

KEENE INDEPENDENT SCHOOL DISTRICT
District Improvement Plan 2018-2020

Keene ISD
District Improvement Plan
2019-2020

KEENE INDEPENDENT SCHOOL DISTRICT
District Improvement Plan 2018-2020

Table of Contents

Leadership Team	.....3
Mission Statement	.....5
Needs Assessment	.....6
AEIS	.....8
Goals and Objectives	.....9
Goal 1	.....11
Goal 2	.....13
Goal 3	.....14
Goal 4	.....16
Goal 5	.....17
Goal 6	.....19
Goal 7	.....21
Glossary of terms	.....22

KEENE INDEPENDENT SCHOOL DISTRICT
District Improvement Plan 2018-2020

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

Sandra Denning, Assistant Superintendent Curriculum, CFO

Silvia Mora, Director of Health Services

Chris Turk, Technology Director

Denise Diaz, District Assessment Coordinator

Jason Hill, Athletic Director

Chris Taylor, Principal of Keene High School

Ella Smith, Director of Food Services

Jamie Ingram, Principal of Keene Junior High School

Ted O'Neil, Principal-Alternative Learning Center/Federal Programs

Kelly Turnage, Principal of Keene Elementary School

ASSISTANT PRINCIPALS

Jarrett Morgan, Assistant Principal of Keene High School

Don Bell, Assistant Principal of Keene Junior High School

Julie McKintosh, Assistant Principal of Keene Elementary School

KEENE INDEPENDENT SCHOOL DISTRICT
District Improvement Plan 2018-2020

KEENE ISD SITE-BASED DECISION MAKING TEAM
2019-2020

Ricky Stephens, Superintendent of Schools

Ted O'Neil, Chair, Federal Programs Director/Principal

Sandra Denning, Assistant Superintendent Curriculum, CFO

Dana Stockton, Nonteaching Professional Representative

Rebekah Stephenson, High School Representative

Natasha Curubo, High School Representative

Kaitlyn Livingston, Junior High School Representative

Adrienne Malmberg, Junior High School Representative

Tapley Shoup, Elementary Representative

Amanda Cisco, Elementary Representative

Wallace Sullivan, Alternative Learning Center Representative

Don Bell, Junior High Assistant Principal

Paul Gnadt, Community Representative

Kelly Turnage, Elementary Principal

Maria Moore, Parent Representative

Jamie Ingram, Junior High Principal

Chris Taylor, High School Principal

Jarrett Morgan, High School Assistant Principal

Julie McKintosh, Elementary Assistant Principal

Mike Boese – Business Representative

KEENE INDEPENDENT SCHOOL DISTRICT
District Improvement Plan 2018-2020

MOTTO

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

MISSION

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.

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:

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

Attendance Reports/Data

Graduation/Completion Rate

Student Support Initiative (SSI) Requirements

Campus Needs Assessment Data

KEENE INDEPENDENT SCHOOL DISTRICT
District Improvement Plan 2018-2020

Comprehensive Needs Assessment

Summary of Findings

1. ESL Star 3-8 Math, Reading, Writing, and Science
2. LEP Star EOC – ELA
3. 4th grade reading, writing and math scores
4. District PBMAS indicators must continue to be addressed for special education
 - a. Passing rate grades 3-8 reading, math, and writing
 - b. Passing rate ESL 3-8 reading

KEENE INDEPENDENT SCHOOL DISTRICT
District Improvement Plan 2018-2020

TAPR- Texas Academic Performance Report

2019 Accountability		Index 1	Index 2	Index 3	Index 4
Campus	Overall	Student Achievement	Academic Growth	Relative Performance	Closing Gaps
District	B/87	85	65	91	77
High School	B/84	87	59	88	74
Junior High School	B/84	79	74	88	73
Elementary School	C/70	69	59	73	62

Distinction Designation Recognition:

- Keene High School** - Mathematics
 - Science
 - Postsecondary Readiness

- Keene Junior High** - Social Studies
 - ELA/Reading
 - Comparative Academic Growth
 - Postsecondary Readiness

- Keene Elementary** - Science

District Improvement Plan

District Goals and Objectives

- GOAL 1** Keene ISD will meet State/Federal accountability standards for both District and Campus.
- Objective 1* To ensure that all students and all student groups meet the standard on all subject area TAKS/STAAR tests and TPRI at or above benchmark.
 - Objective 2* To develop a current scope and sequence between all grades
- GOAL 2** Keene ISD will provide effective, timely assistance to help all students be successful starting at early childhood and continuing through post-secondary education and/or entering into the work force.
- PK – 16**
- Objective 1* To decrease the number of student dropouts in grades 7-8 at 0% and to increase the graduation rate to 96% in grades 9-12
 - Objective 2* Reading, Writing, Math, Science, Social Studies scores will increase yearly in all groups.
- GOAL 3** The District will provide opportunities for teachers to grow professionally.
- STAFF DEVELOPMENT**
- Objective 1* To recruit and retain qualified personnel
 - Objective 2* To provide a high quality staff development program and to provide all teachers with opportunities for professional growth

KEENE INDEPENDENT SCHOOL DISTRICT
District Improvement Plan 2018-2020

GOAL 4 Continue to integrate technology into the learning process in the classroom

TECHNOLOGY

- Objective 1* Maintain and upgrade current technology and assess new technology needs through an annual evaluation.
- Objective 2* To provide access to emerging technology that will impact student learning

GOAL 5 Keene ISD is committed to promoting engagement between educators, parents, and community to promote academic success.

PARENTS

- Objective 1* To expand the scope of communication and dissemination of information to parents and community
- Objective 2* To increase opportunities for parental and community engagement

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

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

FINANCE

- Objective 1* To obtain 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

KEENE INDEPENDENT SCHOOL DISTRICT
District Improvement Plan 2018-2020

GOAL 1

GOAL 1 Keene ISD will meet State/Federal accountability, both district and campus, and achieve improved student performance.

Objective 1 To ensure that all students and all student groups meet the standard on all subject area STAAR tests or score developed on the TPRI

Strategies	Resources	Person(s) Responsible	Timeline	Formative Evaluation
1. Implement and teach the latest TEKS by subject and grade level PK-12	TEKS; planning with other teachers	Principals, Teachers	Aug19-May20	Benchmarks, STAR One, STAAR common assessments
2. Analyze district assessment data to provide interventions for students who struggle in content areas.	AEIS, DMAC, Benchmarks, RTI, Tutoring; Summer school, computer assisted programs, curriculum (SCE \$) STAR(Renaissance)	Principals Counselors Teachers	Aug19-May20	Student assessment results, RTI meetings to review student progress, future plans for success, RTI classes, Tutorials
3. Provide additional reading/math interventions as needed (reading/math remediation/Tutorials/Title I teachers, Elementary tutors)	Title I Funds SCE	Principals Teachers	Aug19-May20	Increase in student grades, mastery, STAAR scores
4. Create a teaching cycle with curriculum department to improve Social Studies department alignment with TEKS	Curriculum Department Time	Director of Curriculum JH Principal	Aug19-May20	Completed lesson cycles Student growth on standardized test

**KEENE INDEPENDENT SCHOOL DISTRICT
District Improvement Plan 2018-2020**

Objective 2 To ensure that the district will meet State/Federal accountability standards for reading and math in all student groups

<i>Strategies</i>	<i>Resources</i>	<i>Person(s) Responsible</i>	<i>Timeline</i>	<i>Formative Evaluation</i>
1. Evaluate effectiveness of the interventions, monitor and adjust to meet the accountability standard in all subject	Team meetings to plan for instructional improvement	Administrators Core Analysis Team	Aug19- May20	Report card grades each six weeks, RTI
2. Maintain curriculum department to provide teacher guidance and curriculum alignment throughout the school year using instructional coaches	Title 1	Superintendent Administrators	Aug19- May20	Staff surveys for effectiveness Test scores Superintendent Evaluation Teacher survey of effectiveness
3. Continue with district ESL/PBMA coordinator to implement effective strategies for ELL/SPED students	JH room Flexible scheduling	Superintendent ESL/PBMA Director	Aug19- May20	# of ELL/SPED students making progress
4. Hire a reading specialist at the elementary to work with struggling students		Superintendent Administrators	Aug19- May20	Master schedule Increased reading scores
5. Hire a part time math tutor at elementary to help with struggling student		Superintendent Administrators	Aug19- May20	Master schedule Increased math scores

Objective 3 To assist students in achieving their highest potential in all subjects in an effort to achieve college and work readiness.

Strategies	Resources	Person(s) Responsible	Timeline	Formative Evaluation
1. Provide interventions/staff support for at-risk students or students who struggle in core content areas PK-12	SPED, ESL, GT, Dyslexia Title IIIA funds	Campus staff, JCSSA	Aug19- May20	Student assessment data, TPRI, promotion/graduation data
2. Maintain teacher-student ratios in critical areas by having 4 teachers in grade k-2.	TIIA funds	Supt; CFO, Principals	August 2019	KISD monthly enrollment charts
3. Purchase campus and district site license for software that will help increase academic performance PK-12 (Study Island, I-station, Insight 360, Rosetta Stone, Star1, Alex math, Measuring Up)	Local funds, SCE Federal funds	All campus staff and departments	Aug 2019	Purchased programs utilized; Progress monitored

KEENE INDEPENDENT SCHOOL DISTRICT
District Improvement Plan 2018-2020

4. Provide student acceleration opportunities through summer school programs PK-12	TEKS based programs SSI grant funds	Teachers; Paraprofessionals	Summer	Students assessments and/or credits
5 Purchase TEKS Resources as a curriculum help for beginning teachers	Local funds, SCE Federal funds	All campus staff and departments	Aug 2019	Purchased programs utilized; Progress monitored(Walk thrus)

GOAL 2

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

Objective 1 To ensure the academic success of all students and increase the graduation rate from 95% to 96% in grades 9-12

Strategies	Resources	Person(s) Responsible	Timeline	Formative Evaluation
1. Continue to provide opportunities for high school credit. Utilize credit recovery/acceleration methods for high school students through computer and correspondence courses.	Summer school credit recovery, ACE and Odyssey program, Texas Tech courses, Hill College CTE classes	Administrators Counselors, Teachers	Fall 2019	Increase in number of credits for courses
2. Continue to provide dual credit opportunities for juniors/seniors (English, College Algebra, U.S. History) through SWAU and Hill College/Johnson County Course Sharing Agreement.	Hill College Johnson County Course Sharing Agreement SWAU	Principals Hill College Johnson County team	Aug19- May20	Increase in number of courses available to high school students
3. Continue with part time college/career counselor at HS to work with at-risk, SPED, DAEP, college, career, pregnancy-related, etc.	JCSSA; ALC; volunteer groups	Principals Counselors	Aug19- May20	Counseling services available
4. Continue a Career/College Day for 6 th through 12 th grade and Career fair at Elementary	Information from counselors/College Reps	Principals, Assistant principals Counselors	Aug19- May20	Career/College Day established and evaluated each year
5. Provide parents/students information on higher education admissions/financial aid opportunities.	Texas Grant Program; Teach for Texas Grant College night	Counselors; Principals	Fall 2019	Sign-In Agendas

**KEENE INDEPENDENT SCHOOL DISTRICT
District Improvement Plan 2018-2020**

7.Continue to provide Career and Technical Educational opportunities	CTE funds;Hill College Career Pathways, KISD transportation	Administrators CTE teachers	Fall 2019	Coherent sequence of courses/ Certified career skills obtained
8. Expand offerings for athletics, fine arts, and electives as incentives for at-risk students to remain in our schools.(robotics,forensics and Police explorers)	Campus calendars Campus schedules Flexible scheduling	Coaches and fine arts teachers; sponsors, central office. Police Chief	Aug19- May20	Student recognitions supporting staying in school

GOAL 3

GOAL 3 The district will be provide opportunities for teachers to grow professionally

Objective 1 To recruit and retain qualified personnel

Strategies	Resources	Person(s) Responsible	Timeline	Formative Evaluation
1.Conduct activities including posting openings on multiple websites and maintaining an active web page to recruit highly qualified personnel for all positions.	Region XI KISD website TASA/TASBO websites	Administrators	Aug19- May20	Open positions posted; HQ staff recruited
2. Provide opportunities for teachers needing hours for certification (staff development, fees).	Title I ARRA funds (10K) Local funds	Administrators	Aug19- May20	Documentation of workshops attended
3. Continue teacher mentoring program to retain highly qualified personnel.	State requirement Local funds	Administrators CFO District Mentor Director	Aug19- May20	Mentoring program ready for Board approval for the school year
6. Continue perfect attendance award for teachers	Local Funds	Superintendent CFO, Principals	Aug19- May20	Employee handbook procedures
7. Continue retirement notification incentive to allow for future planning	Local Funds	Superintendent CFO, Principals	Aug19- May20	Employee handbook procedures

KEENE INDEPENDENT SCHOOL DISTRICT
District Improvement Plan 2018-2020

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

Strategies	Resources	Person(s) Responsible	Timeline	Formative Evaluation
1. Provide staff development that directly impacts the improvement of curriculum, instruction, and interventions for at-risk students.	Title IA funds (\$25,000)	Administrators	Aug19- May20	Staff development sessions, academic workshops, trainings
2. Provide technology application sessions to continue to integrate technology into instruction.	State, Region XI; Campus IT coordinators	Technology Department	Aug19- May20	Training sessions completed
3. Staff members attending conferences will teach and implement new strategies with campus staff.	Title IA funds (\$25,000)	Administrators	Aug19- May20	Staff training agendas
4. New teacher retreat to set expectations and to share vision/mission of the district		Superintendent Director of Curriculum Campus Principals	July 2019	Evaluations of training
5. Administrator/teacher trip to Ron Clark Academy to see innovation and engagement in the classroom		Superintendent Director of Curriculum Summit Teachers	Spring 2020	Inservice provided upon return
6. Develop a professional development plan in order to assess needs and relevance of PD		Superintendent Director of Curriculum Campus Principals	Aug19- May20	Evaluations

KEENE INDEPENDENT SCHOOL DISTRICT
District Improvement Plan 2018-2020

GOAL 4

GOAL 4 Continue to integrate technology into the learning process in the classroom

Objective 1 Maintain and upgrade current technology and assess new technology needs through an annual evaluation.

Strategies	Resources	Person(s) Responsible	Timeline	Formative Evaluation
1. Continue to utilize Apple lease to keep our technology fresh and current	Local Funds	Superintendent Board of trustees Radien	Aug19- May20	Apple lease documents
2. Continue to contract with Radian Associates as our 3 rd party technology company to help determine our present and future path	Local Funds	Superintendent Board of trustees	Aug19- May20	Does it work? Evaluations from teachers and administrators

Objective 2 To provide access to emerging technology that will impact student learning

Strategies	Resources	Person(s) Responsible	Timeline	Formative Evaluation
1. Continually review current technologies to determine optional trends for the teaching and learning process.	State Technology conference	Tech dept, Instructional tech, Coordinators , Principals	Aug19- May20	New trends reviewed for use
2. Provide staff development on use of technology in the classroom	Tech department Workshops TETN Classroom i-Teachers	Instructional Coach Teachers Administrators	Aug19- May20	Teacher survey
3. Develop on-line how-to videos for staff development	Internet School cameras Curriculum department	Instructional Coach Administrators	Aug19- May20	List of videos posted on line
4. Implement external wireless access to spread coverage across ISD property	Radien	Radien Chief Potts	Aug19- May20	Report to superintendent and board
5. Continue with 1-1 IGNITE initiative	Local Funds	Principals, Radiens Teachers	Aug19- May20	End of year numbers dealing with issues with take home devices

KEENE INDEPENDENT SCHOOL DISTRICT
District Improvement Plan 2018-2020

GOAL 5

GOAL 5 Keene ISD is committed to promoting engagement between educators, parents, and community to promote academic success.

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. Maintain dynamic Web site to include information for parents and community members (library, computer lab).	District and campus Web sites	Administrators Radien	Aug19- May20	Information listed on websites
2. Maintain a parent portal for all parents to view students' grades.	Campus Web sites	Radien; PEIMS	Aug19- May20	Parent portals available
3. Utilize School Reach System for parents to receive pertinent information through phone, text, and email	Local funds	Administrators Radien	Aug19- May20	Contract signed
4. Maintain and improve KISD's social media presence to communicate with parent, staff, students, and community	Team App Google Calendar Remind me	Central office Tech department	Aug19- May20	Number of followers
5. Hold parent meetings for informational purposes per federal and state requirements.	Federal/state program guidelines	Administrators	Aug19- May20	Meeting schedule; agendas; handouts; sign-in sheets
6. 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	Monthly	Board agendas
7. Utilize electronic sign for upcoming events and student/teacher recognition	Administrators Staff Tech department	Administrators Staff	Immediately	Number of events posted on sign

KEENE INDEPENDENT SCHOOL DISTRICT
District Improvement Plan 2018-2020

Objective 2 To increase opportunities for parental and community engagement

Strategies	Resources	Person(s) Responsible	Timeline	Formative Evaluation
1. Provide interpreters at school as needed so that all parents can understand the purpose of the meetings	Local staff as interpreters	Administrators	Aug19- May20	Interpreters provided
2. Invite opportunities for parents to view student activities (Art Show, Open House, PTO meetings).	Campus meetings	PRS; APS; Fine Arts staff	Aug19- May20	Showcases completed
3. Continue STEAM Fair at Keene Community center to engage community in the IGNITE initiative and showcase our makers of learning	Civic Center agreement Administrators CFO	CTE Director AP High school	Spring 2020	STEAM Fair completed
4. Continue annual community hot dog supper open house to bring parents and the school together	Staff, School board, community	Administrators Staff, school board	October 2019	Sign-in sheets showing an ongoing increased in participation

KEENE INDEPENDENT SCHOOL DISTRICT
District Improvement Plan 2018-2020

GOAL 6

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

Objective 1 Implement the district and campus safety and crisis plans

Strategies	Resources	Person(s) Responsible	Timeline	Formative Evaluation
1. Provide programs for staff and students to recognize unwanted physical or verbal aggression, sexual harassment, and bullying.	Consultants, Keene ISD PD	Principals Assistant principals Counselors	Aug19- May20	Staff training completed Student programs established
2. Implement age appropriate behavior interventions and character education.	Counselor materials	Principals Assistant principals Counselors	Aug19- May20	Behavior interventions/character traits identified/implemented
3. Provide counseling services as needed to address emotional needs of students.	Counselor materials	Principals Assistant principals Counselors, Campus staff	Aug19- May20	Services identified and provided as needed
4. Utilize anonymous reporting hotline Stop!T	Consultants School safety options	Principals Assistant principals Counselors Police Chief	Aug19- May20	Appropriate alternative options identified & provided as needed
5. Continue use of Raptor system on each campus to screen visitors before they communicate with students	Local funds	Principals, Assistant principals Secretaries	Aug19- May20	Continued implementation of Raptor system
6. Incorporate ALICE training procedures to keep students and staff safe from possible disasters per Crisis Management Plan	School safety plans Crisis Management Plan ALICE	Administrators Chief Potts City police/Sheriff	Fall 2019	Safety procedures reviewed & updated
7. Continue to maintain Keene ISD police department	Local funds	Principals Superintendent	Aug19- May20	Surveys and personal observance of police interaction with students, parents, and staff
8. Continue Police Explorer program to provide students a chance to career investigate and to stress the importance of authority in society	Keene ISD PD Boy Scouts of America	Administrations	Aug19- May20	Program availability
9 Place Stop the Bleed kits next to every defibulator		Chief of Police Special Program Director	Fall 2019	Safety audit
10 Place active shooter buttons in the hallways and under desk of secretaries to alert campus and law		Chief of Police Special Program Director	Fall 2019	Safety audit

KEENE INDEPENDENT SCHOOL DISTRICT
District Improvement Plan 2018-2020

enforcement of active threat emergency		Maintenance Director		
11. Address violence and suicide prevention, conflict resolution, bullying, and other student needs.	Character Education Bully Education STOP!T, Keene ISD PD	Administrators Counselors	Aug19- May20	PEIMS discipline data Student survey data

Objective 2 To address the health needs of students

Strategies	Resources	Person(s) Responsible	Timeline	Formative Evaluation
1. Provide universal free breakfast and lunch to all KISD students	National School Lunch Program SFE	Food Service Director CFO	Aug19- May20	Breakfast & lunch counts of meals served
2. Provide summer feeding program for all student ages 3-18.	Summer Feeding Program SFE	Food Service Director	Summer 2020	Summer breakfast & lunch counts of meals served
3. Teach classroom lessons on healthy habits of eating, exercise, and rest at night.	Health textbooks Health literature DHS	Campus staff PE/Health teachers Counselors	Aug19- May20	Science/health lesson plans
4. Provide opportunities for students to exercise daily per state requirements.	Campus staff & student schedules	PRS; APS PE Teachers	Aug19- May20	Documentation in schedules Fitness gram
5. Continue Health Advisory Council meetings to address health needs of staff and students.	State health requirements	DHS; Nurse	Aug19- May20	SHAC meeting agendas
6 Provide Mental Health First Aid training to all staff	Tarrant County MHMR	Superintendent Administrators	October 2019	Sign-In sheets

**KEENE INDEPENDENT SCHOOL DISTRICT
District Improvement Plan 2018-2020**

GOAL 7

GOAL 7 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

Strategies	Resources	Person(s) Responsible	Timeline	Formative Evaluation
1.Ensure adherence to FARS Guide/other federal and state manuals, requirements, procedures	Federal and state accounting manuals	CFO: SUPER;	Aug19-May20	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: SUPER;	Aug19-May20	Compliance identified and implemented audit report
3.Update local procedures to ensure federal and state compliance	Federal and state accounting manuals	CFO: SUPER;	Aug19-May20	Compliance identified and implemented
4.Provide staff training on budget procedures and documentation for federal/state grant compliance	Federal and state accounting manuals	CFO: SUPER;	Aug19-May20	Training agendas
5. Maintain an appropriate fund balance to preserve the long-term financial stability of the district.	Taxes; EDA; IFA	CFO: SUPER	Aug19-May20	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

Strategies	Resources	Person(s) Responsible	Timeline	Formative Evaluation
1.Seek input from campus staff to set priorities for resource allocations	Budget priorities from 2015	Administration	April 2020	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		Aug19-May20	Staffing patterns based on budget constraints & need

Objective 3 To contract with an independent firm to assist with new state and federal guidelines

Strategies	Resources	Person(s) Responsible	Timeline	Formative Evaluation
1. Collaborate with TECS to assist district with federal grant applications and appropriate use of funds (NCLB, etc.)	Federal funds – administrative costs	TECS Consultant Federal Programs Director	Nov 2019 Ongoing	Applications completed and submitted to TEA
2. Hire TECS to assist with federal evaluation reports (NCLB, SCE, etc.)	Federal funds – administrative costs	TECS Consultant SUPER: Federal Programs Director	Aug19-May20	Evaluation reports completed and submitted to TEA

KEENE INDEPENDENT SCHOOL DISTRICT
District Improvement Plan 2018-2020

GLOSSARY

Accountability rating	A state accountability system that rates campuses and districts as exemplary, recognized, academically acceptable, or academically unacceptable and imposes sanctions on those not meeting the standard
AEIS	Academic Excellence Indicator System; the state accountability system that is published each fall and provides campus and district 1) Performance information on state mandated test results, completion rates, attendance, etc. and 2) profile information on staff, students, and finances
Agency funds	Funds that are generated through the program involved that financially support the program
ALC	Alternative Learning Center
AP	Assistant Principal
ARD	Admission, Review, and Dismissal committee that convenes for each special education student to review assessment and other pertinent data in order to make educational decisions for that student
ASST SUPER	Assistant Superintendent
Benchmarks	Tests that measure student progress in mastering the TEKS and meeting the standard on the TAKS tests
Career Pathways (CP)	A program to help students choose the best educational pathway for their future career goals
Carl Perkins	Federal grant funds to support Career and Technical Education
CFO	Chief Financial Officer
CIP	Campus Improvement Plan
COC	Code of Conduct
CSR	Class Size Reduction federal grant funds
CTE	Career and Technical Education

KEENE INDEPENDENT SCHOOL DISTRICT
District Improvement Plan 2018-2020

CC	Curriculum Council - is a 3 tiered system which serves as a network for teachers to lead in curriculum development, alignment, and the change process. It includes a district council, subject area councils, and campus councils. It also provides opportunities for teacher training in the core subject areas they represent.
DFS	Director of Food Services
DHS	Director of Health Services
DIP	District Improvement Plan
SBDM	Site-Based Decision Making Committee
DTC	District Testing Coordinator
Early College Start	Allows students to earn college credits before they finish high school
ESEA	Elementary and Secondary Education Act that funds the various Title grants
ESL	English as a Second Language
FIRST Rating	Financial Integrity Rating System of Texas
FTE	Full Time Equivalency; a system of accounting for staff positions (i.e. one full time regular education classroom teacher equals 1 FTE)
GT	A special program designed for students who are identified as gifted and talented
HQ	Highly qualified; a federal standard set to ensure that students are taught by teachers who are prepared for their grades/subject areas
HR	Human Resources
JCSSA	Johnson County Shared Services Association serves special education students in the member districts
JJAEP	Juvenile Justice Alternative Educational Placement
IDEA-B IT	IDEA-B Formula grants funds the special education program; IDEA-B Preschool grant funds Child Find and preschool services Instructional Team composed of the Principals, Assistant Superintendent, and the Superintendent
LPAC	Language Proficiency Assessment Committee
LT	Leadership Team composed of Principals, Directors, Chief Financial Officer, Assistant Superintendent, and Superintendent

KEENE INDEPENDENT SCHOOL DISTRICT
District Improvement Plan 2018-2020

OEYP	Optional Extended Year Program; a state grant to support students completing grade level promotion requirements
PD	Professional Development
PDAS	State recommended teacher appraisal system entitled Professional Development and Appraisal System
PEIMS	Public Education Information Management System is the form of data collection required by the Texas Education Agency
PI	Parent Involvement – TIA school wide campuses are required to provide parent involvement activities using TIA funds.
PR	Principal
TxEIS	District purchased computer program for finance, student accounting, and report cards
SB	Keene ISD School Board
SCE	State Compensatory Education funding to support the education of at-risk students
School wide	TIA campuses that qualify for school wide status (based on the percentage of economically disadvantaged students) provide services to all students on their campuses. All of the campuses in CISD that receive TIA funds are school wide campuses.
SDFSC	Safe and Drug Free Schools and Communities
SHAC	School Health Advisory Council
SPED	Special Education
SRO	School Resource Officer
SSA	Shared Services Agreement - KISD has entered into a shared services agreement with other entities to provide various services.
SSI	Student Success Initiative - a state requirement that students must meet the standard on the 5 th grade TAKS reading and math tests and the 8 th grade TAKS reading and math tests in order to meet promotion standards
SSIG	Student Success Initiative Grant
SUPT	Superintendent of Schools
TAC	Texas Administrative Code - state rules based on state legislation by which school districts must comply
TAKS/STAAR	State mandated assessments to demonstrate student achievement and to measure campus and district accountability ratings

KEENE INDEPENDENT SCHOOL DISTRICT
District Improvement Plan 2018-2020

TBSI	Texas Behavior Support Initiative
TCEA	Texas Computer Educators Association
TD	Technology Director
TEA	Texas Education Agency
TEC	Texas Education Code; state legislation by which school districts must comply
TEKS	State mandated curriculum entitled the Texas Essential Knowledge and Skills
ITC	Campus based Instructional Technology Coordinators
TIA	Federal grant funds to support the education of educationally disadvantaged students; addresses student achievement in the core subject areas, particularly in reading and math
TIIA	Federal grant funds that support staff in becoming highly qualified, that reduces class size, and provides opportunities to train staff in strategies that increase student performance.
TIIA	Federal grant funds to support the education of English Language Learners
TPRI	Texas Primary Reading Inventory – the assessment used to determine reading mastery for K-2 students
TXVSN	Texas Virtual School Network – a grant through Region 10 that provides online high school courses for students.