

Keene Junior High School  
Campus Improvement Plan  
2024-2025



Every Child. Every Need. Every Day

Committee Members

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*Communication. Collaboration. Curriculum.*

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 2023-2024
2. Student demographics - Subgroups
3. Technology - Fiscal and Facility Resources
4. Participation records of students enrolled in special programs (GT, Special Education, ESL)
5. Staff Development Records (T-TESS)
6. Assessment and benchmark data (DMAC, Renaissance)

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 EB and SpEd subgroups on all tests
2. Increased student performance in Social Studies.
3. Increased student performance at the "Meets" level.

### **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 involved and spirited.

Our students come from, appreciate, and accept diverse backgrounds.

### **Student Needs**

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

Support for Special Education and EB 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**

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

### **Parent Engagement**

The success of our school is significantly impacted by parent engagement 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 school/teacher web pages.

### **Community Engagement**

Keene 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 through financial help and time commitment.

### **Facilities**

Keene 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 schoolwide 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, curriculum and instruction through the use of technology software and hardware, in class tutorials 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 "Approaches" Level 2024

- Social Studies: 69%
- Math: 82%
- Reading/Language Arts: 83%
- Science: 88%

### STAAR PERFORMANCE "Meets" Level -2024

- Social Studies: 22%
- Math: 47%
- Reading/Language Arts: 64%
- Science: 47%

### ATTENDANCE : Updated through 12.12.24

- 6th Grade: 96%
- 7th Grade: 95%
- 8th Grade: 96%
- Overall: 96%

## **Goals & Objectives**

### Goal 1

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

- Objective 1: To ensure that at least 60% of all students and student groups meet the standard of “meets” on STAAR state test performance.

### 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 ensure seamless technology integration creating consistent use by teachers and staff.

### 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 ISD will meet State/Federal accountability standards.

Needs Assessment: Reading/English Language Arts: (6-8) **64%**, Mathematics: (6-8) **47%**, Science: **47%**, Social Studies: **22%** (these scores reflect the “meets” level)

Objective 1: To ensure that at least 60% of all students and student groups meet the standard of “meets” on STAAR state test performance.

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 TEKS Resources PLC Meetings Carlin Liborio Writing Curriculum Read Theory	Reading/LA, Math, Science and Social Studies Dept. Heads Teachers	Aug.-May	DMAC results, student progress reports, student report cards, formative assessments, STAAR test results, benchmark assessments, Renaissance testing data
2. Align all special programs with the general education program to increase student performance	Special Ed., G/T, Rti, ESL PLC Meetings	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 PLC Meetings	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 PLC Meetings	Tested area department staff and supporting staff	Aug.-May	Benchmark data  STAAR results  Renaissance data



5. Provide interventions/staff support for at-risk students or students who struggle in core content areas	SpEd, EB, G/T, Dyslexia, Rtl GCS, DMAC data, Think UP supplemental curriculum Lowman, Instructional Supplies Intersession time Zearn (Math)	Program directors, teachers, Rtl teachers, Content Mastery personnel	Aug.-May	Student progress reports , report cards, benchmark data from DMAC, Renaissance
6. Lunch tutorial sessions	Teachers	Core and tested area teachers	Aug.-May	Progress reports, report card grades, benchmarks, STAAR test results
7. Select new curriculum for Social Studies	Exploros Curriculum	Social Studies Teachers	Aug-May	Unit Exams BOY, EOY Exploros assessments STAAR Assessment in 8th Grade
8. . Scheduled biweekly PLC meetings to align instruction, analyze student mastery data and review TEKS for deeper understanding of the content.	Google Calendar	Principal Instruction Coach Teachers	Oct-May	Unit Exams STAAR Data Benchmark Data Renaissance Data

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: EB (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, Homeless, Immigrant)	GCS Take Flight Dyslexia Program, RtI SpEd /Title 1/ Comp. Ed Funds/ESSER III IRLA, Read Theory	Classroom teachers, RtI teachers, GCS Staff, Dyslexia teacher, SPED Dept., Reading Specialist, EB Specialist	Aug.-May	Student progress reports, report cards, STAAR scores
2. Expand library collections to assist students in reaching grade level TEKS	SCE Funds Region 11 Class	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, CAC)	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	Local	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: Professional growth opportunities need to be expended by providing CPE credits to meet SBEC requirements for certificate renewals. A small number of teachers are working through ALT Certified programs to gain their certifications. Not all teachers are ESL certified.

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 Consortium 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 to	Title money Compensatory Local money	Principal, Assistant Principal	Aug.-May	Complete personnel files Professional development records ESSA staff

ensure all staff is highly qualified				Certification Meetings
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 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
5. PLC Meetings by-weekly.	Sub Coverage	Principal Instructional Coach Teachers Specialized Instruction	Oct-May	PLC Agenda Unit Exams

6. . Region 11 Math PD	Local funds	Region 11 Presenter	October	Teacher Feedback/Alignment
7. Special Education classes (CPI, IEP)	JCSSA Schedule	JCSSA Staff	Aug-May	Certifications

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 ensure seamless technology integration creating consistent use by teachers and staff.

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	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, Librarians	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 (clickers, Apple pencils, Computers Interactive Boards iPads)	Technology funds Local funds	Principal, Assistant Principal, Department heads, Teachers	Aug.-May	Classroom Walkthroughs, Formal Appraisals

Goal 5: Keene ISD is committed to 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, 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
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
5. Each school served shall jointly	Written policy,	Principal	Aug.-May	Included in Student



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.	Student Handbook	Asst. Principal		Handbook
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.	Compact, Student Handbook	Principal Asst. Principal	Aug.-May	Posted to Campus Website, Included in Student Handbook
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.	Parent engagement presentation for training	Principal Asst. Principal	August	Sign in sheet for training meeting
8. Each Title I, Part A campus provides	Campus Report Card	Principal	Aug.-May	Posted to website

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.		Asst. Principal		
9. Send home fall/spring Renaissance parent letters to report growth in reading and math.	Renaissance Program Paper supplies	Teachers Paraprofessionals Principal Counselor	Sept/January	Student Growth Report

Goal 6: School campuses will maintain a safe, disciplined environment conducive to student learning.

Needs Assessment: PEIMS Discipline Data/Campus Discipline Charts/Student Feedback

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 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 Championship Counseling services  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 StopIt!,	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 key KJH staff members (paraprofessionals, special education teachers)	District EOP Student Code of Conduct Local Funding	Principal, Assistant Principal, Counselor, District Chief of Police	Aug.-May	Safe and orderly environment Emergency Drill logs Student awareness of procedures Trained staff Fewer discipline referrals
6. Provide a drug-free education to all students (REACH Council), Child Advocacy Center classroom lessons	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 "Leaders Lab" character development classes and other campus programs such as REACH Council	Leaders Lab 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 Red Ribbon Week	SBDM committee, Counselor, Assistant Principal, Principal District Chief of Police, SHAC committee STUCO	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
10. Establish a Principal Roundtable	Lunch/Recess	Principal	Jan-May	Student Survey

	Schedule			Improved campus culture Decision-making better aligned with student voice
11. Establish 3-visits with school counselor if assigned a DAEP placement	Google Calendar	School Counselor	Aug-May	Discipline data reflects decline in repeat DAEP placements