

KARNACK ISD
District Improvement Plan
2023/2024

Growing Greatness

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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.

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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
Gill, Carrie	Teacher
Lee, Dawn	Community Member/Business Representative
Polk, Ray	Board President
Member, Lacy	Board Member
Scott, Debra	Nurse
Carroll, Lisa	Teacher
Scurlock, Sybil	Paraprofessional

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
<p>1. Administer universal screeners at the beginning, middle, and end of year for students in K-8 from TXKEA 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)</p>	<p>Campus Principal, Curriculum Director, Interventionists, Teachers</p>	<p>August 2023-May 2024</p>	<p>(F)ESSER III</p>	
<p>2. Disaggregate STAAR data and identify students' strengths and weaknesses to plan accelerated intervention instruction for grades 4-8. We will also use Moby Max, Mentoring Minds (Think Up!/iReady), 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)</p>	<p>Campus Principal, Curriculum Director, Interventionists, Teachers</p>	<p>All Year</p>	<p>(F)ESSER III, (F)Title 1, (L)Local</p>	
<p>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)</p>	<p>Campus Principal, Curriculum Director, Interventionists, Teachers</p>	<p>Each Six Weeks, 2x a Year</p>	<p>(L)Local</p>	
<p>4. Purchase and implement a new Reading/Phonics for grades K-5 based on the data from NWEA, district 6 weeks tests, benchmark scores (STAAR released tests were given) and new Phonics state requirement. (Title I SW Elements: 1.1,2.2,2.6) (Target Group: ECD,AtRisk,K,1st,2nd,3rd,4th,5th)</p>	<p>Campus Principal, Curriculum Director, District Directors, Teachers</p>		<p>(F)ESSER III, (L)Local</p>	

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
(Strategic Priorities: 2,4)				

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
<p>1. Administer universal screeners at the beginning, middle, and end of year for students in K-8 from TXKEA 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)</p>	<p>Campus Principal, Curriculum Director, Interventionists, Teachers</p>	<p>August 2023-May 2024</p>	<p>(F)ESSER III</p>	
<p>2. Disaggregate STAAR data and identify students' strengths and weaknesses to plan accelerated intervention instruction for grades 4-8. We will also use Moby Max, Mentoring Minds (Think Up!/iReady), 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)</p>	<p>Campus Principal, Curriculum Director, Interventionists, Teachers</p>	<p>All Year</p>	<p>(F)ESSER III, (F)Title 1, (L)Local</p>	
<p>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)</p>	<p>Campus Principal, Curriculum Director, Interventionists, Teachers</p>	<p>Each Six Weeks, 2x a Year</p>	<p>(L)Local</p>	
<p>4. Purchase and implement a new supplemental math basic skills curriculum for grades K-5 based on the data from NWEA, district 6 weeks tests, and benchmark scores (STAAR released tests were given). (Title I SW Elements: 1.1,2.2,2.5,2.6) (Target Group: ECD,AtRisk,K,1st,2nd,3rd,4th,5th) (Strategic</p>	<p>Campus Principal, Curriculum Director, District Directors, Teachers</p>		<p>(F)ESSER III, (L)Local</p>	

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
Priorities: 2,4)				

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
<p>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 Moby Max, Mentoring Minds (Think Up!/iReady), Discovery Education, 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)</p>	<p>Campus Principal, Curriculum Director, Interventionists, Teachers</p>	<p>August 2023-May2024</p>	<p>(F)ESSER III, (L)Local</p>	
<p>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)</p>	<p>Campus Principal, Curriculum Director, Teachers</p>	<p>All Year</p>	<p>(L)Local</p>	

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
<p>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 Moby Max, Mentoring Minds (Think Up!/iReady), Discovery Education, 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)</p>	<p>Campus Principal, Curriculum Director, Interventionists, Teachers</p>	<p>August 2023-May 2024</p>	<p>(F)ESSER III, (L)Local</p>	
<p>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)</p>	<p>Campus Principal, Curriculum Director, Teachers</p>	<p>All Year</p>	<p>(L)Local</p>	

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		
4. Due to KISD's changing student population, it is necessary for KISD to create a Structured Learning Class, to serve our population of Life Skill students, for the 23-24 school year with a full time paraprofessional as teacher support. (Title I SW Elements: 1.1,2.6) (Target Group: ECD,SPED,M,F,AtRisk) (Strategic Priorities: 2,4)	Campus Principal, District Directors, Paraprofessionals, Teachers		(F)Title 1, (F)Title II, (F)Title IV, (L)Local	

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		
4. In order to maintain the safety of the district's students, faculty, and staff KISD will be hiring a SRO to work at the district a couple of times a week throughout the school year. This is to be in compliance with state law. (Title I SW Elements: 1.1,2.1) (Target Group: All)	District Directors	Ongoing	(F)Title IV, (L)Local	
5. KISD will continue to train it's guardians on the most up to date practices in school safety. Also, the district will provide safety training to all employees so that everyone is aware of what to do incase of an emergency. The Raptor system,along with the PA system, will be utilized to make the staff and students	Campus Principal, Curriculum Director, Custodians, District Directors, Paraprofessionals, School Nurse, Teachers	Ongoing	(F)Title IV, (L)Local	

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
aware of ANY emergency that is happening. (Title I SW Elements: 1.1,2.1)				

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
1. KISD will partner with Community Health Core to educate our parents on social and emotional health issues. (Title I SW Elements: 2.1,2.6,3.1,3.2) (Target Group: All) (Strategic Priorities: 4)	Campus Principal	Ongoing		
2. KISD will have a part-time counselor on campus that will provide character building lessons for all students and will also be here to meet the social/emotional needs of all students. (Title I SW Elements: 1.1,2.6) (Target Group: All)	Campus Principal, Counselor, District Directors	Ongoing	(F)ESSER III, (L)Local	

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: "Growing Greatness" (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
<p>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)</p>	<p>Campus Principal, Campus Secretary, District Directors, Interventionists, Paraprofessionals, Teachers</p>	<p>All Year</p>		

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 23-24/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 3,4,5,6,7,8.

Student Achievement Weaknesses

STAAR scores 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. Structured Learning class for increased Life Skills Student population.

Student Achievement Summary

KISD has seen a lot of growth since the Covid-19 pandemic, but 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, 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. Declining enrollment possibly due to above issues.

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, assessment calendar created, professional development established for training related to CIA, Streamlined supplemental materials down to one for all grade levels and one STAAR resource for testing grades.

Curriculum, Instruction and Assessment Weaknesses

Comprehensive Needs Assessment

Curriculum, Instruction and Assessment Weaknesses (Continued)

Social Studies curriculum for all grade levels. Work with Digital Learning through Region 7.

Curriculum, Instruction and Assessment Needs

New phonics curriculum/reading curriculum to meet current state standards. Math supplement to help with basic skills. Training for all curriculum and resources.

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.

Comprehensive Needs Assessment

School Context and Organization

School Context and Organization Strengths

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.

Comprehensive Needs Assessment

Technology Needs

Training and updating our smart boards.