

**Allen Independent School District**  
**Olson Elementary**  
**2016-2017 Campus Improvement Plan**

**Accountability Rating: Met Standard**

**Distinction Designations:**  
Academic Achievement in Science



**Board Approval Date:** August 22, 2016  
**Public Presentation Date:** August 22, 2016

# Mission Statement

We believe everyone entering Olson Elementary knows they are in a safe, student focused environment and all involved take pride in our learning community.

We believe all students have high expectations and respect for themselves and others, and feel loved and accepted which results in a lifetime of success.

We believe everyone learns and achieves success through relevant, engaging and differentiated experiences.

We believe the development of a positive climate enables our students, parents and staff to feel confident, open to a variety of powerful experiences and reach their potential (lifetime goals).

We believe a collaborative, motivated and respectful staff is essential to our success.

We believe communication and active community involvement builds an essential partnership for a successful school.

# Vision

The Olson community is committed to developing confident, focused learners who are exemplary in character and performance.

# Core Beliefs

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# Comprehensive Needs Assessment

## Demographics

### Demographics Summary

Olson is beginning its eighth year and serves grades K- 6 in the Allen ISD. Olson is one of the largest elementary schools in Allen with 712 students enrolled. Many of our families have been at Olson since it opened.

In addition to our general education program, Olson has special programs on our campus. We currently house 1 PAS (Positive Attitudes for Success) class, and two Life Skills classes. Our Special Education program comprises 11.24% of our student body as compared to 10.48% in 2015-2016. The top primary disabilities on our campus include Speech Impairment (37% of Special Education population), Other Health Impairment (20% of Special Education population), Learning Disability (13% of Special Education population), and Autism (10% of Special Education population).

Olson currently has 53 students served under section 504 which is 7.44% of our student population. Olson has a Gifted and Talented program, as well, that serves K-6th grade. We currently have 72 students enrolled in the program which comprises 10.11% of our student population.

Olson has a mobility rate of 5.9% which is only up slightly as compared to the previous year with 5.6%. Our economically disadvantaged group is relatively low at 9.9% , but has increased since the 2015-2016 school year from 7.9%.

English Language Learners comprise 6.8% of Olson. With 53.09% of the population being White, the next largest student group is Asian, 17.28%, followed by African American at 14.89%. Hispanics comprise 7.87%, American Indians, 1.26%, two or more races 5.2%, and Pacific Islander, .42%.

### Demographics Strengths

Olson Elementary has much strength to celebrate. Some of the most notable demographics strengths include:

1. The families in our area value education and are extremely supportive of Olson. We have many volunteers who are always eager to help in our school in any way necessary.
2. The attendance rate at Olson Elementary continues to be above the state average. Olson- 97.4%, State- 95.9%
3. Our student population is both academically and culturally diverse.
4. Students at Olson are very accepting of other students regardless of race, ethnicity, or ability.

## Demographics Needs

1. Support needed for our diverse Special Education population as well as support for teachers to appropriately meet student needs in both Special Education Setting and General Education setting.

# Student Achievement

## Student Achievement Summary

Olson Elementary believes every educator is a leader and every student has potential to be a successful learner. Through quality engaging educational experiences, collaborative teamwork, and families as teaching partners, a positive learning environment is created and nurtured. All learners are challenged to achieve personal excellence daily on their life-long learning journeys.

All schools in Texas must meet standards set in four state accountability areas. For the 2015-2016 school year, Olson Elementary met these targets:

- Index 1 Olson 94, Target 60
- Index 2 Olson 47, Target 32
- Index 3 Olson 59, Target 28
- Index 4 Olson 65, Target 12

The scores Olson received in the four state accountability areas resulted in a 2016 Texas Accountability Met Standard rating.

We earned a distinction in the area of science and we were very close to achieving a distinction in ELA/Reading. We will continue to strive toward our campus goals for student achievement and progress through best teaching practices, intervention, and enrichment.

There is a significant difference between the performances of different student groups in the following areas:

- 3rd grade Math Met Standard- Economically Disadvantaged, 80% as compared to Olson Overall, 98.8%.
- 3rd grade Reading Met Standard- Economically Disadvantaged, 50%, African American, 81.82%, LEP, 66.67% as compared to Olson Overall 91.76%
- 4th grade Math Met Standard- Economically Disadvantaged, 84.62%, 2 or More Races, 83.33%, LEP, 60%, Special Education, 54.55% as compared to Olson Overall 94.21%
- 4th grade Reading Met Standard- LEP, 80%, Special Education, 63.64% as compared to Olson Overall 95%
- 4th grade Writing Met Standard- Economically Disadvantaged, 84.62%, LEP, 80%, Special Education, 63.64% as compared to Olson Overall 95%
- 5th grade Math Met Standard- Economically Disadvantaged, 88.89%, Hispanic, 80%, Two or more races, 88.89%, Special Education, 44.44% as compared to Olson Overall 95%
- 5th grade Reading Met Standard- African American, 73.33%, Hispanic, 80%, Special Education, 40% as compared to Olson Overall 93%
- 5th grade Science Met Standard- Economically Disadvantaged, 70%, African American, 60%, Hispanic, 80%, Hawaiian/Pacific Islander, 50%, Two or More Races, 80%, Special Education 18.18% as compared to Olson Overall 87%

## **Student Achievement Strengths**

We are very pleased with our STAAR Results for the 2015-2016 school year. Below is a summary of our strengths:

- 3rd grade Math- 98.8% Met Standard and 39.29% Advanced
- 3rd grade Reading- 91.76 % Met Standard and 52.94% Advanced
- 4th grade Math- 94.21% Met Standard and 42.15% Advanced
- 4th grade Reading 95%% Met Standard and 37.19% Advanced
- 4th grade Writing 95% Met Standard and 44.63% Advanced
- 5th grade Math 95% Met Standard and 40.68% Advanced
- 5th grade Reading 93% Met Standard and 51% Advanced
- 5th grade Science 87% Met Standard and 25% Advanced
- 6th grade Math 96% Met Standard and 51% Advanced
- 6th grade Reading 93% Met standard and 50% Advanced

## **Student Achievement Needs**

The areas for which we are working toward improvement are as follows:

- Close performance gaps within our student groups
- Increase the number of Special Education students meeting standard in math



## **Curriculum, Instruction, and Assessment**

### **Curriculum, Instruction, and Assessment Summary**

Staff will review student assessments in order to provide targeted instruction for improvement. Each grade level along with Principals, CIS, SSI, and other relevant support staff meet monthly to review students and their needs. Plans of action are created based on discussion in these meetings. Data is used to inform curriculum, instruction, and assessment decisions. During professional development, vertical teaming, grade level planning, Core SITs, and data talks, instructional activities are aligned with student learning needs and expected outcomes for achievement. Assessments are developed with the purpose of measuring the impact of curriculum and instruction on student learning.

### **Curriculum, Instruction, and Assessment Strengths**

- High level of teaching at performance standard
- Monthly Core SIT to review data
- Small group instruction based on student needs
- Structured intervention/enrichment time for students on a daily basis
- Students receive effective interventions resulting in measurable progress
- Data talks are led by instructional leadership with necessary teachers to review data and develop intervention plans

### **Curriculum, Instruction, and Assessment Needs**

- Professional development in the area of differentiation in the classroom to meet all learners' needs
- Professional development on the analysis of instructional data to drive instruction

## **Family and Community Involvement**

### **Family and Community Involvement Summary**

We are continuing to increase efforts to communicate with families and community stakeholders. In an effort to increase parental involvement and engagement, we are continuing to identify and offer activities that will help achieve increases in these areas.

### **Family and Community Involvement Strengths**

- Frequent opportunities for parental involvement- PTA, WatchDOGS, Parent Newsletter from Principal and grade levels, classroom volunteers, campus volunteers
- Up to date School Website
- Robust social media presence provides up-to-date information for parents and the community- Twitter, PTA Facebook, School Facebook, Grade Level Facebook accounts
- Multi-Cultural Night
- Multiple PTA family events
- Community Service projects with ACO- Toy Drive, Food Drive, ACO Day
- Veteran's Day Celebration
- Monthly meeting with PTA president

### **Family and Community Involvement Needs**

- Solicit input from parents in regards to campus improvement planning and decision making.

# Comprehensive Needs Assessment Data Documentation

The following data were used to verify the comprehensive needs assessment analysis:


# Goals

**Goal 1: Continue to strive toward excellence in achievement by all students at all grade levels on current common metrics.**

**Performance Objective 1:** Olson Elementary will maintain rigorous standards of achievement to prepare 21st Century learners for graduation and post-secondary success.

**Evaluation Data Source(s) 1:** Decreased performance gaps within our student groups in STAAR tested grade levels.

**Summative Evaluation 1:**

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
			Formative			Summative
			Sept	Dec	Mar	May
1) Professional development opportunities will be conducted/offered on the analysis of instructional data used to drive instruction and target areas of need.	Principal, Assistant Principal, CIS, SSI	Teachers will begin to have more specific, targeted discussions during planning meetings after analyzing data which will be evident as they plan for targeted interventions for students.				
						






**Goal 2: Maintain the Exemplary rating as achieved in 2015-2016 in the local accountability system based on performance of the campus in community and student engagement in eight categories and in compliance with statutory and policy requirements.**

**Performance Objective 1:** Olson Elementary will maintain the Exemplary rating in all eight categories for the local accountability system.

**Evaluation Data Source(s) 1:** Exemplary rating on as measured on the 2016-2017 Local Accountability

**Summative Evaluation 1:**

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
			Formative			Summative
			Sept	Dec	Mar	May
1) Fine Arts: Olson Elementary will continue to provide opportunities for students to perform and display their talent in a variety of settings. (contests, performances, PTA grade level performances, Talent Show etc.	Manes, Seddelmeyer, Reyes, Rawlins	2016-2017 Local Accountability Rating				
2) Wellness and Physical Education: Olson will participate in events such Health Hustle, Field Day, Allen Eagle Run, Walk and Bike to School Days, 21 Day Snack Challenge. Olson will also learn bully prevention lessons in K-6, Character Trait Lessons, Student Mentors to teach younger students about bully prevention, and Counselor website. All students in K-5 will attend PE classes 3 times per week that will include health and wellness lessons. 6th graders will attend PE Classes 2 days a week along with daily walking exercise after lunch. Students will also participate in recess for 20 minutes each day.	Principals, PE Coach, Music Teacher	Participation in 3 or more related activities in the following areas: wellness events , activities and programs  Participation in 3 or more related activities in bullying and character education. More than 135 minutes of physical education instruction and activity.				
3) Community and Parent Involvement: Olson will encourage PTA membership and continue to have programs such as Veteran's Day, Swim Up, Red Ribbon Week, Open House, Meet the Teacher, Multicultural Night, Chili cook-off, Fall Ball or Spring Fling, Family Picnic, Popsicles on the playground. Information about events will be communicated through school newsletters, school marquee, social media, and school announcements.	Principal, Assistant Principal	PTA board meets regularly to assess programs and coordinate activities, having 5 or more public assemblies or programs a year, and maintain communication, both formal and informal using multiple communication tools. We will also have had the opportunity to hold 4 or more events that demonstrate community and business partnerships. Finally, there will be 4 or more opportunities for non-staff volunteers, tutors, or mentors to work with students on campus.				


<p>4) 21st Century Workforce Development: Maintain high levels of instruction to prepare students for college and career readiness, provide at least 3 opportunities for students to explore secondary and post-secondary education options through activities such as College Week, Career Day, 6th graders attending Enterprise City, and Career Guidance by the counselor. Students will have 3 or more opportunities to develop and exhibit leadership skills by participating in Student Council, Girls 2 Gals, Boys 2 Men, and safety patrol.</p>	<p>Principals, counselor, teachers</p>	<p>Exemplary rating on the local accountability assessment.</p>				
<p>5) Second Language Acquisition: There will be at least 4 methods of support for ELL students and families. We will utilize inclusion, pull out, all teachers will be ESL certified, translators and interpreters will be provided as needed, ELL tutors will be acquired, apps utilized for translation in classrooms and ELL tutoring. Our ELL students will show greater than 70% satisfactory performance, and students will have 3 or more opportunities to participate in language organizations, field trips, contents, or cultural events such as 6th grade world culture studies and projects, 2nd grade statue garden, and Multicultural Night.</p>	<p>Principals, ELL teachers, teachers</p>	<p>Exemplary rating on the local accountability assessment.</p>				
<p>6) Digital Learning Environment: Students and teachers will use technology for authentic learning and the acquisition of the knowledge, skills, and attitudes needed to perform in the 21st century world, and our school's culture will promote the use of technology for a wide range of digital learning. Students and teachers have access to laptops, ipads, ipad minis, Osmos, Lego Mindstorms, AV equipment for announcements, Google Apps, Pebble Go, Smartboards, Airserver, Chrome Books, etc.</p>		<p>Exemplary rating on the local accountability assessment</p>				
<p>7) Dropout Prevention Strategies: Student focused programs such as SIT Committees, SSI, Tutoring, Truancy Protocols, Core SIT committee, after school tutoring, Kids Club, PALS, UIL, Safety Patrol, Art Club, Robotics Club, DAEP, Homebound, etc.</p>	<p>Principals, CIS, SSI, teachers, counselor</p>	<p>Exemplary Rating on the local accountability assessment.</p>				
<p>8) Educational Programs for Gifted and Talented students: All teachers will have had 30 hours of GT training as well as 6 hour annual updates. Administrators will have received the minimum 6 hour training. Gifted and Talented student enrollment in advanced academics coursework will exceed 80%.</p>	<p>Principals, GT teacher, teachers</p>	<p>Exemplary rating on the local accountability assesment</p>				
<p>9) Compliance and Policy Reporting Requirements: Olson will hold monthly staff development meetings, district based trainings as well as campus based trainings, district cadre meetings, PBIS, teachers visiting mentor teachers on other campuses, LPAC, 504, SpEd, and SIT compliance and training, instructional accomodations for ELL, 504, and SpEd students, etc.</p>	<p>Principals, CIS, SSI, ELL, 504 coordinator, teachers</p>	<p>Exemplary rating on the local accountability assessment</p>				
<p style="text-align: center;">  = Accomplished    = Considerable    = Some Progress    = No Progress    = Discontinue </p>						

**Goal 3: Ensure improvement in student learning through professional learning communities that focus on curriculum, instruction/assessment and intervention. In accordance with the district expectations, all staff will implement the provided guaranteed and viable curriculum, utilize the instructional model, and develop school-wide intervention plans to ensure improved student learning.**

**Performance Objective 1:** Olson Elementary School staff will ensure improvement in student learning by working in high-performing collaborative teams.

**Evaluation Data Source(s) 1:** Teacher attendance at campus and district-wide professional development opportunities.

**Summative Evaluation 1:**


Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
			Formative			Summative
			Sept	Dec	Mar	May
1) Professional Development in the area of differentiated instruction.	Principals and GT teacher	Teachers become more confident in the classroom when developing differentiated instruction for students. Students will meet and exceed progress on assessments.				
2) Professional Development in the area of meeting the needs of general education students as well as special education students in the classroom, specifically in the area of math.	Principals, SPED teachers, SPED IS, CIS	Olson will be more than 10 points away from not meeting a system safeguard in the area of Special Education Math.				
						

**Goal 4: Provide opportunities for all students to use technology through project based activities that reinforce the core curriculum while becoming proficient in all technology application TEKS.**

**Performance Objective 1:** Olson Elementary will continue to focus on technology integration across the curriculum, in all grade levels while students become proficient in technology teks.

**Evaluation Data Source(s) 1:** ALW and TTESS data as well as evidence of student created products

**Summative Evaluation 1:**

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
			Formative			Summative
			Sept	Dec	Mar	May
1) Teachers will become more confident in multiple technology applications such as Air Server, Google Apps, Google Classroom, Chrome Books, etc. by participating in digital learning sessions provided by district technology IS staff, Library Media Specialist, and campus tech. These types of training will enable teachers to put technology experiences in the hands of students. LMS will meet with teams once a month to bring new technology ideas as well as technology that correlates to grade level curriculum.	Principals, LMS, Campus Tech, GT teacher, teachers	Teachers will be asked to share new technology learning with staff at Faculty meetings and on Staff Development days. Lesson plans will reflect technology integration on a daily basis in classrooms.				
						




**Goal 5: Provide education and awareness to all students, staff and school community to promote understanding of diversity.**

**Performance Objective 1:** Olson Elementary will provide education and awareness to all students, staff, and school community to promote understanding of diversity.

**Evaluation Data Source(s) 1:** End of Year student survey results

**Summative Evaluation 1:**


Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
			Formative			Summative
			Sept	Dec	Mar	May
1) Olson will hold a Multicultural night in the fall where families volunteer to share facts about their culture with the school community.	Principals, Multicultural committee members	Participation by families and attendance at the event.				
2) Olson will participate in a Thanksgiving food drive as well as a toy/gift drive with ACO in order to bring awareness to our students that there are families in our community in need and we will provide for them.	Counselor	Donations made				
3) Staff training on diverse learners and how to meet their needs. Specifically, we will address our African American learners along with students who are economically disadvantaged, LEP students, and special education students. Invite a facilitator from Region 10 to conduct a training, Designing Instruction for Diverse Learners, on a Staff Development Day.	Principals	Team planning meetings will reflect discussion and planning that will meet the needs of diverse learners in the classroom. In addition, scores on various assessments including STAAR will show improvement in closing learning gaps among groups.				
						

**Goal 6: Provide a safe and structured program designed to meet the academic and social needs of our diverse student population. All students will be educated in a learning environment that is safe, drug free, and conducive to learning that leads to graduation for all students.**

**Performance Objective 1:** Olson Elementary will to provide a safe and secure environment to meet the academic and social needs of our students.

**Evaluation Data Source(s) 1:** End of year district student safety survey results  
 Campus Discipline referrals  
 Safety Audit Results

**Summative Evaluation 1:**

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
			Formative			Summative
			Sept	Dec	Mar	May
1) 1) Olson Elementary will continue to the implementation of the Watch DOGS program.	Principals, Counselor, Parent sponsor	Parent involvement and Watch DOG survey.				
2) Olson Elementary will ensure a safe and structured school through our Crisis Team, Guidance lessons, Safety Drills, Staff Table Top Activities, Red Ribbon Week, PALS.	Crisis Team, Principals, Counselor, Teachers	Student, Teacher, and Parent feedback, drill follow-ups				
3) Olson Elementary will participate in district safety audit through Safe and Secure Schools.	Administrators and teachers	Feedback provided in audit				
						

**Goal 7: Ensure efficient, effective processes to support management of operations and utilization of resources to maximize learning for all students and staff.**

**Performance Objective 1:** Olson Elementary will maintain efficient and effective management of resources and operations to maximize learning for all students and staff.

**Evaluation Data Source(s) 1:** Workplace Dynamics Survey

**Summative Evaluation 1:**

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
			Formative			Summative
			Sept	Dec	Mar	May
1) Clear communication with staff through different modalities	Campus Administration	email, phone messages, weekly newsletter through Outlook for staff				
2) Weekly Admin Team meetings	Administrators, Secretary, Counselor	Communication and planning				
3) Gather input from district content area coordinators prior to purchasing resources for instruction	Campus Administration, District Content Area Coordinators	Receipts from resource purchases				
