

KEENE INDEPENDENT SCHOOL DISTRICT
District Improvement Plan
2014-2016

Keene ISD
District Improvement Plan
2014-2015

KEENE INDEPENDENT SCHOOL DISTRICT
District Improvement Plan
2014-2016

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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

Walt Pfeifer, Chief Financial Officer

Leslie Kilgore, Director of Health Services

Gary Kuykendall, Technology Director

Karen Durbin, District Assessment Coordinator

Jason Hill, Athletic Director

Sandy Denning, Principal of Wanda R. Smith High School

Ella Smith, Director of Food Services

Billie Hopps, Principal of Keene Junior High School

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

Kelsa Blair, Principal of Keene Elementary School

ASSISTANT PRINCIPALS

Kris Connelly, Assistant Principal of Wanda R. Smith High School

Heather Archer, Assistant Principal of Keene Junior High School

Kelly Turnage, Assistant Principal of Keene Elementary School

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KEENE ISD SITE-BASED DECISION MAKING TEAM
2014-2015

Ricky Stephens, Superintendent of Schools

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

Walt Pfeifer, Chief Financial Officer

Karen Durbin, Nonteaching Professional Representative

Jennifer Smith, High School Representative

Sarah Elsharif, High School Representative

Katherine Crawford, Junior High School Representative

Christal Keeton, Junior High School Representative

Kirstin Mathis, Elementary Representative

Vicki Sellers, Elementary Representative

Wallace Sullivan, Alternative Learning Center Representative

Walt Pfeifer, CFO

Amy Lingo, Community Representative

Kelsa Blair, Elementary Principal

Louann Habenicht, Parent Representative

Heather Archer, Junior High Assistant Principal

Sandy Denning, High School Principal

Kris Connelly, High School Assistant Principal

Billie Hopps, Junior High Principal

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MISSION STATEMENT

We, the Keene ISD family, are united in our dedication to creating academic excellence in a positive and nurturing setting that celebrates our uniqueness and diversity.

MOTTO

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

BELIEFS

Learning is the purpose of the District; therefore, the District believes:

1. Every person benefits from care, understanding, and compassion.
2. A safe environment enhances teaching and learning.
3. Every person deserves a safe, nonthreatening environment in which to live, learn, and work.
4. Every person is unique.
5. Every person deserves to be treated with respect and dignity.
6. With rights come responsibilities.
7. A positive, enthusiastic attitude promotes success.
8. Every person needs positive role models.
9. Academic success is a shared responsibility of the school staff, student, home, and community.
10. Learning is a lifelong process.

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

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No Child Left Behind Components

1. Comprehensive needs assessment
2. School wide reform strategies
3. Highly qualified teachers
4. Professional development
5. Strategies to attract highly qualified teachers
6. Parental involvement
7. Transition from early childhood programs
8. Include teachers in academic assessment decisions
9. Effective timely additional assistance
10. Coordination and integration of Federal, State and Local services and programs:

Comprehensive Needs Assessment

Summary of Findings

1. Although test scores are high, improvement is needed among the LEP students particularly in Reading, Writing, and Science
2. District PBMAS indicators must continue to be addressed for special education
 - a. # of modified test
 - b. Sped instructional setting ages 6-11

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AEIS-Academic Excellence Indicator System

2014 Accountability	Index 1 Student Achievement	Index 2 Student Progress	Index 3 Closing Gaps	Index 4 Postsecondary
State target	Target/KISD	Target/KISD	Target/KISD	Target/KISD
District	55/79	16/37	28/43	57/63
High School	55/81	n/a	31/42	55/67
Junior High School	55/84	28/42	27/49	13/47
Elementary School	55/72	33/35	28/39	12/26

Distinction Designation Recognition:

Keene High School - Academic Achievement in Mathematics

- Academic Achievement in Science
- Top 25 Closing Performance Gaps

Keene Junior High - Academic Achievement in Reading/ELA

- Academic Achievement in Mathematics
- Academic Achievement in Science
- Academic Achievement in SS
- Top 25 Percent Student Progress
- Top 25 Closing Performance Gaps
- Postsecondary Readiness

Keene Elementary -Academic Achievement in Reading/ELA

- Top 25% Closing Performance Gaps

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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

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

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 from 90% to 92% 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 so that 100% of the teaching staff will remain highly qualified in academic core subject area classes.

STAFF

DEVELOPMENT

Objective 1 To recruit and retain 100% highly qualified personnel

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

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GOAL 4 Technology will be integrated into the teaching and learning process in the classroom.

TECHNOLOGY

- Objective 1* To assess technology needs through annual evaluation of existing technology and its maintenance and upgrade
- Objective 2* To evaluate yearly emerging technology and its potential impact on 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 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

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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	Aug14- May15	Benchmarks, STAR One, STAAR common assessments
2. Utilize benchmark assessments to measure student progress toward K-12 curriculum mastery (STAR ONE, STAAR, etc.).	Released STAAR tests AEIS DMAC, PBMAS	Principals Counselors Teachers	Benchmarks	Student assessment results
3. Analyze benchmark data for student mastery, STAAR projections, instructional interventions for student needs.	DMAC (SCE funds) STAAR released tests STAR One	Principals Teachers	Dates as appropriate per campus	Benchmark results indicating mastery & need for reteaching
4. Analyze data to provide interventions for students who struggle in content areas.	AEIS, DMAC, Benchmarks, RTI, Tutoring; Summer school, computer assisted programs, curriculum (SCE \$)	Principals Teachers	Throughout 2014-2015	RTI meetings to review student progress, future plans for success, RTI classes, Tutorials
5. Provide additional reading/math interventions as needed (reading/math remediation/Tutorials/Title I teachers, Elementary tutors)	Title I Funds SCE	Principals Teachers	Aug14- May15	Increase in student grades, mastery, STAAR scores
6. Utilize data systems to monitor student achievement K-12	DMAC (SCE funds) STAR(Renaissance)	Principals, Counselors, Teachers	Aug14- May15	Student assessment results

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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. Analyze accountability data on student groups in reading and math to determine areas of focus.	Comprehensive Needs Assessment	Administrators Teachers	September 2014	Data results from STAAR
2. Implement interventions to address scores of the student groups that affected the campus/district rating.	STAAR math preparation for SPED students; RTI	Administrators Teachers	Fall 2014	Benchmark data, Tutoring Placement data
4. Establish a Core Analysis Team to analyze SPED PBMAS data to determine areas of focus.	TEA template noting required membership	Superintendent Administrators	October 2014	Ongoing
3. Evaluate effectiveness of the interventions, monitor and adjust to meet the accountability standard in all subjects	Team meetings to plan for instructional improvement	Administrators Core Analysis Team	Aug14- May15	Report card grades each six weeks, RTI
5. Continue to develop scope and sequence district wide	Reg 11	Superintendent Administrators	Aug14- May15	Staff inservice dedicated to development of S&

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	Aug14- May15	Student assessment data, TPRI, promotion/graduation data
2. Lower teacher-student ratios in critical areas by having 4 teachers in grade k-4 utilizing CSR funds.	TIIA funds	Supt; CFO, Principals	August 2014	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	2014	Purchased programs utilized; Progress monitored
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

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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. Align district procedures for withdrawing students, including home school options.	TxEIS form; district home school letter	Principals; PEIMS Clerks	Aug14-May15	Completed forms/letter signed upon withdrawal; PEIMS data
2. Increase 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 2014	Increase in number of credits for courses
4. Increase dual credit opportunities for juniors/seniors (English, College Algebra, U.S. History) through Hill College/Johnson County Course Sharing Agreement.	Hill College Johnson County Course Sharing Agreement	Principals Hill College Johnson County team	Aug14-May15	Increase in number of courses available to high school students
5. Hire 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	Aug14-May15	Counseling services available
6. 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	Aug14-May15	Career/College Day established and evaluated each year
7. Provide parents/students information on higher education admissions/financial aid opportunities.	Texas Grant Program; Teach for Texas Grant College night	Counselors; Principals	Fall 2014	Sign-In Agendas
8. Address violence and suicide prevention, conflict resolution, bullying, and other student needs.	Character Education Bully Education Bully Hotline, SRO	Administrators Counselors	Aug14-May15	PEIMS discipline data Student survey data
9. Increase Career and Technical Educational opportunities	CTE funds; Hill College Career Pathways, KISD transportation	Administrators CTE teachers	Spring 2014	Coherent sequence of courses/ Certified career skills obtained
10. Guide students in making informed curriculum choices/be prepared for success beyond high school.	Counselor meetings with students	Counselors	Aug14-May15	Course Catalog offerings Graduation/dropout data

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11. Expand offerings for athletics, fine arts, and electives as incentives for at-risk students to remain in our schools.(Band,softball,baseball,soccer, engineering)	Campus calendars Campus schedules Flexible scheduling	Coaches and fine arts teachers; sponsors, central office	Aug14- May15	Student recognitions supporting staying in school
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GOAL 3

GOAL 3 The district will be provide opportunities for teachers to grow professionally so that 100% of the teaching staff will remain highly qualified in academic core subject area classes.

Objective 1 To recruit and retain 100% highly 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	Aug14- May15	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 NCLB HQ requirements Criminal history checks	Administrators, PRS	Aug14- May15	Checklist of procedures completed upon hiring of personnel
3. Hire only highly qualified staff for open positions, including applicants with experience and long-term substitutes.	NCLB HQ requirements	Administrators, PRS	Aug14- May15	HQ staff hired
4. Provide opportunities for teachers needing hours for certification (staff development, fees).	Title I ARRA funds (10K) Local funds	Administrators	Aug14- May15	Documentation of workshops attended
5. Develop an effective teacher mentoring program to retain highly qualified personnel.	State requirement Local funds	Administrators CFO	Aug14- May15	Mentoring program ready for Board approval for the school year
6. Implement perfect attendance award for teachers	Local Funds	Superintendent CFO, Principals	Aug14- May15	Employee handbook procedures
7. Implement retirement notification incentive to allow for future planning	Local Funds	Superintendent CFO, Principals	Aug14- May15	Employee handbook procedures

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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	Aug14-May15	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 Assistant	Aug14-May15	Training sessions completed
3. Staff members attending conferences will teach and implement new strategies with campus staff.	Title IA funds (\$25,000)	Administrators	Aug14-May15	Staff training agendas

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GOAL 4

GOAL 4 Technology will be integrated into the teaching and learning process in the classroom

Objective 1 To assess technology needs through annual evaluation of existing technology and its maintenance and upgrade

Strategies	Resources	Person(s) Responsible	Timeline	Formative Evaluation
1. Maintain inventory of all technological equipment per the district long range technology plan.	Technology inventory list	TD and Technology staff	Aug14- May15	Inventory updated
2. Annual classroom inventory of all technological equipment	Technology inventory list	Principals, tech dept, Teachers	May 2015	Inventory updated

Objective 2 To evaluate yearly emerging technology and its potential impact on 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	Aug14- May15	New trends reviewed for use
2. Provided and utilize technology to assess student learning(A+ classes)	DMAC AEIS SLR EDUPHORIA	Technology Director Teachers Administrators	Aug14- May15	Student assessment
3. Provide staff development on use of technology in the classroom	Tech department Workshops TETN Classroom	Technology department Teachers Administrators	Aug14- May15	Teacher survey
4. Develop on-line how-to videos for staff development	Internet School cameras	Tech director Tech support	Aug14- May15	List of videos posted on line
5. Implement external wireless access	Tech department	Tech director Tech support	Aug14- May15	Report to superintendent and board
6. Begin quarterly Technology meetings with stakeholders	Tech department	Tech director Superintendent	Spring 2014	Sign in sheets documenting meetings

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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. Update district and campus Web sites to include information for parents and community members (library, computer lab).	District and campus Web sites	Administrators	Aug14- May15	Information listed on websites
2. Maintain a parent portal on Web sites for all parents to view students' grades.	Campus Web sites	Tech dept; Principals, Assistant principals	Aug14- May15	Parent portals available
3. Utilize School Reach System for parents to receive pertinent information through phone, text, and email	Local funds	Administrators Tech dept	Aug14- May15	Contract signed
4. Review parental involvement policy and parent compacts.	NCLB Title IA requirements	Administrators Assistant principals	Fall 2014	Parent compacts updated as needed
5. Quarterly newsletter to be posted online hi-lighting activities that are going at KISD	NCLB quarterly parent newsletters	Administrators Assistant principals	Aug14- May15	Newsletters disseminated
6. Hold parent meetings for informational purposes per federal and state requirements.	Federal/state program guidelines	Administrators	Aug14- May15	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	Monthly	Board agendas
8. Utilize electronic sign for upcoming events and student/teacher recognition	Administrators Staff Tech department	Administrators Staff	Immediately	Number of events posted on sign
9. Create KISD Facebook and Twitter accounts to communicate with parent, staff, students, and community	Central office Tech department Campus news	Central office Tech department	Spring 2014	Number of followers

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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	Aug14-May15	Interpreters provided
2. Invite opportunities for parents to view student activities (Art Show, Open House, PTO meetings).	Campus meetings	PRS; APS; Fine Arts staff	Aug14-May15	Showcases completed
3. Continue Adult Education ESL through Cleburne ISD Memo of Understanding(MOU) and local efforts and disseminate information to community members.	MOU ESL	Administrators	Aug14-May15	Information distributed
4. Continue Night Owls program at JH library for parents and students to utilize library after hours	Local funds	Administrators JH Librarian	Aug14-May15	Sign-in sheets showing an ongoing increased in participation
5. Continue adult ESL classes for the parents of our bilingual students	Bilingual staff,Local funds	Administrators Staff	Aug14-May15	Sign-in sheets showing an ongoing increased in participation
6. Continue annual 1st six weeks report card pickup/ community hot dog supper open house to bring parents and the school together	Staff, School board, community, Chesapeak \$	Administrators Staff, school board	October 2014	Sign-in sheets showing an ongoing increased in participation
7. Provide Fundamentals of Math program for parents/community members	Stff, local funds	Administrators	Aug14-May15	Number of adults signed up for class

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GOAL 6

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

Objective 1 To address safety needs through 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	Principals Assistant principals Counselors	Aug14- May15	Staff training completed Student programs established
2. Implement age appropriate behavior interventions and character education.	Counselor materials	Principals Assistant principals Counselors	Aug14- May15	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	Aug14- May15	Services identified and provided as needed
4. Utilize anonymous reporting hotline School Reach w/Cyber Bully	Consultants School safety options	Principals Assistant principals Counselors	Aug14- May15	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	Aug14- May15	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	Administrators SRO City police/Sheriff	Fall 2014	Safety procedures reviewed & updated
7. Employ a Student Resource Officer	Local funds Sheriff Dept. funds	Principals SRO	Aug14- May15	Office referrals decrease
8. Utilize Crimestoppers program	City Police Crimestoppers/SRO	Administrations Anonymous tips	Aug14- May15	Program availability

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Objective 2 To address the health needs of students

Strategies	Resources	Person(s) Responsible	Timeline	Formative Evaluation
1. Ensure that all students have the opportunity to eat healthy breakfasts and lunches.	National School Lunch Program	Food Service Director	Aug14-May15	Breakfast & lunch counts of meals served
2. Provide summer feeding program for all student ages 3-18.	Summer Feeding Program	Food Service Director	Summer 2015	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	Aug14-May15	Science/health lesson plans
4. Provide opportunities for students to exercise daily per state requirements.	Campus staff & student schedules	PRS; APS PE Teachers	Aug14-May15	Documentation in schedules Fitness gram
5. Continue Health Advisory Council meetings to address health needs of staff and students.	State health requirements	DHS; Nurse	Aug14-May15	SHAC meeting agendas
6. Provide user-safe maintenance supplies and chemicals on campuses	GCA maintenance co. SRO	Admin	Aug14-May15	GCA review of chemicals used

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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;	Aug14-May15	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;	Aug14-May15	Compliance identified and implemented audit report
3.Update local procedures to ensure federal and state compliance	Federal and state accounting manuals	CFO: SUPER;	Aug14-May15	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;	Aug14-May15	Training agendas
5. Maintain an appropriate fund balance to preserve the long-term financial stability of the district.	Taxes; EDA; IFA	CFO: SUPER	Aug14-May15	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 2012	Administration	April 2015	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		Aug14-May15	Staffing patterns based on budget constraints & need

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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. TECS to assist district with federal grant applications and appropriate use of funds (NCLB, etc.)	Federal funds – administrative costs	TECS Consultant Federal Programs Director	June 2015	Applications completed and submitted to TEA
2. TECS to assist with federal evaluation reports (NCLB, SCE, etc.)	Federal funds – administrative costs	TECS Consultant SUPER: Federal Programs Director	June 2015	Evaluation reports completed and submitted to TEA

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STATE COMPENSATORY EDUCATION

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GLOSSARY

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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

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CSR	Class Size Reduction federal grant funds
CTE	Career and Technical Education
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

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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
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.

KEENE INDEPENDENT SCHOOL DISTRICT
District Improvement Plan
2014-2016

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
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.
TIIIA	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.