Impact: Support teachers' needs and those of their students. Create a sense of self-confidence in teachers' craft. Staff Responsible for Monitoring: Admin and Instructional Coach TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 2: Strategic Staffing	Formative			Summative
	Oct	Dec	Mar	June
	 Some Progress	 Some Progress	 Some Progress	 Accomplished
Strategy 2 Details	Reviews			
Strategy 2: O'Dell will spotlight and celebrate all teachers and staff members. Strategy's Expected Result/Impact: Ensure teachers feel celebrated and supported. Create opportunities for teachers to learn from their peer models Staff Responsible for Monitoring: Administration	Formative			Summative
	Oct	Dec	Mar	June
	 Accomplished	 Accomplished	 Accomplished	 Continue/ Modify
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 3: Interdependent Self-managers: Aware of one's own self-worth and recognizes the worth of each person.

Performance Objective 2: O'Dell will foster opportunities to lead, serve and connect with the community of Celina. (BG1)

Evaluation Data Sources: Number of Students Involved
Number of Service Projects Completed

Summative Evaluation: Some progress made toward meeting Objective

Strategy 1 Details	Reviews			
Strategy 1: O'Dell staff and students will make a difference in the community by participating in food drives and service projects that will benefit the various local organizations in Celina. Strategy's Expected Result/Impact: Create opportunities for students to serve their community and practice empathy for others' needs. Staff Responsible for Monitoring: Administration	Formative			Summative
	Oct	Dec	Mar	June
	 Considerable	 Considerable	 Some Progress	 Continue/ Modify
<div> No Progress</div> <div> Accomplished</div> <div> Continue/Modify</div> <div> Discontinue</div>				