

# BAKER-KOONCE INT

## Campus Improvement Plan

### 2023/2024

*Achieving excellence together.*



**Baker Koonce Intermediate**  
Where Champions Are Educated

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# BAKER-KOONCE INT

## **Mission**

*The Mission of the Carthage ISD is to provide every student with a first-class education, a safe environment, and the necessary resources to guarantee every student's academic, physical, social, and emotional success.*

## **Vision**

*Baker-Koonce Intermediate will create a learning community where students feel safe, appreciated, and loved, and one where parents and other stakeholders are actively involved. We will maintain high expectations for teachers and students and will promote academic excellence for all students.*

### Nondiscrimination Notice

BAKER-KOONCE INT 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.

## BAKER-KOONCE INT Site Base

| Name              | Position                |
|-------------------|-------------------------|
| DIETER, JULIE     | SPED TEACHER            |
| MORALES, JULIA    | CLERICAL                |
| SCHUMACHER, KILEY | PRINCIPAL               |
| LADYMON, MISTY    | PARENT                  |
| GOOLSBY, SHELLEY  | TEACHER                 |
| KRUEBBE, KATHLEEN | BUSINESS REPRESENTATIVE |
| GRAY, ANGIE       | TEACHER                 |
| AKIN, BRANDY      | PARENT                  |
| KOCH, ALLEN       | CHIEF LEARNING OFFICER  |
| CLINTON, LAUREN   | Teacher                 |
| WILLIS, SHEILA    | Communtiy Member        |

## **2023 - 2024 BOARD OF TRUSTEES**

President: Dr. Ben Donald

Vice President: Mr. Frank Willis

Secretary: Mrs. Mary Ella Sherman

Member: Mr. Truman Shirey

Member: Mrs. Brenda Giles

Member: Mr. Elzie Hicks

Member: Mr. Paul Beatty

# BOARD GOALS

- CISD will close the achievement gap to ensure that all students reach their academic potential by providing a high-quality curriculum and effective instruction.
- CISD will maintain a safe and secure environment and continue to build a positive school culture and relationships with all stakeholders.
- CISD will recruit, develop, and retain highly qualified personnel by providing strong school leadership and effective, well supported teachers.
- CISD will improve student preparation for college and career.

# BAKER-KOONCE INT

**Goal 1.** By the spring of 2024, CISD will exceed state and regional performance by demonstrating positive academic student growth on a number of assessment measures.

**Objective 1.** BK will recruit, develop and retain highly qualified personnel by providing strong school leadership supported with effective professional development.

| Activity/Strategy   | Person(s) Responsible  | Timeline  | Resources          | Evaluation  |
|---|--|-----------|--------------------|---|
| 1. Campus Administrators will attend District Instructional Leadership Meetings for planning and growth purposes. (Title I SW Elements: 1.1) (Target Group: 4th,5th,6th) (Strategic Priorities: 1) (ESF: 1.1)   | Assistant Principal(s), Chief Learning Officer, Principal    | 2023-2024 | (L)Local, (S)State | Criteria: Sign in sheets<br>Agenda<br><br>Formative - Scheduled Meetings<br>Agendas<br>Minutes of Meetings                              |
| 2. Campus Administrators will monitor targets including teacher and student attendance, lesson planning, discipline, grade reporting, academic assessments, enrollment, and community communications. (Title I SW Elements: 1.1,2.2,2.4,2.5) (Target Group: 4th,5th,6th) (Strategic Priorities: 1,2,4) (ESF: 1,1.1,1.2,2.2.1) | Assistant Principal(s), Principal                            | 2023-2024 | (L)Local, (S)State | Criteria: Attendance/Discipline referrals/Campus Climate<br><br>Summative - Data<br>Analysis/Surveys<br>Percentage of Monitored Targets |
| 3. Campus Administrators will perform regular coaching visits to assess academic excellence in assigned teacher's classrooms. (Title I SW Elements: 1.1,2.2,2.4,2.5,2.6,3.2) (Target Group: 4th,5th,6th) (Strategic Priorities: 1,2,3,4) (ESF: 1,1.1,1.2,2.2.1,3.3.1,3.3.4,4.1,5.5.1,5.2,5.3,5.4)                             | Assistant Principal(s), Instructional Coordinator, Principal | On going  | (L)Local, (S)State | Criteria: Coaching visits<br>PLC weekly meetings<br><br>Summative - CTAS Evaluations<br>Coaching Visits Documentation                   |
| 4. Campus Administrators will join organizations that promote excellence in school leadership. (Title I SW Elements: 1.1,2.4) (Target Group: 4th,5th,6th) (Strategic Priorities: 1,2,3,4) (ESF: 1,1.1,1.2)  | Assistant Principal(s), Principal                            | 2023-2024 | (L)Local, (S)State | Criteria: Decrease in discipline referrals<br><br>Summative - Association<br>Memberships/Conferences                                    |

# BAKER-KOONCE INT

- Goal 1.** By the spring of 2024, CISD will exceed state and regional performance by demonstrating positive academic student growth on a number of assessment measures.
- Objective 2.** BK will recruit, develop and retain highly qualified personnel by providing effective, well supported teachers.

| Activity/Strategy   | Person(s) Responsible  | Timeline     | Resources   | Evaluation   |
|---|--|--------------|---|--|
| 1. BK will participate in district provided professional development flex days to provide teachers with quality training in effective teaching practices. (Title I SW Elements: 1.1,2.1,2.3,2.4,2.5,2.6) (Target Group: 4th,5th,6th) (Strategic Priorities: 1,2,4) (ESF: 5,5.1,5.2,5.3,5.4)   | Chief Learning Officer, Principal, Teacher(s)                            | Summer 2024  | (L)Local, (S)State  | Criteria: Training Records<br><br>Summative - District Calendar Agenda and Notes from Professional Development |
| 2. BK will participate in professional development days at the end of each six-weeks period to enable teachers to review formative assessment data and training to enhance classroom teaching strategies. (Title I SW Elements: 1.1,2.1,2.2,2.3,2.4,2.5,2.6,3.2) (Target Group: 4th,5th,6th) (Strategic Priorities: 1,2,4) (ESF: 1,1.1,1.2,2,2.1)   | Chief Learning Officer, Principal, Teacher(s)                            | each 6 weeks | (L)Local, (S)State  | Criteria: Response to Assessment   |
| 3. BK will implement positive incentives to reinforce and maintain a culture of teacher support. (Title I SW Elements: 2.1,3.1) (Target Group: All,4th,5th,6th) (Strategic Priorities: 1) (ESF: 2,2.1)  | Climate Committee  | Monthly      | (L)Education Foundation,<br>(L)Local, (L)Local Business Donations | Criteria: Staff morale   |
| 4. BK will provide qualified mentors to new teachers to assist in routines and procedures and teaching pedagogy. (Title I SW Elements: 1.1,2.2,2.5,2.6,3.2) (Target Group: 4th,5th,6th) (Strategic Priorities: 1) (ESF: 2,2.1,3,3.1)  | Instructional Coordinator, Principal, Teacher(s)                         | 2023-2024    | (L)Local, (S)State  | Criteria: Performance Observance Survey  |
| 5. BK will emphasize the use of cooperative learning groups, journals, note-taking, learner-centered instruction, sustained silent reading, graphic organizers, problem solving, small group instruction, providing constructive feedback, homework and practice, use of manipulatives, generate and test hypotheses. Utilize practices that are more related to a specific type of knowledge. (ex. vocabulary terms and phrases, details and organizing ideas) (Title I SW Elements: | Chief Learning Officer, Instructional Coordinator, Principal, Teacher(s) | 2023-2024    | (L)Local, (S)State  | Criteria: Lesson Plans<br><br>Summative - Weekly monitoring  |

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- Goal 1.** By the spring of 2024, CISD will exceed state and regional performance by demonstrating positive academic student growth on a number of assessment measures.
- Objective 2.** BK will recruit, develop and retain highly qualified personnel by providing effective, well supported teachers.

| Activity/Strategy  | Person(s) Responsible   | Timeline    | Resources   | Evaluation   |
|--|---|-------------|---|--|
| 1.1,2.2,2.3,2.4,2.5,2.6) (Target Group: 4th,5th,6th) (Strategic Priorities: 2,4) (ESF: 4,4.1,5,5.1)  |   |             |   |  |
| 6. BK will utilize available technology to augment curriculum. (Promethean boards Smartboard, Elmo, Freckle, Summit K-12, and Chrome Books.) (Title I SW Elements: 1.1,2.2,2.3,2.4,2.5,2.6) (Target Group: 4th,5th,6th) (Strategic Priorities: 2,4) (ESF: 3,3.3,4,4.1,5,5.1,5.2) | Chief Learning Officer, Principal, Teacher(s), Technology Coordinator/Personnel | 2023-2024   | (F)Federal, (L)Education Foundation, (L)Local, (S)State | Criteria: Targeted instruction<br>Summative - Progress monitoring through fidelity of usage    |
| 7. BK will utilize a certified teacher to provide services to dyslexic students needing explicit, individualized, multi-sensory reading instruction. (Title I SW Elements: 1.1,2.5,2.6) (Target Group: SPED,AtRisk,Dys) (Strategic Priorities: 2,4) (ESF: 2,2.1,4,4.1)           | Dyslexic Teacher, Special Education Director, Teacher(s)                        | Continually | (F)Federal, (L)Local, (S)State                          | Criteria: 3 week progress reports<br>6 week report cards<br>ARDS<br><br>Formative - ARD<br>IEP |



# BAKER-KOONCE INT

**Goal 1.** By the spring of 2024, CISD will exceed state and regional performance by demonstrating positive academic student growth on a number of assessment measures.

**Objective 3.** BK will close the achievement gap to ensure that all students reach their academic potential by providing a high-quality curriculum and effective instruction.

| Activity/Strategy  | Person(s) Responsible   | Timeline              | Resources   | Evaluation  |
|--|---|-----------------------|---|---|
| 1. BK will provide TEKS Resource system as a framework for high quality curriculum. (Title I SW Elements: 2.3) (Target Group: All) (Strategic Priorities: 2,4) (ESF: 1,1.1)  | Chief Learning Officer, CISD Board, Superintendent                    | Beginning August 2023 | (L)Local, (S)State  | Criteria: Usage Records   |
| 2. BK will offer dyslexia screenings and programs to identified at risk students. (Title I SW Elements: 2.1,2.3,2.5,2.6) (Target Group: AtRisk,Dys) (Strategic Priorities: 2) (ESF: 4,4.1)   | Dyslexic Teacher, Teacher(s)  | Continually           | (F)Title I  | Criteria: At Risk Student Identification                                    |
| 3. BK will enlist assistance from Region VII to address English Language Learners (EB) academic gaps. (Title I SW Elements: 2.1,2.2,2.5) (Target Group: ESL,Migrant,EB,AtRisk) (Strategic Priorities: 1,2,4) (ESF: 1,1.1,5,5.1,5.2)                      | Assistant Principal, Counselor(s), ESL Coordinator, Teacher(s)        | 2023-2024             | (F)Title III Bilingual / ESL, (L)Local, (S)State          | Criteria: RtA data DDI  |
| 4. BK will have campus teams review and monitor students to be referred to RTI, 504 and Special Education programs. (Title I SW Elements: 2.1,2.3,2.6,3.1) (Target Group: ECD,EB,SPED,M,F,AtRisk,Dys) (Strategic Priorities: 2,4) (ESF: 2,2.1,5,5.1,5.2) | CIT committee, Dyslexic Teacher, Instructional Coordinator, Principal | 2023-2024             | (F)Federal, (F)IDEA Special Education, (L)Local, (S)State | Criteria: RtA Identification of needed services for all student populations |
| 5. BK will ensure that students have a +5 academic achievement goal. (Title I SW Elements: 1.1,2.2,2.5,2.6) (Target Group: All) (Strategic Priorities: 2,4) (ESF: 2,2.1,4,4.1,5,5.1,5.2,5.3,5.4)   | Chief Learning Officer, Principal, Students, Teacher(s)               | Continually           | (L)Local, (S)State  | Criteria: RtA Formative - FAs   |

# BAKER-KOONCE INT

- Goal 1.** By the spring of 2024, CISD will exceed state and regional performance by demonstrating positive academic student growth on a number of assessment measures.
- Objective 4.** BK will maintain a safe and secure environment and continue to build a positive school culture and relationships with all stakeholders.

| Activity/Strategy  | Person(s) Responsible  | Timeline    | Resources                      | Evaluation   |
|--|--|-------------|--------------------------------|--|
| 1. BK will continue sponsoring and supporting the Guardian Program. (Title I SW Elements: 1.1) (Target Group: All) (Strategic Priorities: 1) (ESF: 3,3.1,3.2,3.3,3.4)  | Superintendent   | Continually | (L)Local, (S)State             | Criteria: Certification and qualification requirements |
| 2. BK will support campus Parent/Teacher Groups. (Title I SW Elements: 2.1,2.3,3.1,3.2) (Target Group: All) (Strategic Priorities: 4) (ESF: 3,3.3,3.4)   | Climate Committee, Community Partners, Community Volunteers, Principal, Teacher(s) | 2023-2024   | (L)Local                       | Criteria: List of Activities                           |
| 3. BK will provide training to faculty and staff concerning suicide prevention, conflict resolution, violence prevention, CPS reporting. (Title I SW Elements: 2.1,2.6) (Target Group: All) (Strategic Priorities: 4) (ESF: 3,3.1,3.2,3.3,3.4) | Principal, Region VII, School Nurse  | Summer 2023 | (L)Local, (S)State             | Criteria: Training Records                             |
| 4. BK will promote positive social media releases to the parents and community. (Title I SW Elements: 2.1,3.1) (Target Group: All) (Strategic Priorities: 1,4) (ESF: 3,3.4)  | All School District Personnel  | 2023-2024   | (O)Other                       | Criteria: Media Posts                                  |
| 5. BK will promote student, parent and community usage of CampusEye an online antivictimization program. (Title I SW Elements: 2.1,2.6) (Target Group: All) (Strategic Priorities: 4) (ESF: 3,3.1,3.2,3.3,3.4)                                 | Assistant Principal(s)   | 2023-2024   | (O)Donation                    | Criteria: Reports                                      |
| 6. BK will follow best practices adopted by the CDC to help prevent COVID-19 and other infectious diseases. (Title I SW Elements: 1.1) (Target Group: All) (ESF: 1,3)  | All School District Personnel, School Nurse  | 2023-2024   | (F)Federal, (L)Local, (S)State | Criteria: ADMIN OBSERVATION                            |

# BAKER-KOONCE INT

**Goal 1.** By the spring of 2024, CISD will exceed state and regional performance by demonstrating positive academic student growth on a number of assessment measures.

**Objective 5.** BK will improve student preparation for college and career.

| Activity/Strategy   | Person(s) Responsible              | Timeline    | Resources  | Evaluation                  |
|---|------------------------------------|-------------|--|-----------------------------|
| 1. BK will support various student UIL competitions. (Title I SW Elements: 2.6) (Target Group: All) (Strategic Priorities: 3) (ESF: 1,1.1,3,3.1,3.4)                                | Principal, Teacher(s), UIL Coaches | Spring 2024 | (L)Local, (O)Donation                                    | Criteria: Points earned     |
| 2. BK will promote campus activities that target student preparation for college and career readiness. (Title I SW Elements: 2.2,2.6) (Target Group: All) (Strategic Priorities: 3) | Principal                          | 2023-2024   | (L)Education Foundation, (L)Local, (O)Donation, (S)State | Criteria: Growth measure    |
| 3. BK will promote enrichment activities for GT students following the state guidelines. (Title I SW Elements: 2.2,2.5) (Target Group: GT) (ESF: 4,4.1)                             | GT Teachers                        | 2023-2024   | (F)Federal, (L)Local, (S)State                           | Criteria: Listed Activities |

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**Goal 1.** By the spring of 2024, CISD will exceed state and regional performance by demonstrating positive academic student growth on a number of assessment measures.

**Objective 6.** BK will follow the Comprehensive Improvement Plan established by the state required Leadership Team.

| Activity/Strategy  | Person(s) Responsible  | Timeline | Resources                      | Evaluation           |
|--|--|----------|--------------------------------|----------------------|
| 1. Follow CIP with an emphasis on data to drive instruction. (Title I SW Elements: 1.1,2.1,2.2,2.3,2.4,2.5,2.6,3.1,3.2) (Target Group: H,W,AA,ECD,EB,4th,5th,6th) (Strategic Priorities: 2,4) (ESF: 1,1.1,1.2,2.2.1,4.4.1,5.5.1,5.2,5.3,5.4) | Chief Learning Officer, CIT committee, Principal, Region VII, Teacher(s) | On Going | (F)Federal, (O)Other, (S)State | Criteria: DDI<br>RtA |

# Resources

| Resource | Source  |
|----------|---------|
| Federal  | Federal |
| Local    | Local   |
| Donation | Other   |
| Other    | Other   |
| State    | State   |