

KARNACK ISD

District Improvement Plan

2022/2023

T.E.A.M.
Together Everyone Achieves More

Amy Dickson
655 Fason Street
903-679-3117
adickson@karnackisd.org

Date Reviewed:

Date Approved:

KARNACK ISD

Mission

We Will: Love and grow our students.

We Will: Love and grow our staff.

We Will: Make strong connections with parents and the community.

We Will: Work diligently to improve our school, and keep our students safe.

Nondiscrimination Notice

KARNACK ISD does not discriminate on the basis of race, color, national origin, sex, or disability in providing education services, activities, and programs, including vocational programs, in accordance with Title VI of the Civil Rights Act of 1964, as amended; Title IX of the Educational Amendments of 1972; and section 504 of the rehabilitation Act of 1973; as amended.

KARNACK ISD

Vision

With our Family, Success is Assured.

Nondiscrimination Notice

KARNACK ISD does not discriminate on the basis of race, color, national origin, sex, or disability in providing education services, activities, and programs, including vocational programs, in accordance with Title VI of the Civil Rights Act of 1964, as amended; Title IX of the Educational Amendments of 1972; and section 504 of the rehabilitation Act of 1973; as amended.

KARNACK ISD Site Base

Name	Position
Dickson, Amy	Superintendent
Jackson, Vickie	Principal
Turner, Nicole	Director of Federal Programs/Curriculum, Testing
Blackmon, Leigh	Secretary
Gholson, James	Director of Finance
Reeves, Erin	Interventionist/Teacher Support
Gill, Carrie	Teacher
Harden, Nsika	Teacher
Carpenter, Jenelle	Teacher
Manning, LaKeisha	Paraprofessional
Lee, Dawn	Community Member/Business Representative
Polk, Ray	Board President
Member, Lacy	Board Member
Scott, Debra	Nurse

KARNACK ISD

Goal 1. (Academic Performance) Increase academic performance in all core subjects for all students.

Objective 1. (RLA) Increase academic performance in RLA for all students.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Administer universal screeners at the beginning, middle, and end of year for students in K-8 from TXKEA, TPRI, and NWEA to plan and implement instruction/interventions. NWEA will provide students with an individual pathway to work on the TEKS they are weakest in. STAAR results can be imported into NWEA to assist with closing students' learning gaps. (Title I SW Elements: 1.1,2.5,2.6) (Target Group: All) (Strategic Priorities: 2,4)	Curriculum Director, Interventionists	August 2022-May 2023	(F)ESSER III	
2. Disaggregate STAAR data and identify students' strengths and weaknesses to plan accelerated intervention instruction for grades 4-8. We will also use Study Island, Moby Max, Mentoring Minds, and NWEA to target specific TEKS and aid in the success of the accelerated intervention instruction. The TAPR report and DMAC will also be utilized to disaggregate the STAAR data. (Title I SW Elements: 2.5,2.6) (Target Group: 3rd,4th,5th,6th,7th ,8th) (Strategic Priorities: 2,4)	Campus Principal, Curriculum Director, Interventionists, Teachers	All Year	(F)ESSER III, (F)Title 1, (L)Local	
3. Provide online district created curriculum and TEK based, common and formative assessments in non-STAAR and STAAR tested grade levels each six weeks. Benchmarks for testing grades will take place twice a year with released STAAR tests given. (Title I SW Elements: 2.5,2.6) (Target Group: All) (Strategic Priorities: 2,4)	Campus Principal, Curriculum Director, Interventionists, Teachers	Each Six Weeks, 2x a Year	(L)Local	

KARNACK ISD

Goal 1. (Academic Performance) Increase academic performance in all core subjects for all students.

Objective 2. (Math) Increase academic performance in mathematics for all students.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Administer universal screeners at the beginning, middle, and end of year for students in K-8 from TXKEA, TPRI, and NWEA to plan and implement instruction/interventions. NWEA will provide students with an individual pathway to work on the TEKS they are weakest in. STAAR results can be imported into NWEA to assist with closing students' learning gaps. (Title I SW Elements: 1.1,2.5,2.6) (Target Group: All) (Strategic Priorities: 2,4)	Curriculum Director, Interventionists	August 2022-May 2023	(F)ESSER III	
2. Disaggregate STAAR data and identify students' strengths and weaknesses to plan accelerated intervention instruction for grades 4-8. We will also use Study Island, Moby Max, Mentoring Minds, Get More Math, and NWEA to target specific TEKS and aid in the success of the accelerated intervention instruction. The TAPR report and DMAC will also be utilized to disaggregate the STAAR data. (Title I SW Elements: 2.5,2.6) (Target Group: 3rd,4th,5th,6th,7th ,8th) (Strategic Priorities: 2,4)	Campus Principal, Curriculum Director, Interventionists, Teachers	All Year	(F)ESSER III, (F)Title 1, (L)Local	
3. Provide online district created curriculum and TEK based, common and formative assessments in non-STAAR and STAAR tested grade levels each six weeks. Benchmarks for testing grades will take place twice a year with released STAAR tests given. (Title I SW Elements: 2.5,2.6) (Target Group: All) (Strategic Priorities: 2,4)	Campus Principal, Curriculum Director, Interventionists, Teachers	Each Six Weeks, 2x a Year	(L)Local	

KARNACK ISD

Goal 1. (Academic Performance) Increase academic performance in all core subjects for all students.

Objective 3. (Social Studies) Increase academic performance in social studies for all students.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Disaggregate STAAR data and identify students' strengths and weaknesses (from previous year STAAR) to plan accelerated intervention instruction for grade 6-8. We will also use Study Island, Moby Max, Mentoring Minds, and NWEA to target specific TEKS and aid in the success of the accelerated intervention instruction. The TAPR report and DMAC will also be utilized to disaggregate the STAAR data. (Title I SW Elements: 2.5,2.6) (Target Group: 6th,7th ,8th) (Strategic Priorities: 2,4)	Campus Principal, Curriculum Director, Interventionists, Teachers	August 2022-May2023	(F)ESSER III, (L)Local	
2. Provide online district created curriculum and TEK based, common and formative assessments in 8th grade each six weeks. Benchmarks will take place twice a year with released STAAR tests given. (Title I SW Elements: 2.5,2.6) (Target Group: 8th) (Strategic Priorities: 4)	Campus Principal, Curriculum Director, Teachers	All Year	(L)Local	
3. Due to the current Covid-19 pandemic, KISD has not been able to hire a junior high social studies teacher. Therefore, KISD will utilize Imagine Learning (Edgenuity) to provide content instruction to our students. KISD will have a trained paraprofessional in the classroom to serve as the facilitator for all learning. (Title I SW Elements: 2.5,2.6) (Target Group: 6th,7th ,8th) (Strategic Priorities: 1,4)	Campus Principal, Curriculum Director, Interventionists, Paraprofessionals	All Year	(F)ESSER III, (L)Local	

KARNACK ISD

Goal 1. (Academic Performance) Increase academic performance in all core subjects for all students.

Objective 4. (Science) Increase academic performance in science for all students.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Disaggregate STAAR data and identify students' strengths and weaknesses (from previous year STAAR) to plan accelerated intervention instruction for grade 5-8. We will also use Study Island, Moby Max, Mentoring Minds, and NWEA to target specific TEKS and aid in the success of the accelerated intervention instruction. The TAPR report and DMAC will also be utilized to disaggregate the STAAR data. (Title I SW Elements: 2.5,2.6) (Target Group: 5th,6th,7th ,8th) (Strategic Priorities: 4)	Campus Principal, Curriculum Director, Interventionists, Teachers	August 2022-May 2023	(F)ESSER III, (L)Local	
2. Provide online district created curriculum and TEK based, common and formative assessments in 5th and 8th grade each six weeks. Benchmarks will take place twice a year with released STAAR tests given. (Title I SW Elements: 2.5,2.6) (Target Group: 5th,8th) (Strategic Priorities: 4)	Campus Principal, Curriculum Director, Teachers	All Year	(L)Local	
3. Due to the current Covid-19 pandemic, KISD has not been able to hire a junior high science teacher. Therefore, KISD will utilize Imagine Learning (Edgenuity) to provide content instruction to our students. KISD will have a trained paraprofessional in the classroom to serve as the facilitator for all learning. (Title I SW Elements: 2.5,2.6) (Target Group: 6th,7th ,8th) (Strategic Priorities: 1,4)	Campus Principal, Curriculum Director, Interventionists, Paraprofessionals	All Year	(F)ESSER III, (L)Local	

KARNACK ISD

Goal 1. (Academic Performance) Increase academic performance in all core subjects for all students.

Objective 5. (SPED/ESL/GT) Increase academic performance in all special populations including special education, esl, and gt.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Ensure that all our SPED students receive their proper minutes, IEPs are followed, and SPED teacher is given support to ensure students are receiving appropriate grade level instruction. (Title I SW Elements: 2.5) (Target Group: SPED) (Strategic Priorities: 2,4)	Campus Principal, District Directors, Teachers	Ongoing		
2. Ensure that ESL students are receiving appropriate academic support with LPAC recommendations in place. (Title I SW Elements: 2.5,2.6) (Target Group: ESL) (Strategic Priorities: 2,4)	Campus Principal, Curriculum Director, District Directors, Teachers	Ongoing		
3. Ensure that GT students are identified, tested, and served through our GT Program following state guidelines. (Title I SW Elements: 1.1,2.5) (Target Group: GT)	Campus Principal, Curriculum Director, Gifted and Talented Teacher	Ongoing		

KARNACK ISD

Goal 2. (Safe and Secure Schools) Provide a safe school environment for staff and students.

Objective 1. (Discipline/Attendance) Improve student discipline and attendance rates.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Perfect attendance parties will be held with age appropriate prizes for students who receive perfect attendance for the six weeks and the school year. (Title I SW Elements: 1.1) (Target Group: All) (Strategic Priorities: 4)	Campus Principal	Every 6 Weeks	(L)Local	
2. Campus administration will send home attendance letters informing parents of student absences. Teachers/Campus Secretary are going to call and check on students who are absent. (Title I SW Elements: 1.1) (Target Group: All) (Strategic Priorities: 4)	Campus Principal, Campus Secretary, Teachers	Ongoing		
3. Implement a Positive Office Referral Program that will give students positive incentives and the ability to participate in Fun Friday activities. (Title I SW Elements: 1.1) (Target Group: All) (Strategic Priorities: 4)	Campus Principal, Campus Secretary, Teachers	Weekly/Monthly	(L)Local	

KARNACK ISD

Goal 2. (Safe and Secure Schools) Provide a safe school environment for staff and students.

Objective 2. (Operation and Covid-19 Safety Measures) The district will maintain an operational safety manual and follow our Safe Return to In-Person Instruction Plan.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Fire drills will be done on a monthly basis. Tornado drills will be done four times a year. Lock down drill will be done twice a year. Evacuation drill will be done once a year. (Target Group: All)	Campus Principal	Ongoing		
2. Custodians will be given a daily, weekly, and monthly checklist for all classroom and facility rooms on campus. This is to ensure our campus is clean and we are doing our best to combat the spread of Covid-19. (Title I SW Elements: 1.1) (Target Group: All)	Campus Principal, Custodians, District Directors	Daily/Weekly	(F)ESSER II, (F)ESSER III, (L)Local	
3. KISD will ensure that supplies are purchased to sanitize and clean the facilities and buildings. Air filters that reduce allergens will also be purchased to minimize the spread of illnesses and infectious disease. (Title I SW Elements: 1.1) (Target Group: All)	Campus Principal, District Directors	Weekly/Monthly	(F)ESSER II, (F)ESSER III	
4. KISD will follow our RIPICS Plan to address Covid-19 protocols as it pertains to safety. (Title I SW Elements: 1.1) (Target Group: All)	Campus Principal, District Directors, School Nurse	Ongoing		

KARNACK ISD

Goal 2. (Safe and Secure Schools) Provide a safe school environment for staff and students.

Objective 3. (Building Safety) The district will continue to perform safety audits, and improve the overall safety and security of the building.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Campus Administration will ensure that all exterior doors on the campus will remain locked during school hours to ensure the safety of our students and faculty. District administration will work closely with DPS and our local sheriff department to maintain safety and order of our school. (Title I SW Elements: 1.1) (Target Group: All)	Campus Principal, Campus Secretary, Curriculum Director, Custodians, District Directors	Daily		
2. District and Campus Administration will conduct daily safety audits, as required by TEA and keep documentation of all audits. A copy of all audits will be housed in the District Administration Office. (Title I SW Elements: 1.1,2.3) (Target Group: All)	District Directors	Ongoing		
3. Campus Administration will ensure that all guests, volunteers, substitutes, and parents sign in the main office and receive a badge stating their purpose on campus. They will be required to sign out in the office when they are ready to leave campus. (Title I SW Elements: 1.1) (Target Group: All) (Strategic Priorities: 4)	Campus Principal, Campus Secretary	Ongoing		

KARNACK ISD

Goal 2. (Safe and Secure Schools) Provide a safe school environment for staff and students.

Objective 4. (Social/Emotional Learning) Provide social, emotional, and mental supports to our staff and students.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
No strategies defined.				

KARNACK ISD

Goal 3. (Parent,Family,Community Engagement) Increase opportunities for parent, family, and community engagement.

Objective 1. (Climate) Maintain a school climate that is conducive to parental involvement.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Adopt a school theme: "Our students future's so bright, we have to wear shades!" (Title I SW Elements: 1.1,2.1,3.1) (Target Group: All) (Strategic Priorities: 4)	Campus Principal, Campus Secretary, Counselor, Curriculum Director, Custodians, District Directors, Interventionists, Paraprofessionals, School Nurse, Teachers	Ongoing	(L)Local	
2. Appropriate communication between school and home. Important dates will be published through the following: Monthly "Save the Dates", Facebook, district website, district messaging system and the campus marquee. (Title I SW Elements: 1.1,2.1,3.1) (Target Group: All) (Strategic Priorities: 4)	Campus Principal, Campus Secretary	Ongoing		
3. Offer parents an opportunity to meet with the superintendent or principal in person or virtually through Zoom or Google Meets, due to the ongoing Covid-19 pandemic, to discuss any concerns and/or praises of the district. This will also apply to any ARD, LPAC, and academic progress meetings. (Title I SW Elements: 1.1,2.1,3.1,3.2) (Target Group: All) (Strategic Priorities: 4)	Campus Principal, Campus Secretary, Counselor, Interventionists, Teachers	Ongoing		

KARNACK ISD

Goal 3. (Parent,Family,Community Engagement) Increase opportunities for parent, family, and community engagement.

Objective 2. (Involvement Opportunities) Provide opportunities for parents, families, and community members to be involved at different events that will be scheduled on campus throughout the year.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. KISD will host several events this year that parents/community members will be able to attend. KISD will monitor the current pandemic and modify events to follow local, state, and federal guidelines if necessary. The following events are scheduled throughout the school year: ESTEEM Parent Night, Spooktacular Math Event, Veteran's Day/Thanksgiving Feast, Fall Festival, Christmas Program, Christmas Parties, Parent and Student Basketball Game, Homecoming, Valentine's Day Parties, Black History Program/Soul Food Luncheon, Easter Activities, Earth Day, Kindergarten and 8th grade graduation ceremonies, End of the year class parties and awards, and Six weeks awards ceremonies. (Title I SW Elements: 2.1,3.1) (Target Group: All) (Strategic Priorities: 4)	Campus Principal, Campus Secretary, District Directors, Interventionists, Paraprofessionals, Teachers	All Year		

KARNACK ISD

Goal 4. (Staffing) Recruit, Employ, and Retain well qualified and professional staff.

Objective 1. (Employment) Karnack ISD will strive to recruit, employ, and retain well qualified and professional staff.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Payscale- Karnack ISD will strive to compete with local paycales and paycales that are equivalent to student enrollment. (Title I SW Elements: 1.1) (Strategic Priorities: 1)	District Directors		(F)ESSER III, (F)Title 1, (L)Local, (S)State Comp Ed	
2. Retention- Karnack ISD will look at retention opportunities for current staff that include stipends, and a campus culture that is conducive to staying. (Title I SW Elements: 1.1,2.6) (Strategic Priorities: 1)	District Directors		(F)ESSER II, (F)ESSER III, (F)Title 1, (L)Local, (S)State Comp Ed	
3. Provide funds for teachers to attend Region 7 or other conference (in person or virtual) to improve /enhance instruction, provide for student engagement and participation, and increase understanding of cultural diversity. (Title I SW Elements: 1.1,3.2) (Target Group: All) (Strategic Priorities: 1)	Campus Principal, Curriculum Director, District Directors, Teachers	Ongoing		
4. KISD will provide Staff development training to meet the state requirements for all annual training via Eduhero. Any updated trainings for the following student population will be provided to the appropriate staff: ESL, SPED, G/T, At-Risk, Title I, or Dyslexia. (Title I SW Elements: 1.1) (Target Group: All) (Strategic Priorities: 1)	Campus Principal, Curriculum Director, District Directors	BOY 22-23/Ongoing	(F)Title 1, (L)Local	
5. New teachers to KISD will be given a teacher mentor to help support them for their first year. The Curriculum Director will also be there to provide support on the instructional side. (Strategic Priorities: 1)	Campus Principal, Curriculum Director, Interventionists, Teachers	Ongoing		

Resources

Resource	Source
ESSER II	Federal
ESSER III	Federal
Title 1	Federal
Local	Local
State Comp Ed	State

Comprehensive Needs Assessment

Demographics

Demographics Strengths

Balanced student population makes it easier to match staff population.

Demographics Weaknesses

Educating Hispanic students with strong ELL/ESL practices.

Demographics Needs

Training for understanding poverty and each culture we represent.

Demographics Summary

KISD has the following demographics within our district: 37.3% AA, 8.2% Hispanic, 46% white, and 8% two or more races.

Student Achievement

Student Achievement Strengths

STAAR score improvement in both reading and math for grades 3,4,8,7,8.

Student Achievement Weaknesses

STAAR score for Science 5 and 8, Social Studies 8.

Comprehensive Needs Assessment

Student Achievement Needs

Qualified, certified strong teachers for all grade levels, major emphasis on the basics for all grade levels, prep in particular for grades 4 and 7 for science and math.

Student Achievement Summary

KISD saw a lot of growth for the 2021-2022 school year. We have identified our weak areas and have a plan in place to address them.

School Culture and Climate

School Culture and Climate Strengths

Generally high retention rate, steady enrollment, family atmosphere, small school environment.

School Culture and Climate Weaknesses

Small school gossip, some parents feeling unwelcome, or intimidated, building trust with community- sometimes based on race, sometimes based on preconceived notions.

School Culture and Climate Needs

Strong communication and positive attitudes.

School Culture and Climate Summary

KISD prides itself on all of our staff members treating each other like family.

Comprehensive Needs Assessment

Staff Quality, Recruitment and Retention

Staff Quality, Recruitment and Retention Strengths

Small class sizes and a laid back atmosphere.

Staff Quality, Recruitment and Retention Weaknesses

Rural and low pay.

Staff Quality, Recruitment and Retention Needs

Money to compete with neighbor districts and something in Karnack to draw families.

Curriculum, Instruction and Assessment

Curriculum, Instruction and Assessment Strengths

Director of curriculum established, TEKS resource training, assessment calendar created, professional development established for training related to CIA.

Curriculum, Instruction and Assessment Weaknesses

Need to streamline. Make sure all staff understand the exact plan for curriculum, instruction, assessments, and mtss.

Comprehensive Needs Assessment

Curriculum, Instruction and Assessment Needs

Need to make sure we have all manuals, plans updated and posted- plus proof of training.

Family and Community Involvement

Family and Community Involvement Strengths

Generally interested in being involved if related to anything extracurricular. Parents will help when they can.

Family and Community Involvement Weaknesses

Parents are not as involved with academics.

Family and Community Involvement Needs

Provide opportunities related specifically to academics to bring parents in - feed them, and learn the correct documentation process for Title 1 and all grants.

School Context and Organization

School Context and Organization Strengths

Comprehensive Needs Assessment

Leadership team works well with one another. Strong relationship with the board of trustees. Improvements have been made in all departments.

School Context and Organization Weaknesses

No long term strategic plan in place.

School Context and Organization Needs

Establish committee to write a 3 year strategic plan and then tie it back to board action

Technology

Technology Strengths

Increased infrastructure and number of devices significantly since the pandemic started

Technology Weaknesses

Building too old to handle it. Need more training for teachers.

Technology Needs

Comprehensive Needs Assessment

Technology Needs (Continued)

Training and updating our smart boards.