

**KEENE INDEPENDENT SCHOOL DISTRICT**  
**District Improvement Plan 2023-2024**

Keene ISD  
District Improvement Plan  
2023-2024

**KEENE INDEPENDENT SCHOOL DISTRICT**  
**District Improvement Plan 2023-2024**

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This working document was developed as a collaborative effort by district and campus administrators, members of the District Site-Based Team, and other district stakeholders. The plan focuses on student achievement and serves as a blueprint for future efforts. The following stakeholders contributed to this process.

**DISTRICT LEADERSHIP TEAM**

Ricky Stephens, Superintendent of Schools

Elizabeth Menchaca, Chief Financial Officer

Sandra Denning, Assistant Superintendent of Schools

Robert Hinerman, Technology Director

Tina Boyd, District Assessment Coordinator

John McFarlin, Athletic Director

Jarrett Morgan, Principal of Keene High School

Diana Aguilar, Director of Food Services

Don Bell, Principal of Keene Junior High School

Kelly Turnage, Principal of Keene Elementary School

Julie McKintosh, Principal of The Summit Leadership Academy

Edward Shurtleff, Assistant Principal of Keene Junior High School

Ethan Stepp, Assistant Principal of Keene High School

Natasha Curubo, Assistant Principal of Keene Elementary School and  
The Summit Leadership Academy

Jeanne Hinerman, District Instructional Coach

Katie Mears, District Instructional Coach

Elvis Wells, KISD Police Chief

Billy Coffin, House Leader

Tony Book, Technology

Anthony Denning, Maintenance & Transportation Director

Maribel Vazquez, PEIMS Coordinator

Kelli Blackwell, Keene Little Leaders Academy Director

ShyAnne Burton, KISD Nurse

Debbie McFarlin, Account Payable

Emily McElroy, Superintendent Assistant/HR

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**KEENE ISD SITE-BASED DECISION-MAKING TEAM**  
**2023-2024**

Ricky Stephens, Superintendent of Schools

Rebecca Holliday, Counselor Keene Elem/Summit

Sandra Denning, Asst. Superintendent of Schools  
Federal Programs Director

Jeanne Hinerman, District Instructional Specialists

Elizabeth Menchaca, Chief Financial Officer

Katie Mears, District Instructional Specialists – Prof Representative

Emily McElroy, Committee Secretary

Donnel Shaw, EB Representative

Jarrett Morgan, Principal Keene High School

Michael Goddard, CTE Representative

Ethan Stepp, Asst Principal Keene High School

Elvis Well, Keene ISD Police Chief

Don Bell, Principal Keene Junior High

Anne Bowling, Dyslexia Representative

Ted Shurtleff Asst Principal Keene Jr High

Courtney Galbreath, Elementary Reading Specialist

Julie McKintosh, Principal, The Summit Leadership Academy

Amerah Pioquinto, Teacher Keene High School

Kelly Turnage, Principal Keene Elementary School

Traci Richard, CTE Teacher Keene High School

Natasha Curubo, Asst. Principal KES and Summit

Lydia Melton, EB Representative KJH

Maria Moore, Parent Representative KHS

Katherine Crawford, SPED Representative KJH

Diana Burr, Parent Representative KJH

Taylor Gordon, Teacher Keene Junior High

Sarah Layton, Parent Representative Summit

Tatina Kilma Teacher Keene Junior High

Christina Santos, Parent Representative Elementary

Breanna Evatt, Teacher The Summit Leadership Academy

Dana Stockton, Counselor Keene High School

Ashley Seibert, Teacher The Summit Leadership Academy

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Tina Boyd, Counselor Keene Junior High School

Jocelyn Rice, Teacher Keene High School

Lauren Tomlinson, Teacher Keene Elementary School

Sally Yow, Special Education Representative

Tiffani Segura, Teacher Keene Elementary School

Bertha Solis, Teacher Elementary School

Renee Rimshas, SPED Representative SLA

Leta Pugh, Teacher The Summit Leadership Academy

Tatyana Patterson, Enrichment Teacher KES/SLA

Ethan Johnson, Teacher Keene Junior High

Irene Herr, Community Representative

Daniel Larson, Community Representative

Donnie Beeson, KISD Board Representative

Janene Johnson, Parent Representative

Wayland Cisco, Business Representative

Laci Hart, Parent Representative

Adriana Moncada, EB Representative

Sarah Loeak, Student Representative

Jasmine Villarreal, Teacher Keene Elementary

Yuleidy Trejo, Student Representative

Cailyn Polk, Student Representative

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**MOTTO**

**Every Child...Every Need...Every Day**

**MISSION & VISION**

At Keene ISD, our students are makers of learning not just takers of learning.

Because we recognize that innovation begins in the mind.

Keene ISD will provide professional development opportunities for teachers in order to model and demonstrate innovative classroom practices.

Because when they create, it is part of who they are.

The students will create digital projects in a variety of ways using carefully selected tools to demonstrate their learning.

Because Everyone does not learn the same.

The teachers will leverage digital tools allowing for differentiated instruction which addresses different learning modalities and supports the needs of all students.

Because we want to ignite their imagination.

The teachers will model creative and innovative thinking by looking at lessons to see multiple ways to learn ideas and solve problems.

Because we want to create future-ready graduates.

The students realize we are citizens of *the* world. We are global citizens *in* Keene, not necessarily just *of* Keene.

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**The Keene 22**

1. Respond to adults with "Yes ma'am" or "No sir".
2. Make eye contact when someone is speaking.
3. Congratulate the winner. Do not brag if you win. Do not show anger if you lose.
4. School rules and classroom rules still apply when guests are in the building.
5. When adults do something nice for you, acknowledge it, and shake their hand as you thank them.
6. Never cut in line.
7. Surprise others by performing random acts of kindness.
8. Greet visitors and make them feel welcome.
9. Stand up for what you believe in.
10. Learn from your mistakes and move on.
11. Be positive and enjoy life.
12. Respect other student's comments, opinions, and ideas.
13. Transitions will be swift, quiet, and orderly.
14. When meeting new people, shake hands and introduce yourself.
15. Hold the door for people rather than letting it close.
16. If someone bumps into you, say excuse me, even if it was not your fault.
17. Always say thank you when given something.
18. You must complete your homework every day.
19. Be as organized as possible.
20. Clean up after yourself.
21. If anyone is bothering you, or you witness someone else being bothered, let an adult know.
22. No matter the circumstances, always be honest.

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**COMPREHENSIVE NEEDS ASSESMENT**

The following information sources provided the data for our comprehensive needs' assessment. An in-depth review and disaggregation of data by the district site-based committee led to the development of the goals, objectives, and strategies included in the Plan of Action.

**Comprehensive Needs Assessment Data Sources:**

Performance Based Monitoring System  
Texas Primary Reading Inventory (K-2)  
STAAR Data  
Texas English Language Proficiency Assessment System (TELPAS)  
THEA  
Academic Excellence Indicator System (AEIS) Report  
ACT/SAT  
Renaissance  
Circle  
Attendance Reports/Data  
Graduation/Completion Rate  
Student Support Initiative (SSI) Requirements – as needed  
Campus Needs Assessment Data



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# Comprehensive Needs Assessment

## Summary of Findings

The Keene ISD Site Based Decision Making Committee with provided data identified for following performance objectives to focus on for the 2022-2023 school year.

1. Academic Focus on the following areas:
  - a. STAAR Performance for grades 3-12 moving from approaching to either meets or masters
  - b. Special populations – closing the gaps for all tested areas grades 3-12.
  - c. More opportunities for students to participate in class with academic speak (EB)
2. Recruit and retain high quality teachers
3. Safe and Healthy Schools
4. Increased parent and community engagement
5. District PBMAS indicators that must continue to be addressed for special populations
  - a. Passing rate grades 3-8 reading, math, and science - Special Education
  - b. STAAR EOC Passing rate– English 1 & 2 – Emerging Bilingual (BE)

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**2022 Accountability Ratings District Overall Summary**

	<b>Component Score</b>	<b>Scaled Score</b>	<b>Rating</b>
<b>Overall</b>		<b>89</b>	<b>B</b>
<b>Student Achievement</b>		<b>88</b>	<b>B</b>
STAAR Performance	50	82	
College, Career and Military Readiness	63	91	
Graduation Rate	98.7	95	
<b>School Progress</b>		<b>90</b>	<b>A</b>
Academic Growth	73	85	<b>B</b>
Relative Performance (Eco Dis: 66.5%)	57	90	<b>A</b>
<b>Closing the Gaps</b>	<b>79</b>	<b>86</b>	<b>B</b>

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**2022 Accountability Ratings Overall Summary – Keene High School**

	Component Score	Scaled Score	Rating
<b>Overall</b>		<b>87</b>	<b>B</b>
<b>Student Achievement</b>		<b>88</b>	<b>B</b>
STAAR Performance	54	82	
College, Career and Military Readiness	61	90	
Graduation Rate	98.4	95	
<b>School Progress</b>		<b>85</b>	<b>B</b>
Academic Growth	67	76	<b>C</b>
Relative Performance (Eco Dis: 58.1%)	58	85	<b>B</b>
<b>Closing the Gaps</b>	<b>84</b>	<b>85</b>	<b>B</b>

**Distinction Designations**

Top 25%: Comparative Closing the Gaps

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**2022 Accountability Ratings Overall Summary – Keene Junior High School**

	<b>Component Score</b>	<b>Scaled Score</b>	<b>Rating</b>
<b>Overall</b>		<b>89</b>	<b>B</b>
<b>Student Achievement</b>		<b>80</b>	<b>B</b>
STAAR Performance	49	80	
College, Career and Military Readiness			
Graduation Rate			
<b>School Progress</b>		<b>90</b>	<b>A</b>
Academic Growth	80	90	<b>A</b>
Relative Performance (Eco Dis: 67.4%)	49	87	<b>B</b>
<b>Closing the Gaps</b>	<b>85</b>	<b>87</b>	<b>B</b>

**Distinction Designations**

Academic Achievement in Social Studies  
 Top 25%: Comparative Academic Growth  
 Top 25%: Comparative Closing the Gaps  
 Postsecondary Readiness

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**2022 Accountability Ratings Overall Summary – The Summit Leadership Academy**

	Component Score	Scaled Score	Rating
<b>Overall</b>		<b>77</b>	<b>C</b>
<b>Student Achievement</b>		<b>76</b>	<b>C</b>
STAAR Performance	48	76	
College, Career and Military Readiness			
Graduation Rate			
<b>School Progress</b>		<b>80</b>	<b>B</b>
Academic Growth	64	60	Not Rated: Senate Bill 1365
Relative Performance (Eco Dis: 65.7%)	48	80	<b>B</b>
<b>Closing the Gaps</b>	<b>50</b>	<b>71</b>	<b>C</b>

\* To align with Senate Bill 1365, a Not Rated label is used when the domain or overall scaled score is less than 70.

**Distinction Designations**

Academic Achievement in Science

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# **District Improvement Plan**

The DIP was developed with timely and meaningful consultation with teachers, principals, other school leaders, paraprofessionals, specialized instructional support personnel, administrators (including administrators of programs described in other parts of this title), other appropriate school personnel, and with parents of children in schools serviced under this part.

Conducts a comprehensive needs assessment that includes an assessment of local needs for professional development and hiring. This assessment includes the participation of teachers, including Title I, Part A teachers, and considers the activities that need to be conducted in order to give teachers the means, including subject matter knowledge and teaching skills, and to give principals the instructional leadership skills to help teachers, to provide students with the opportunity to meet challenging state and local student academic achievement standards.

The DIP was coordinated with other programs under the Every Student Succeeds Act (ESSA), the Individuals with Disabilities Education Act, the Rehabilitation Act of 1973, the Carl D. Perkins Career and Technical Education Act of 2006, the Workforce Innovation and Opportunity Act, the Head Start Act, the McKinney-Vento Homeless Assistance Act, the Adult Education and Family Literacy Act other acts as appropriate.

To ensure that all children receive a high-quality education, and to close the achievement gap between children meeting the challenging State academic standards and those children who are not meeting such standards, the DIP describes how the local educational agency will monitor students' progress in meeting the challenging State academic standards.

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## **District Goals and Objectives**

**GOAL 1** Keene ISD will meet State/Federal accountability standards for both District and Campus. (Academic Focus)

*Objective 1* To ensure that all students and all student groups meet the standard on all subject area STAAR tests and TPRI at or above benchmark.

*Objective 2* To ensure that all students and student groups actively engage in their educational career focusing on: academic speak, leadership, career planning, and overall academic success

**GOAL 2** The District will strive to recruit and retain high qualified personnel with an emphasis on high quality professional development based on campus/district needs. (HQ Personnel)

*Objective 1* To recruit and retain 100% highly effective personnel

*Objective 2* To provide high quality professional development program and to provide all teachers with opportunities for professional growth

**GOAL 3** Keene ISD is committed to promoting engagement between educators, parents, family members and community to promote academic success. (Parent & Community)

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

*Objective 2* To increase opportunities for parent, family and community engagement

**GOAL 4** School campuses will maintain a safe, disciplined environment conducive to student learning. (Healthy & Safe Schools)

*Objective 1* To address safety needs through the district and campus safety and crisis plans

*Objective 2* To address the health needs of staff and students

**GOAL 5** An appropriate overall financial condition of the district will be maintained through effective planning and efficient management of the budget. (Finance)

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- Objective 1* To maintain a superior rating on the Financial Rating System of Texas (FIRST) and Financial Allocation Study for Texas (FAST)
- Objective 2* To collaborate with the district site-based team and campus staff to set resource allocation priorities
- Objective 3* To contract with an independent firm to assist with new state and federal guidelines

**GOAL 6** Keene ISD will continue to provide high quality technology for all students and staff for an enriched academic experience.



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**GOAL 1**

**GOAL 1** Keene ISD will meet State/Federal accountability standards for both District and Campus. (Academic Focus)

***Objective 1*** To ensure that all students and all student groups meet the standard on all subject area STAAR tests and TPRI at or above benchmark.

<b>Strategies</b>	<b>Resources</b>	<b>Person(s) Responsible</b>	<b>Timeline</b>	<b>Formative Evaluation</b>
1. Implement and teach the latest TEKS by subject and grade level PK-12	TEKS; planning with other teachers	Principals, Teachers	August 9 2023- May 23 2024	Benchmarks, STAAR, TPRI, CIRCLE
2. Utilize benchmark assessments to measure student progress toward K-12 curriculum mastery and analyze benchmark data for student mastery for STAAR projections, instructional interventions for student needs.	Released STAAR tests Renaissance, CIRCLE, TEKS Resource, DMAC  Title Funds	Principals Counselors Teachers	August 9 2023- May 23 2024	Student assessment results; data meeting schedule and notes;
3. Analyze data to provide interventions for students who struggle in content areas.	AEIS, DMAC, Benchmarks, RTI, Tutoring; Summer school, computer assisted programs, curriculum  Title Funds SCE ESSER	Principals Teachers	August 9 2023- May 23 2023	RTI meetings to review student progress, future plans for success, RTI classes, Tutorials, STAAR results, CIRCLE results
4. Provide highly qualified interventionists for both students and staff.	Title I Funds SCE ESSER	Principals Teachers	August 9 2023- May 23 2024	Increase in student grades, mastery, STAAR scores

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**GOAL 1** Keene ISD will meet State/Federal accountability standards for both District and Campus. (Academic Focus)

***Objective 2*** To ensure that all students and student groups actively engage in their educational career focusing on: academic speak, leadership, and overall academic success

<b>Strategies</b>	<b>Resources</b>	<b>Person(s) Responsible</b>	<b>Timeline</b>	<b>Formative Evaluation</b>
1. Keene ISD will provide HQ professional development for all staff to focus on academic speak in the classroom.	ESC 11 consultants, outside professional development presenters, local professional development  ESSER Title Funds	Curriculum Department Campus Administration	August 1-8 2023, and throughout the 2023-2024 school year	Sign in Sheets Agendas Minutes
2. Keene ISD, through the HOUSE and SPARKS system, will provide leadership opportunities for students district wide.	Local	HOUSE Leader Campus Administration	Throughout the 2023-2024 school year	Sign in Sheets Agenda Minutes HOUSE/SPARK Events
3. Keene ISD will provide leadership opportunities by maintaining the STAC (Student Advisory Committee)	Local	Asst. Superintendent	Throughout the 2023-2024 school year	Sign in Sheets Agenda Minutes
4. Keene ISD will continue to focus on the Keene 22 to create a well-rounded students including all necessary skills including but not limited to academic success.	Local	Superintendent Asst. Superintendent Campus Administration	Throughout the 2023 2024 school year	Keene 22 Ron Clark App

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**GOAL 2**

**GOAL 2** The District will strive to recruit and retain high qualified personnel with an emphasis on high quality professional development based on campus/district needs. (HQ Personnel)

***Objective 1*** To recruit and retain 100% highly effective personnel

<b>Strategies</b>	<b>Resources</b>	<b>Person(s) Responsible</b>	<b>Timeline</b>	<b>Formative Evaluation</b>
1. Conduct activities including posting openings on multiple websites and maintaining an active web page to recruit highly effective personnel for all positions.	Region XI KISD website TASA/TASBO websites	Administrators	Throughout the 2023-24 school year	Open positions posted; HQ staff recruited
2. Follow district screening procedures to ensure that applicants are highly qualified before considering them for a position.	District hiring procedures HQ requirements Criminal history checks	Administrators	Throughout the 2023-24 school year	Checklist of procedures competed upon hiring of personnel
3. Hire only highly effective staff for open positions, including applicants with experience and long-term substitutes.	HQ requirements	Administrators	Throughout the 2023-24 school year	HQ staff hired
4. Provide opportunities for teachers needing hours for certification (staff development, fees).	Local funds	Federal Programs Director, Campus administrators	Throughout the 2023-24 school year	Documentation of workshops attended
5. Continue effective teacher mentoring program to retain highly qualified personnel.	Local funds	Campus Administrators	Throughout the 2023-24 school year	Mentoring program ready for Board approval for the school year
7. Continue retirement notification incentive to allow for future planning	Local Funds	Superintendent CFO, Campus Administrators	Throughout the 2023-24 school year	Employee handbook procedures
8. Provide onsite employee daycare (Keene Little Leaders Academy)	Local Grant Opportunities	KLLA Director	Dec 2023-May 2024	Enrollment data and retention rate for participating employees

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**GOAL 2** The District will strive to recruit and retain high qualified personnel with an emphasis on high quality professional development based on campus/district needs. (HQ Personnel)

**Objective 2** To provide high quality professional development program and to provide all teachers with opportunities for professional growth.

<b>Strategies</b>	<b>Resources</b>	<b>Person(s) Responsible</b>	<b>Timeline</b>	<b>Formative Evaluation</b>
1. Provide professional development that directly impacts the improvement of curriculum, instruction, and interventions for all students and at-risk students.	Title funds Local SCE ESSER	Administrators	Throughout the 2023-24 school year	Staff development sessions, academic workshops, trainings
2. Contract with ESC 11 with instructional services to provide high quality professional development as needed per campus and/or teacher need	Region XI; local funds	Central Office Administration, Campus Administrators	Throughout the 2023-24 school year	Training session certificates ESC 11 Executive Summary
3. Staff members attending conferences will teach and implement new strategies with campus staff.	Title ESSER IMAT Local	Campus Administrators	Throughout the 2023-24 school year	Staff training sign in sheets, agendas and minutes

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**GOAL 3**

**GOAL 3** Keene ISD is committed to promoting engagement between educators, parents, family members and community to promote academic success. (Parent & Community)

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

<b>Strategies</b>	<b>Resources</b>	<b>Person(s) Responsible</b>	<b>Timeline</b>	<b>Formative Evaluation</b>
1. Maintain current website to include information for parents and community members in a timely manner	District and campus Websites	District and Campus Administrators; district staff throughout the campuses	Update throughout the 2023-24 school year	Keene ISD Website Content
2. Maintain a parent portal on website for all parents to view students' grades.	Ascender Program Local	PEIMS staff; campus administrators	Update throughout the 2023-24 school year	Parent portals available
3. Utilize School Reach System and Talking Points for parents to receive pertinent information through phone, text, and email	Local funds Title Funds	Administrators Tech dept	Update throughout the 2023-24 school year	Contract signed
4. Review parental involvement policy and parent compacts.	Title IA requirements	Administrators Assistant principals	Fall 2024	Parent compacts updated as needed
9. Maintain and improve KISD Facebook accounts to communicate with parent, staff, students, and community	Central office Tech department Campus news	Central office Tech department	Update throughout the 2023-24 school year	Number of followers
6. Hold parent meetings for informational purposes per federal and state requirements.	Federal/state program guidelines Title Funds Local	Administrators	Update throughout the 2023-24 school year	Meeting schedule; agendas; handouts; sign-in sheets
7. Schedule presentations at Board meetings to spotlight student and staff recognitions, campus highlights, and special programs.	Third Monday of each month (Web site under school board tab for dates)	Administrators	Update throughout the 2023-24 school year at board meetings	Board agendas

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**GOAL 3** Keene ISD is committed to promoting engagement between educators, parents, family members and community to promote academic success. (Parent & Community)

**Objective 2** To increase opportunities for parent, family and community engagement

<b>Strategies</b>	<b>Resources</b>	<b>Person(s) Responsible</b>	<b>Timeline</b>	<b>Formative Evaluation</b>
1. Provide interpreters at school as needed so that all parents can understand the purpose of the meetings	Local staff as interpreters; professional as needed per parent requests per district policy	District and campus administrators	Throughout the 2023-24 school year	Interpreters provided
2. Invite opportunities for parents to view student activities (Art Show, Open House, PTO meetings).	Campus meetings	PRS, APS, Fine Arts staff	Throughout the 2023-24 school year	Showcases completed Invitations
3. Continue annual 1st nine weeks report card pickup/ community hot dog supper open house to bring parents and the school together	Staff, School board, community, Title funds	Administrators, Staff, school board	October 2023	Sign-in sheets showing an ongoing increased in participation
4. The LEA has a written parent and family engagement policy that is incorporated into the local educational agency's plan developed under section 1112, establish the agency's expectations and objectives for meaningful parent and family involvement.	Local	District and campus administrators	First 6 weeks	Campus CIP
5. At the beginning of each school year, a local educational agency shall notify the parents of each student that the parents may request, and the agency will provide the parents on request (and in a timely manner), information regarding the professional qualifications of the student's classroom teacher(s).	Local	District and campus administrators	First 6 weeks	Campus Handbooks
6. Create opportunities at each campus to encourage parent/communication engagement. (Examples: culture nights, Donuts for dads, etc.)	Title Local	District and campus administrators	Throughout the 2023-24 school year	Sign In Agendas

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**GOAL 4**

**GOAL 4** School campuses will maintain a safe, disciplined environment conducive to student learning. (Healthy & Safe Schools)

***Objective 1*** To address safety needs through the district and campus safety and crisis plans

<b>Strategies</b>	<b>Resources</b>	<b>Person(s) Responsible</b>	<b>Timeline</b>	<b>Formative Evaluation</b>
1. Provide programs for staff and students to recognize unwanted physical or verbal aggression, sexual harassment, and bullying.	Consultants, Keene ISD PD	District and campus administrators, Counselors	Throughout the 2023-24 school year	Staff training completed Student programs established
2. Implement age appropriate behavior interventions and character education.	Counselor materials	District and campus administrators, Counselors	Throughout the 2023-24 school year	Behavior interventions/character traits identified/implemented
3. Provide counseling services as needed to address emotional needs of students.	Mental Health Counselor ESSER	Principals Assistant principals Counselors, Campus staff	Throughout the 2023-24 school year	Services identified and provided as needed
4. Utilize anonymous reporting hotline School Reach w/Cyber Bully	Consultants Technology software	District and Campus administrators, Counselors, technology department	Throughout the 2023-24 school year	Appropriate alternative options identified & provided as needed
5. Continue use of Raptor system on each campus to screen visitors before they communicate with students AND implement new Raptor Emergency Alert System	Local funds Safety & Security Funds	Campus administrators, Secretaries	Throughout the 2023-24 school year	Continued implementation of Raptor system
6. Update safety procedures to keep students and staff safe from possible disasters per Crisis Management Plan	School safety plans Crisis Management Plan	Keene ISD Police Chief School Safety and Health Committee	Fall 2023	Safety procedures reviewed & updated Sign in Sheets, Agenda Minutes
7. Maintain Keene ISD police department	Local funds	Superintendent	Throughout the 2023-24 school year	Surveys and personal observance of police interaction with students, parents, and staff
8. Maintain door entries with voice/video doorbells	Safety & Security Funds Title Funds Local	KISD Police Chief	Throughout the 2023-24 school year	New entry procedures

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**GOAL 4** School campuses will maintain a safe, disciplined environment conducive to student learning. (Healthy & Safe Schools)

**Objective 2** To address the health needs of staff and students

<b>Strategies</b>	<b>Resources</b>	<b>Person(s) Responsible</b>	<b>Timeline</b>	<b>Formative Evaluation</b>
1. Ensure that all students have the opportunity to eat healthy breakfasts and lunches.	National School Lunch Program	Food Service Director	Throughout the 2022-23 school year	Breakfast & lunch counts of meals served
2. Provide summer feeding program for all student ages 3-18 (according to USDA guidelines)	Summer Feeding Program	Food Service Director	Summer 2023	Summer breakfast & lunch counts of meals served
4. Provide opportunities for students to exercise daily per state requirements.	Campus staff & student schedules	Campus Administrators PE Teachers	Throughout the 2022-23 school year	Documentation in schedules Fitness gram
5. Continue Health Advisory Council meetings to address health needs of staff and students.	State health requirements	District Nurse	Each quarter	SHAC meeting sign in sheets, agendas and minutes
6. Provide user-safe maintenance supplies and chemicals on campuses	GCA KISD Maintenance Dept	District and campus administrations; maintenance director	As needed	GCA review of chemicals used Acceptable use of chemicals on files
7. Provide education, awareness and prevention of vaping.	Vaping educational materials Vape detectors in both JH/HS restrooms; Stop-it; Title Funds Local	District and Campus administrators; Keene ISD Police department	Throughout the 2022-23 school year	Decreased vape alerts due to the decrease in usage.
8. Establish new teledoc system for student use.	Local agency	KISD School Nurse	Throughout the 2023-24 school year	Log of use



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**GOAL 5**

**GOAL 5     An appropriate overall financial condition of the district will be maintained through effective planning and efficient management of the budget.**

**Objective 1     To maintain a superior rating on the FIRST and FAST Financial Rating System of Texas**

<b>Strategies</b>	<b>Resources</b>	<b>Person(s) Responsible</b>	<b>Timeline</b>	<b>Formative Evaluation</b>
1.Ensure adherence to FARS Guide/other federal and state manuals, requirements, procedures	Federal and state accounting manuals	CFO, Superintendent	Throughout the 2023-24 school year	Compliance identified and implemented
2.Conduct internal financial review to determine accuracy of use and reporting requirements and contract outside auditor annually	Federal and state accounting procedures	CFO, Superintendent	Throughout the 2023-24 school year	Compliance identified and implemented audit report
3.Update local procedures to ensure federal and state compliance	Federal and state accounting manuals	CFO, Superintendent	As needed	Compliance identified and implemented
4.Provide staff training on budget procedures and documentation for federal/state grant compliance	Federal and state accounting manuals	CFO, Superintendent	August 2023	Training agendas
5. Maintain an appropriate fund balance to preserve the long-term financial stability of the district.	Taxes; EDA; IFA	CFO, Superintendent	Throughout the 2023-24 school year	Fund balance established based on new regulations

**Objective 2     To collaborate with the district site-based team and campus staff to set resource allocation priorities**

<b>Strategies</b>	<b>Resources</b>	<b>Person(s) Responsible</b>	<b>Timeline</b>	<b>Formative Evaluation</b>
1.Seek input from campus staff to set priorities for resource allocations	Budget priorities from (need date)	Administration	Spring 2024	Results presented to School Board for budget considerations
2.Review district budget information on a formative basis	Federal and local budgets	Administration; CFO	Ongoing	Presented at School Board meeting workshops
3.Ensure efficient staffing and availability of budget to maintain positions	Federal and local funds		Throughout the 2023-24 school year	Staffing patterns based on budget constraints & need

**KEENE INDEPENDENT SCHOOL DISTRICT**  
**District Improvement Plan 2023-2024**

**GOAL 6**

**GOAL 6** Keene ISD will continue to provide high quality technology for all students and staff for an enriched academic experience

<b>Strategies</b>	<b>Resources</b>	<b>Person(s) Responsible</b>	<b>Timeline</b>	<b>Formative Evaluation</b>
1. Maintain inventory of all technological equipment per the district long range technology plan.	Technology inventory list	Technology staff	Throughout the 2023-24 school year	Inventory updated
2. Annual classroom inventory of all technological equipment	Technology inventory list	Technology Staff	May 2024	Inventory updated
3. Continue contracting with Radian Associates as our 3 <sup>rd</sup> party technology company to help determine our present and future path	Local Funds	District and Campus administrators	Throughout the 2023-24 school year	Yearly summative review of technology services Parent, Staff and Student Surveys
4. Continue IGNITE Innovation Initiative in tech training	Local Funds	District and campus administrators, Tech dept, teachers	Throughout the 2023-24 school year; new teacher in-service	Sign in sheets, agendas and minutes Classroom artifacts of technology usage

# **Addendums**

- Migrant Student Plan (SSA with ESC 11)
- State Compensatory - Budget 2023-24
- ESSER II, III – Budget 2023-24
- Title I, II, III, IV – Budget 2023-24

## Priority for Service (PFS) Action Plan for Migrant Students

As part of the Every Student Succeeds Act (ESSA), the Priority for Service (PFS) Action Plan is a required program activity for the Migrant Education Program. In providing services with funds received under this part, each recipient of such funds shall give priority to migratory children who have made a qualifying move within the previous 1-year period and who are failing, or most at risk of failing, to meet the challenging State academic standards; or have dropped out of school. [§1304 [20 U.S.C. 6394](d)].

The Priority for Service Report on NGS must be used to determine who to serve first and foremost with MEP funds. Students are identified as PFS if they meet the following criteria:

<b>Priority for Service Criteria</b>	
Grades 3-12,  Ungraded (UG) or  Out of School (OS)	<ul style="list-style-type: none"> <li>• Who have made a qualifying move within the previous 1-year period;</li> </ul> <p style="margin-left: 20px;"><u>AND</u></p> <ul style="list-style-type: none"> <li>• Have a received grade level of “approaches or not meet” on the state assessments (STAAR), were Absent, Not Tested* or were not enrolled in a Texas school during the state assessment testing period for their grade level.</li> </ul>
Grades K-3	<ul style="list-style-type: none"> <li>• Who have made a qualifying move within the previous 1-year period;</li> </ul> <p style="margin-left: 20px;"><u>AND</u></p> <ul style="list-style-type: none"> <li>• Have been designated LEP in the Student Designation section of the New Generation System (NGS) Supplemental Program Component; <u>or</u></li> <li>• For students in grades K-2, who have been retained, or are overage for their current grade level.</li> </ul>

The following document is provided by TEA for districts to help document efforts that are being conducted on behalf of Priority for Service students. It contains all of the required components as described in Part 4 of the ESSA Application in the Provisions and Assurances, but also allows room for districts to add additional activities. Each district’s plan must clearly articulate criteria for defining student success, including timelines for achieving stated goals and objectives.

**NOTE:** *This document can be obtained electronically in MS Word format from the regional ESC MEP Coordinator.*

\*The State of Texas Assessments of Academic Readiness (STAAR®) were not being administered during the spring or summer of the 2019–2020 school year.

<b>School District:</b> Keene ISD
<b>Region:</b> 11

## Priority for Service (PFS) Action Plan

<b>Filled Out By:</b> Sandra Denning
<b>Date:</b> 7-13-2023

**School Year: 2023 - 2024**

**Note:** Title I, Part C Coordinator or MEP staff will include the PFS Action Plan in the district improvement plan as a separate section appropriately labeled or identified (e.g., “Migrant PFS Action Plan Section”), rather than integrating the action plan elements with other DIP sections that focus on other student population groups (e.g., Bilingual, ESL, economically disadvantage).

<p><b>Goal(s):</b> Identify and provide services to migratory students who are failing or at risk of failing to meet the State’s content and performance standards, and whose education has been interrupted during the regular school year, with priority</p>	<p><b>Objective(s):</b></p> <ul style="list-style-type: none"> <li>• Identify migratory students who enroll late and withdraw early and provide supplemental services to each student when no other school district services are available.</li> <li>• Identify migratory students who are missing significant amounts of instructional time by enrolling late and/or having excessive absences.</li> <li>• Provide supplemental information to parents on how to collaborate with school staff and how to access resources in order to provide timely attention and appropriate interventions to their children.</li> <li>• Provide supplemental information to parents on how to collaborate with school staff and how to access resources in order to provide timely attention and appropriate interventions to their children.</li> <li>• Use data to plan the Priority for Services Action Plan for 2022-2023 school year, and assist the district with supplemental services when not provided by other federal or non-federal programs.</li> </ul>
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Required Strategies	Timeline	Person(s) Responsible	Documentation
<b>Monitor</b> the progress of MEP students who are on PFS.			

<ul style="list-style-type: none"> <li>Monthly, run NGS Priority for Service (PFS) reports to identify migrant children and youth who require priority access to MEP services.</li> </ul>	September – May, on or	MEP Staff	NGS generated reports
	before the 15 <sup>th</sup> day of every month		
<ul style="list-style-type: none"> <li>Before the first day of school, develop a PFS Action Plan for serving PFS students. The plan must clearly articulate criteria for defining student success, including timelines for achieving stated goals and objectives.</li> </ul>	September 31	ESC MEP Staff	Copy of signed plan reviewed by ESC MEP Staff
Additional Activities			
<ul style="list-style-type: none"> <li></li> </ul>			
<b>Required Strategies</b>			
	<b>Timeline</b>	<b>Person(s) Responsible</b>	<b>Documentation</b>
<b>Communicate</b> the progress and determine needs of PFS migrant students.			
<ul style="list-style-type: none"> <li>During the academic calendar, the Title I, Part C Migrant Coordinator or MEP staff will provide campus principals and appropriate campus staff information on the Priority for Service criteria and updated NGS Priority for Service reports.</li> </ul>	September –May 25 <sup>th</sup> day of every month	MEP District Contact	Copy of sent emails, or other documentation of distributing reports
<ul style="list-style-type: none"> <li>During the academic calendar, the Title I, Part C Migrant Coordinator or MEP staff will provide parents of PFS students information on the Priority for Service criteria.</li> </ul>	Twice per semester	MEP School Liaison/ Contact, MEP ESC Specialist	Contact Log
<ul style="list-style-type: none"> <li>During the academic calendar, the district’s Title I, Part C Migrant Coordinator or MEP staff will make individualized home and /or community visits to update parents on the academic progress of their children.</li> </ul>	Twice per semester	MEP School Liaison/ Contact, MEP ESC Specialist	Activity Log
Additional Activities			
<ul style="list-style-type: none"> <li></li> </ul>			

**Provide services to PFS migrant students.**

■ The district's Title I, Part C migrant coordinator or MEP staff will use the PFS reports to give priority placement to these students in migrant education program activities.	Sept.-May	MEP School Liaison/Contact MEP ESC Specialist	Activity log, sign-in sheets
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<ul style="list-style-type: none"> <li>■ The district's Title I, Part C migrant coordinator or MEP staff will ensure that PFS students receive priority access to instructional services as well as social workers and community social services/agencies.</li> </ul>	Sept. – May	MEP School Liaison/Contact MEP ESC Specialist	Time-stamped notices,
<ul style="list-style-type: none"> <li>■ The district's Title I, Part C migrant coordinator or MEP staff will determine what federal, state, or local programs serve PFS students.</li> </ul>	Sept. – May	MEP School Liaison/Contact MEP ESC Specialist	Activity Log, Time-stamped handouts
<b>Additional Activities</b>			
<ul style="list-style-type: none"> <li>■ Facilitate social/school engagement with support through KISD HOUSE System Study skills development One-on-One or Small Group</li> </ul>	Sept - May	MEP School Liaison House Ambassador	Activity Log; House Calendar

*Sandra Denning*

LEA Signature

08/09/2023

Date Completed

*Michelle Perez*

ESC Signature

08/09/2023

Date Received



# STATE COMPENSATORY EDUCATION

## 2023-2024 Budget Allocations

### District Level

61xx	Payroll	\$ 0
62xx	District Contracted Services	\$ 0
63xx	General Supplies	\$ 0
64xx	Professional Development	\$1500.00

### Keene High School

61xx	Payroll Costs – 2 FTE	\$130,855.54
62xx	Contracted Services (DMAC, Copiers)	\$11,250.00
63xx	General Supplies (Edmentum, Library Books, supplies)	\$3,000.00
64xx	Miscellaneous and/or Professional Development	\$ 0

### Keene Junior High School

61xx	Payroll Costs – 4.5 FTE	\$234,530.52
62xx	Contracted Services (DMAC, Copiers)	\$11,250.00
63xx	Supplies (Reading, Testing, iXL, supplies, Library Books)	\$8,900.00
64xx	Miscellaneous and/or Professional Development	\$100.00

### The Summit Leadership Academy

61xx	Payroll Costs – 1.5 FTE	\$83,242.65
62xx	Contracted Services (DMAC, Copier, Contracted Services)	\$10,350.00
63xx	General Supplies (Software and Supplies)	\$2,550.00
64xx	Miscellaneous	\$0

### Keene Elementary

61xx	Payroll Costs - 3 FTE	\$114,820.83
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<b>62xx</b>	<b>Contracted Services (DMAC, Copier)</b>	<b>\$10,250.00</b>
<b>63xx</b>	<b>General Supplies (Reading, Supplies)</b>	<b>\$3,340.00</b>
<b>64xx</b>	<b>Miscellaneous</b>	<b>\$0</b>

# ESSER II

## 2022-2023 Budget Allocations

### District Level

61xx	Payroll (Summer School K-12)	\$ 0
62xx	District Contracted Services	\$ 0
63xx	General Supplies (Renaissance, IXL Learning, Summit K-12, Writable, Imagination Station, Screencastify)	\$32,912.51
64xx	Professional Development	\$0

### Keene High School

61xx	Payroll Costs	\$ 0
62xx	Contracted Services	\$0
63xx	General Supplies	\$0
64xx	Miscellaneous and/or Professional Development	\$ 0

### Keene Junior High School

61xx	Payroll Costs	\$0
62xx	Contracted Services	\$0
63xx	Supplies	\$0
64xx	Miscellaneous and/or Professional Development	\$0

### The Summit Leadership Academy

61xx	Payroll Costs	\$0
62xx	Contracted Services	\$0
63xx	General Supplies	\$0
64xx	Miscellaneous	\$0

### Keene Elementary

61xx	Payroll Costs	\$0
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<b>62xx</b>	<b>Contracted Services</b>	<b>\$0</b>
<b>63xx</b>	<b>General Supplies (SeeSaw)</b>	<b>\$2359.80</b>
<b>64xx</b>	<b>Miscellaneous</b>	<b>\$0</b>

# ESSER III

## District Level

61xx	Payroll (Longevity Stipend) 1 FTE	\$ 410,963.75
62xx	District Contracted Services	\$0
63xx	General Supplies	\$0
64xx	Professional Development	\$0

## Keene High School

61xx	Payroll Costs – 1 FTE	\$9,120.00
62xx	Contracted Services	\$0
63xx	General Supplies	\$0
64xx	Miscellaneous and/or Professional Development	\$0

## Keene Junior High School

61xx	Payroll Costs – 2 FTE	\$52,811.00
62xx	Contracted Services	\$0
63xx	Supplies	\$0
64xx	Miscellaneous and/or Professional Development	\$0

## The Summit Leadership Academy

61xx	Payroll Costs – 1 FTE	\$9,292.00
62xx	Contracted Services	\$0
63xx	General Supplies	\$0
64xx	Miscellaneous	\$0

## Keene Elementary

61xx	Payroll Costs - 2 FTE	\$65,188.00
62xx	Contracted Services	\$0
63xx	General Supplies	\$0
64xx	Miscellaneous	\$0

# Title I

## District Level

<b>61xx</b>	<b>Payroll 1 FTE</b>	<b>\$0</b>
<b>62xx</b>	<b>District Contracted Services</b>	<b>\$0</b>
<b>63xx</b>	<b>General Supplies (Talking Points)</b>	<b>\$5,775.00</b>
<b>64xx</b>	<b>Professional Development</b>	<b>\$0</b>

## Keene High School

<b>61xx</b>	<b>Payroll Costs – 1 FTE</b>	<b>\$67,102.00</b>
<b>62xx</b>	<b>Contracted Services</b>	<b>\$0</b>
<b>63xx</b>	<b>General Supplies</b>	<b>\$0</b>
<b>64xx</b>	<b>Miscellaneous and/or Professional Development</b>	<b>\$0</b>

## Keene Junior High School

<b>61xx</b>	<b>Payroll Costs – 1 FTE</b>	<b>\$132,884.00</b>
<b>62xx</b>	<b>Contracted Services</b>	<b>\$0</b>
<b>63xx</b>	<b>Supplies</b>	<b>\$0</b>
<b>64xx</b>	<b>Miscellaneous and/or Professional Development</b>	<b>\$0</b>

## The Summit Leadership Academy

<b>61xx</b>	<b>Payroll Costs - 1 FTE</b>	<b>\$0</b>
<b>62xx</b>	<b>Contracted Services</b>	<b>\$0</b>
<b>63xx</b>	<b>General Supplies</b>	<b>\$0</b>
<b>64xx</b>	<b>Miscellaneous</b>	<b>\$0</b>

## Keene Elementary

<b>61xx</b>	<b>Payroll Costs - 2 FTE</b>	<b>\$10,302.00</b>
<b>62xx</b>	<b>Contracted Services</b>	<b>\$0</b>
<b>63xx</b>	<b>General Supplies</b>	<b>\$0</b>
<b>64xx</b>	<b>Miscellaneous</b>	<b>\$0</b>

# Title II

## District Level

61xx	Payroll 1 FTE	\$0
62xx	District Contracted Services	\$0
63xx	General Supplies (Talking Points)	\$0
64xx	Professional Development	\$0

## Keene High School

61xx	Payroll Costs – 1 FTE	\$0
62xx	Contracted Services	\$0
63xx	General Supplies	\$0
64xx	Miscellaneous and/or Professional Development	\$0

## Keene Junior High School

61xx	Payroll Costs	\$
62xx	Contracted Services	\$0
63xx	Supplies	\$0
64xx	Miscellaneous and/or Professional Development	\$0

## The Summit Leadership Academy

61xx	Payroll Costs - 1 FTE	\$30,987.00
62xx	Contracted Services	\$0
63xx	General Supplies	\$0
64xx	Miscellaneous	\$0

## Keene Elementary

61xx	Payroll Costs	\$0
62xx	Contracted Services	\$0
63xx	General Supplies	\$0
64xx	Miscellaneous	\$0

# Title III

## District Level

<b>61xx</b>	<b>Payroll</b>	<b>\$0</b>
<b>62xx</b>	<b>District Contracted Services</b>	<b>\$0</b>
<b>63xx</b>	<b>General Supplies</b>	<b>\$200.00</b>
<b>64xx</b>	<b>Professional Development</b>	<b>\$0</b>

## Keene High School

<b>61xx</b>	<b>Payroll Costs - 1 FTE</b>	<b>\$24,082.00</b>
<b>62xx</b>	<b>Contracted Services</b>	<b>\$0</b>
<b>63xx</b>	<b>General Supplies</b>	<b>\$0</b>
<b>64xx</b>	<b>Miscellaneous and/or Professional Development</b>	<b>\$0</b>

## Keene Junior High School

<b>61xx</b>	<b>Payroll Costs</b>	<b>\$0</b>
<b>62xx</b>	<b>Contracted Services</b>	<b>\$0</b>
<b>63xx</b>	<b>Supplies</b>	<b>\$0</b>
<b>64xx</b>	<b>Miscellaneous and/or Professional Development</b>	<b>\$0</b>

## The Summit Leadership Academy

<b>61xx</b>	<b>Payroll Costs</b>	<b>\$0</b>
<b>62xx</b>	<b>Contracted Services</b>	<b>\$0</b>
<b>63xx</b>	<b>General Supplies</b>	<b>\$0</b>
<b>64xx</b>	<b>Miscellaneous</b>	<b>\$0</b>

## Keene Elementary

<b>61xx</b>	<b>Payroll Costs</b>	<b>\$0</b>
<b>62xx</b>	<b>Contracted Services</b>	<b>\$0</b>
<b>63xx</b>	<b>General Supplies</b>	<b>\$0</b>
<b>64xx</b>	<b>Miscellaneous</b>	<b>\$0</b>



# Title IV

## District Level

<b>61xx</b>	<b>Payroll</b>	<b>\$0</b>
<b>62xx</b>	<b>District Contracted Services</b>	<b>\$0</b>
<b>63xx</b>	<b>General Supplies</b>	<b>\$0</b>
<b>64xx</b>	<b>Professional Development</b>	<b>\$0</b>

## Keene High School

<b>61xx</b>	<b>Payroll Costs</b>	<b>\$0</b>
<b>62xx</b>	<b>Contracted Services</b>	<b>\$0</b>
<b>63xx</b>	<b>General Supplies</b>	<b>\$0</b>
<b>64xx</b>	<b>Miscellaneous and/or Professional Development</b>	<b>\$0</b>

## Keene Junior High School

<b>61xx</b>	<b>Payroll Costs</b>	<b>\$0</b>
<b>62xx</b>	<b>Contracted Services</b>	<b>\$0</b>
<b>63xx</b>	<b>Supplies</b>	<b>\$0</b>
<b>64xx</b>	<b>Miscellaneous and/or Professional Development</b>	<b>\$0</b>

## The Summit Leadership Academy

<b>61xx</b>	<b>Payroll Costs 1 FTE</b>	<b>\$22,093.00</b>
<b>62xx</b>	<b>Contracted Services</b>	<b>\$0</b>
<b>63xx</b>	<b>General Supplies</b>	<b>\$0</b>
<b>64xx</b>	<b>Miscellaneous</b>	<b>\$0</b>

## Keene Elementary

<b>61xx</b>	<b>Payroll Costs</b>	<b>\$0</b>
<b>62xx</b>	<b>Contracted Services</b>	<b>\$0</b>
<b>63xx</b>	<b>General Supplies</b>	<b>\$0</b>
<b>64xx</b>	<b>Miscellaneous</b>	<b>\$0</b>