

Keene Junior High School  
Campus Improvement Plan  
2022-2023



Every Child \* Every Need \* Every Day

Committee Members

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TITLE IX

Keene Junior High School does not discriminate on the basis of race, religion, color, national origin, sex or disability in providing educational services, activities, and programs, including vocational programs in accordance with Title IX of the Civil Rights Act of 1964, as amended: Title IX of the Educational Amendments of 1972; Section 504 of the Rehabilitation Act of 1972, as amended.

ESSA Goals and Indicators  
Comprehensive Needs Assessment

The following data sources were reviewed and analyzed to assess campus strengths and priorities:

1. Disaggregated STAAR data for 2019, 2021, 2022
2. Most recent School Report Card (Campus Accountability - Performance Indices/Distinction Designations)
3. Student demographics - Subgroups
4. Technology - Fiscal and Facility Resources
5. Participation records of students enrolled in special programs (GT, Special Education, ESL)
6. Staff Development Records (T-TESS)
7. Assessment and benchmark data (DMAC)
8. Stakeholder surveys conducted during the 2021-2022 school year.

Identified Strengths:

1. Dedicated teachers committed to student success
2. Teamwork within departments and cross curricular areas

Identified areas for needed improvement:

1. Increased student performance for ELL and SpEd subgroups on all tests
2. Improvement of classroom practice as it relates to student engagement and use of best teaching practices

### Students

Students are at the heart of all we do here. It is the goal of Keene Junior High School to equip all students with the tools needed to succeed so they may excel.

*Every Child, Every Need, Every Day*

### Student Strengths

Our students are hardworking, involved and spirited.

They are invested in making Keene Junior High School the best it can possibly be!

Our students are respectful and well-behaved.

Our students come from diverse backgrounds.

### Student Needs

Support for those struggling to attain grade level standards of performance.

Support for Special Education and EL students.

Vision for the future, postsecondary endeavors.

### Staff

Having a staff of highly effective teachers and instructional aides is the goal of Keene Junior High School through established hiring practices.

### Staff Strengths

Based on current data, teachers and instructional aides meet previously identified highly qualified status at Keene Junior High School. The teaching staff is composed of 75% females and 25% males.

One hundred percent of the teachers hold a bachelor's degree while 4% have a master's degree.

There is a mix of new and experienced teachers, which allows for both real world/professional experiences as well as the proper transfer of knowledge within the profession.

### Staff Needs

A goal for the school is to address staff development providing appropriate training for teachers in their specific areas, particularly addressing alignment, classroom management, student

engagement, and technology integration. In so doing, we will encourage and support in-service opportunities that will best serve our students in preparation for the future.

#### Parent Engagement

The success of our school is significantly impacted by the engaging of parents and support groups.

Parent and community engagement includes parent/advisor partnerships, SBDM meetings, school/community programs, media communication (School Messenger, Parent Portal, Social Media outlets), along with school calendars and newsletters, newspaper highlights and school/teacher web pages.

#### Community Engagement

The junior high school will continually look for new and innovative ways of engaging the community in the activities of the school. The community of Keene is typically involved with the students and faculty of the junior high school through financial help and time commitment.

#### Facilities

The junior high school will continually research new and innovative ways of incorporating cutting-edge technology into the classroom setting. School equipment such as flexible seating furniture, interactive white boards, iPads, document cameras and projection/AV equipment, to best serve students for academic achievement and success, is incorporated at the campus level.

Classrooms, science labs, and fine arts rooms are currently utilized.

#### Fund Sources

All federal, state, and local funds received by Keene ISD are coordinated to ensure that all programs are operated in an effective and efficient manner. All students are guaranteed equal access to all foundation programs and services.

(Keene ISD observes Title IX laws.)

State Compensatory Education funds are used to improve and enhance the regular program of instruction for students who are at risk of academic failure or of dropping out of school as defined in the state rules and Keene ISD's At-Risk criteria.

Keene Junior High School is a Title I school-wide campus and uses multiple fund sources to improve the overall educational program. The following sources are used to support and supplement programs such as RtI, computer libraries, curriculum and instruction through the use of technology software and hardware, before and after-the-school day tutorials and after school instructional programs for at-risk students identified using state and local at-risk criteria: Title I, Title II, and SCE.

### Comprehensive Needs Assessment: Student Data

#### STAAR PERFORMANCE - 2022

- Reading: 84% All Students
- Mathematics: 81% All Students
- Social Studies: 68% All Students
- Science: 66% All Students

DROPOUT DATA : 0.0% (for all subgroups)

ATTENDANCE : 93.7%

## **Goals & Objectives**

### Goal 1

Keene ISD will meet State/Federal accountability standards and Distinction Designations.

- Objective 1: To ensure that at least 90% of all students and student groups meet the standard on all subject area STAAR tests

### Goal 2

Keene ISD will provide effective, timely assistance to help students be successful starting at early childhood and continuing through post-secondary education and/or entering into the workforce.

- Objective 1: To ensure the academic success of all students so they can obtain a high school diploma

### Goal 3

Teachers will be provided opportunities to grow professionally

- Objective 1: To recruit & retain highly qualified, experienced personnel
- Objective 2: To implement a high quality staff development program to provide teachers with opportunities for professional growth

### Goal 4

Technology will be integrated into the teaching and learning process in the classroom to prepare students to be globally involved citizens.

- Objective 1: To expand the scope within the instructional context to serve as a tool for engagement, efficiency, and to close performance gaps.

### Goal 5

Keene ISD is committed to establishing a full partnership with educators, parents, and community stakeholders to ensure academic success.

- Objective 1: To improve engagement and communication between school and home

### Goal 6

School campuses will maintain a safe, managed environment conducive to student learning.

- Objective 1: To provide an orderly atmosphere addressing physical, emotional and environmental safety needs for students and staff

Goal 1: Keene JH will meet State accountability standards and earn Distinction Designations.

Needs Assessment: Reading/English Language Arts: (6-8) 84%, Mathematics: (6-8) 81%,

Subpopulation performance for Pacific Islander Students

Objective 1: To ensure that at least 90% of all students and student groups meet the standard on all subject area STAAR tests

Strategies	Resources	Person(s) Responsible	Timeline	Formative Evaluation
1. Teach current TEKS, for all core subjects, using the state-adopted curriculum and research-based instructional materials/programs	TEKS, state-adopted curriculum, research-based supplemental materials/ Curriculum, dept. Meetings iXL, iLit TEKS Resources	Reading/LA, Math, Science and Social Studies Dept. Heads Teachers	Aug.-May	DMAC results, student progress reports, student report cards, various assessments, STAAR test results Interim assessments
2. Align all special programs with the general education program to increase student performance	Special Ed., G/T, RtI	All teachers including special programs staff	Aug.-May	Student progress reports, report card grades, assessments,, DMAC data, STAAR results
3. Disaggregate and disseminate STAAR data to structure instruction and remediation for all students	STAAR demographic information/ results	Tested subject area staff and supporting staff	Aug.-May	Disaggregated data – all students, all student groups, all tested areas
4. Analyze common assessment/benchmark data for student mastery, STAAR projections to provide instructional interventions for student populations/student needs	DMAC data analysis programs	Tested area department staff and supporting staff	Aug.-May	Benchmark data Interim assessments and STAAR results
5. Provide interventions/staff support for at-risk students or students who struggle in core content areas	SpEd, ESL, G/T, Dyslexia, RtI GCS, DMAC data, iXL, iLit, Instructional Supplies,	Program directors, teachers, RTI teachers, Content Mastery personnel	Aug.-May	Student progress reports , report cards, benchmark data from DMAC, iXL, iLit



	Intercession time			
6. Before/after school tutorial sessions and homework assistance, Weekly ZAP sessions	Teachers	Core and tested area teachers	Aug.-May	Progress reports, report card grades, benchmarks, STAAR test results
7. Subject specific tutoring for EL students (Reading and Math, before and after school)	Teaching materials	ESL Teacher ESL Support Staff	Oct.-May	Testing results, Class performance, STAAR results
8. Increase the Advanced Performance percentages on the STAAR test by all students, including ESL, Sp. Ed., GT, and At-Risk	TEKS, State-adopted textbooks, research-based programs/ curriculum, after-school tutorials, GCS program iLit, iXL	Classroom teachers	Aug.-May	Testing results, STAAR test results

Goal 2: Keene ISD will provide effective, timely assistance to help students be successful starting at early childhood and continuing through post-secondary education and/or entering into the workforce.

Needs Assessment: LEP (6-8), SpEd (6-8), At-Risk (6-8), Sub Populations (6-8)

Objective 1: To ensure the academic success of all students so they can obtain a high school diploma & be prepared for postsecondary success.

Strategies	Resources	Person(s) Responsible	Timeline	Formative Evaluation
1. Provide appropriate interventions for at-risk students (RtI, dyslexia, GCS, AIP students, EB students)	GCS Take Flight Dyslexia Program, RtI SpEd /Title 1/ Comp. Ed Funds/ESSER III iLit, iXL, IRLA, SIPPS Rewards Secondary Reading Program	Classroom teachers, RtI teachers, GCS Staff, Dyslexia teacher, Special education staff, Math Specialist, Reading Specialist, ESL Specialist	Aug.-May	Student progress reports, report cards, STAAR scores
2. Expand library collections to assist students in reaching grade level TEKS	Local Funds	Classroom teachers, librarian	Aug.-May	Library collections compared to Library Standards
3. Address violence and suicide prevention, conflict resolution, and other student needs	Safety surveys Special speakers (Reach Council, Aim for Success)	Counselor, Mental Health Counselor	Aug.-May	Survey data, program logs, PEIMS discipline data, Student surveys of programs
4. Provide College and Career Readiness class for all 8 <sup>th</sup> grade students	Curriculum	Counselor 8 <sup>th</sup> grade teaching staff	Aug. -May	Student evaluation of program

Goal 3: Teachers will be provided opportunities to grow professionally so that 100% of the teaching staff will remain highly effective in academic core subject area classes.

Needs Assessment: Although 100% of the campus staff meets highly effective status, professional growth opportunities need to be expended by providing CPE credits to meet SBEC requirements for certificate renewals

Objective 1: To recruit & retain highly qualified effective personnel

Strategies	Resources	Person(s) Responsible	Timeline	Formative Evaluation
1. Conduct recruitment activities to ensure highly qualified personnel in all position vacancies	Keeneisd.org Region XI TASA SWAU Job Fair	Human Resource personnel, Principal, Assistant Principal	Aug.-May	Recruitment data Applications received
2. Screen & hire only applicants who are highly qualified & effective teachers	ESSA criteria TASB Interview questions	Principal, Assistant Principal	Aug.-May	Review ESSA status of applicants Hiring process to include ESSA requirement
3. Provide opportunities for teachers needing hours for certification (staff development, college courses, fees for test(s) and add to certificate)	Approved CPE courses and certification per SBEC requirements	Human Resources personnel, Principal, Assistant principal	Aug.-May	Data on CPE credits earned/courses taken/fees refund
4. Analyze data from all teachers' certifications, testing, staff development and service records to ensure that all meet/retain highly qualified status	SBEC requirements Personnel files	Principal, Assistant Principal	Aug.-May	Complete personnel files Professional development records ESSA staff
5. Assist teachers in maintaining or attaining certification through alternative programs, G/T certification, ESL certification, coursework and TExES testing in order	Title money Compensatory Local money	Principal, Assistant Principal	Aug.-May	Complete personnel files Professional development records ESSA staff

to assure all staff is highly qualified				
6. Continuation of teacher mentoring system to retain highly qualified personnel	District developed mentor program materials	Principal, Assistant Principal, Mentors	Aug.-May	Formative/Summative interviews Payroll records
7. Analyze data from paraprofessionals' files to ensure all instructional aides are highly effective & fully qualified	Personnel files	Principal, Assistant Principal	Aug.-May	Complete personnel files
8. Provide a comfortable, welcoming atmosphere for all staff through various staff morale activities	Local money	Principal, Assistant Principal, Counselor	Aug.-May	Positive staff morale Safe working environment
9. Participate in the Teacher Incentive Allotment program in order to retain high quality teaching staff	TIA Funds	Teacher evaluation staff	Aug. - May	TIA documentation

Objective 2: To implement a high quality staff development program to provide teachers with opportunities for professional growth.

Strategies	Resources	Person(s) Responsible	Timeline	Formative Evaluation
1. Implement a high quality staff development program based on research and data (ex. curriculum, instruction, intervention, at-risk populations, student engagement, etc.)	Title money Local money Compensatory money	Principal, Curriculum dept.	Aug.-May	Staff development program in place Staff development evaluations Staff development surveys for future ideas and addressing audience needs
2. Provide opportunities for staff to attend workshops and conferences and nationally known speakers of interest and return to campus to share new strategies and ideas with peers	Title money Local money	Principal, Assistant Principal, Dept. Heads, Staff	Aug.-May	Increased student performance and achievement Increased staff morale
3. Provide opportunities for instructional coaching with district curriculum and instruction staff as well as campus administrators (TIL)	Title money Local money	Principal, Assistant Principal, Instructional Coaches	Aug.-May	Improved instructional practice, TTESS results
4. Teachers and administrators will maintain state GT professional development requirements	GT funds Local funds	Principal, Assistant Principal, GT Campus, Coordinator, Consultant	Aug.-May	Documented 6 hr. requirements for continuing teachers Documented 30 hr. requirements for new teachers

Goal 4: Technology will be integrated into the teaching and learning process in the classroom to prepare students to be globally involved citizens.

Needs Assessment: Annual evaluation/questionnaire reports of technology needs/classroom walk through data

Objective 1: To expand the scope of communication and dissemination of information to parents and community

Strategies	Resources	Person(s) Responsible	Timeline	Formative Evaluation
1. Utilize technology personnel to assist in technology support and classroom integration	Title funds Compensatory funds Instructional Technology Personnel	Principal, Assistant Principal	Aug.-May	List of staff participation logged by technology personnel
2. KJH educators will move from basic/intermediate levels of using technology to successful use of technology on a more advanced level	Technology department iTeachers	Principal, Assistant Principal, Teachers	Aug.-May	Increased use of technology in the classroom for instructional purposes, TTESS and walkthroughs
3. Continually update campus websites; include information for parents, family members and community members (Include federal and state compliance requirements)	Equipment and time	Principal, Assistant Principal, iTeachers	Aug.-May	Updated websites providing information for students and parents Parent-staff-student compacts monitored/adjusted
4. Provide ongoing technical assistance to stakeholders	Technology Director Technology department	Principal, Assistant Principal	Aug.-May	Equipment that is in top working condition (Ex. labs, classrooms, etc.)
5. Purchase supplies/equipment per departmental needs in order to deliver appropriate services	Technology funds Local funds	Principal, Assistant Principal, Department heads, Teachers	Aug.-May	Computers Interactive Boards iPads, Subscription tech tools (ie Near-pod)

Goal 5: Keene ISD is committed in establishing a full partnership with educators, parents, family members and community stakeholders to ensure academic success.

Needs Assessment: Parent / student / staff survey data

Objective 1: To improve engagement and communication between school and home

Strategies	Resources	Person(s) Responsible	Timeline	Formative Evaluation
1. Staff will communicate with parents by phone, note, email or face-to-face in addition to progress reports & nine-week report cards (twice annual parent contact logs)	Technology funds Local funds Compensatory funds	Principal, Assistant Principal, Teachers, Paraprofessionals	Aug.-May	Parent contact logs for contacts, etc. Increased parental engagement & awareness
2. Social media postings, School Messenger call outs, monthly Smore newsletter, and campus Google calendar will be utilized to keep parents informed of upcoming events and happenings each month.	Local funds	Principal, Assistant Principal,	Aug.-May	School Messenger Data, Social Media Data, Smore Data
3. Awards/Open Houses/Fine Arts Programs/ Program Orientations/ Holiday Programs	Building Local funds	Principal, Assistant Principal, Student Council Fine Arts Programs	Aug.-May	School programs and performances sign-in sheets School/Community Engagement
4. Each Title I, Part A campus convenes an annual meeting, at a convenient time, to which all parents of participating children shall be invited and encouraged to attend, to inform parents of their school's participation under this part and to explain the requirements of this part, and the right of the parents to be involved.	Local funding, Title I meeting presentation	Campus & District Leadership All teachers	Spring 2023	Sign in sheets

<p>5. Each school served shall jointly develop with, and distribute to parents and family members of participating children a written parent and family engagement policy, agreed on by such parents. Parents shall be notified of the policy in an understandable and uniform format and, to the extent practicable, provided in a language the parents can understand. Such policy shall be made available to the local community and updated periodically to meet the changing needs of parents and the school.</p>	<p>Written policy, Student Handbook</p>	<p>Principal Asst. Principal</p>	<p>Aug.-May</p>	<p>Included in Student Handbook</p>
<p>6. The LEA has School-Parent compacts at each Title I, Part A campus that outline how parents, the entire school staff, and students will share the responsibility for improved student academic achievement and the means by which the school and parents will build and develop a partnership to help children achieve the State's high standards.</p>	<p>Compact, Student Handbook</p>	<p>Principal Asst. Principal</p>	<p>Aug.-May</p>	<p>Posted to Campus Website, Included in Student Handbook</p>
<p>7. The LEA shall educate teachers, specialized instructional support personnel, principals, and other school leaders, and other staff, with the assistance of parents, in the value and utility of contributions of parents, and in how to reach out to, communicate with, and work with parents as equal partners, implement and coordinate parent programs, and build ties between parents and the school.</p>	<p>Parent engagement presentation for training</p>	<p>Principal Asst. Principal</p>	<p>August</p>	<p>Sign in sheet for training meeting</p>



<p>8. Each Title I, Part A campus provides to parents information that shows how the school's student's achievement on the State's academic assessments compared to students served by the local educational agency and the State.</p>	<p>Campus Report Card</p>	<p>Principal Asst. Principal</p>	<p>Aug.-May</p>	<p>Posted to website</p>
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Goal 6: School campuses will maintain a safe, disciplined environment conducive to student learning.

Needs Assessment: PEIMS Discipline Data/Campus Discipline Charts

Objective 1: To provide an orderly atmosphere addressing physical, emotional and environmental safety needs for students and staff

Strategies	Resources	Person(s) Responsible	Timeline	Formative Evaluation
1. Staff will conduct orientation with students to familiarize them with the campus philosophy, schedule, and principal/staff expectations.	Local funds Compensatory funds Student Handbook/Code of Conduct Campus Schedule	Principal Assistant Principal Teachers	Aug-May	Improved communication and better understanding of Handbook/C of C and campus schedule Fewer discipline referrals
2. Analyze referrals to identify common or special causes.	Parent contacts Counseling Parent Survey Discipline matrix	Assistant Principal	Aug-May	Outcomes analyzed and prioritized to reduce problems Parent feedback
3. Increased positive reinforcement through student ownership, choice, and support.	Expanded course offerings After School Enrichment, Awards assemblies Charger Shake Counseling services Annual Spelling Bee Local funding	Principal Assistant Principal Teachers	Aug.- May	EOY Student Survey Discipline Data High School credits earned
4. Emphasize and continue the Anti-Bullying Program and the implementation of Stopt!	Compensatory funding Local funding	Principal Assistant Principal Counselor Staff	Aug-May	Improved school climate Fewer discipline referrals Safer school Improved social skills
5. Provide crisis intervention training to	District EOP Student Code of	Principal, Assistant Principal,	Aug.-May	Safe and orderly environment

KJH staff	Conduct Local Funding	Counselor, District Chief of Police		Emergency Drill logs Student awareness of procedures Trained staff Fewer discipline referrals
6. Provide a drug-free education to all students	Local funding	Counselor Keene ISD PD Guest speakers/programs, KJH staff	Aug.-May	Safe and orderly environment Discipline data
7. Promote respect and responsibility through "Keene 22" character development classes and other campus programs such as REACH Council	Keene 22 Class Student Council Anti-Bullying Programs Local funding Compensatory programs "REACH" Council	SBDM team, Counselor, Assistant Principal, Principal	Aug.-May	Better decision-making skills practiced Respectful environment Better communication skills Discipline data
8. Involve parents, family members and community in planning a Safe and Drug-Free School and community	Local funding	SBDM committee, Counselor, Assistant Principal, Principal District Chief of Police, SHAC committee	Aug.-May	Safer school United stand against drugs Parent/community participation and input
9. Regularly scheduled fire, tornado and lockdown drills and safety meetings	Keene Fire Department District Chief of Police	Principal, Assistant Principal	Aug.-May	Documentation of emergency drills