

BAKER-KOONCE INT

Campus Improvement Plan

2020/2021

Learners today, champions tomorrow!



Clarinda Collins
320 N. Daniels, Carthage, TX 75633
903-693-8611
ccollins@carthageisd.org

BAKER-KOONCE INT

Mission

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

Vision

By 2025, Carthage ISD will create a climate of excellence, that inspires all students to achieve high levels of academic, co-curricular, and extracurricular performance and exhibit good citizenship that will ensure success in each student's college and career pathway of choice.

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
Alexander, Ashley	SPED TEACHER
Brown, Kathy	CLERICAL
Collins, Clarinda	PRINCIPAL
Almeida, Greg	PARENT
Kopecky, Cindy	TEACHER
Lipse, Stuart	BUSINESS REPRESENTATIVE
West, Shelia	TEACHER
Burchette, Fatha	COMMUNITY MEMBER
Kindle, Kalona	PARENT
Biggs, Toni	COMMUNITY MEMBER
Dieter, Julie	SPED TEACHER
Koch, Allen	CHIEF LEARNING OFFICER

2020 - 2021 BOARD OF TRUSTEES

President: Dr. Ben Donald

Vice President: Mr. Ken Andrus

Secretary: Mrs. Mary Ella Sherman

Member: Mr. Truman Shirey

Member: Mr. Frank Willis

Member: Mr. Elzie Hicks

Member: Mr. Paul Beatty

BOARD GOALS

CARTHAGE INDEPENDENT SCHOOL DISTRICT

By the spring of 2022, Baker Koonce Intermediate School will exceed national, state, and regional performance by demonstrating positive academic student growth on a number of assessment measures compared to the regional, state, and national averages.

CAMPUS PRIORITIES:

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

BK will improve student preparation for college and career.

BK will maintain a safe and secure environment and continue to build a positive school culture

and relationships with all stakeholders.

BK will recruit, develop and retain highly qualified personnel by providing strong school leadership and effective, well supported teachers.

BK will improve student preparation for college and career.

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Goal 1. By the spring of 2022, CISD will exceed national, state, and regional performance by demonstrating positive academic student growth on a number of assessment measures compared to the regional, state, and national averages.

Objective 1. BK will recruit, develop and retain highly qualified personnel by providing strong school leadership and effective.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Campus Administrators will attend weekly District Instructional Leadership Meetings for planning and growth purposes. (Title I SW Elements: 1.1) (Target Group: 4th,5th,6th) (Strategic Priorities: 1) (CSFs: 3) (ESF: 1,1.1)	Assistant Principal, Chief Learning Officer, Principal	2020-2021 SY	(L)Local, (S)State	Criteria: Sign in sheets Agenda Formative - Scheduled Meetings Agendas Minutes of Meetings 06/10/20 - On Track
2. Campus Administrators will attend professional development through various sources. (Title I SW Elements: 1.1,2.2) (Target Group: 4th,5th,6th) (Strategic Priorities: 1) (CSFs: 1,3) (ESF: 3)	Assistant Principal, Principal	2020 - 2021 SY	(L)Local, (S)State	Criteria: Use of research-based best practices on campus in instruction and discipline methods. Summative - Documented Meetings
3. Campus Administrators will monitor specific targets including but not limited to teacher and student attendance, lesson planning, discipline, grade reporting, formative and other 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) (CSFs: 1,2,3,4,5,6,7) (ESF: 1,1.2,2.2.1,3,3.2,3.4,4,4.1,5,5.1,5.2,5.3,5.4)	Assistant Principal, Principal	2020 -2021 SY	(L)Local, (S)State	Criteria: Attendance Discipline referrals Staff morale Summative - Data Analysis Percentage of Monitored Targets Surveys 06/10/20 - On Track
4. 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) (CSFs: 1,2,3,4,6,7) (ESF: 1,1.2,2.2.2)	Assistant Principal, Principal	2020 - 2021 SY - Daily	(L)Local, (S)State	Criteria: Coaching visits PLC weekly meetings Summative - CTAS Evaluations Coaching Visits Documentation 06/10/20 - On Track
5. Campus Administrators will join appropriate State associations/organizations that promote excellence in school leadership. (Title I SW	Assistant Principal, Principal	2020-2021 SY	(L)Local, (S)State	Criteria: Decreased time lost out of classroom for discipline infractions

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Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
Elements: 1.1,2.4) (Target Group: 4th,5th,6th) (Strategic Priorities: 1,2,3,4) (CSFs: 1,2,3,5,6,7) (ESF: 1,3)				Summative - Association Memberships Attendance to Conferences 06/10/20 - On Track

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Goal 1. By the spring of 2022, CISD will exceed national, state, and regional performance by demonstrating positive academic student growth on a number of assessment measures compared to the regional, state, and national averages.

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) (CSFs: 1,2,6,7) (ESF: 2,2.1,5)	Chief Learning Officer, Principal, Teacher(s)	Summer 2020	(L)Local, (S)State	Criteria: Google certification Summative - District Calendar Agenda and Notes from Professional Development 06/10/20 - On Track
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) (CSFs: 1,2,3,4,6,7) (ESF: 1,1,2,2,2,2,4,4,1,5,5.1,5.2,5.3,5.4)	Chief Learning Officer, Principal, Teacher(s)	9/21,10/30,12/17, 2/12,	(L)Local, (S)State	Criteria: Response to Assessment 06/10/20 - On Track
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) (CSFs: 5,6) (ESF: 2,2.1,3)	Climate Committee	Monthly 2020 - 2021 SY	(L)Education Foundation, (L)Local, (L)Local Business Donations	Criteria: Staff morale 06/10/20 - On Track 06/10/20 - Pending
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) (CSFs: 3,7) (ESF: 1,1.1,1.2,2,2.1,2.2,3,3.2)	Principal, Teacher(s)	2020-2021	(L)Local, (S)State	Criteria: Performance Observance Survey 06/10/20 - On Track
5. BK will provide training for Math teachers on the Sharon Wells Math Program. (Title I SW Elements: 2.4,2.5,2.6) (Target Group: 4th,5th) (Strategic Priorities: 2,4) (CSFs: 1,7) (ESF: 2,2.1,2.2,4,4.1,5)	Math Department Chair, Math Teachers, Principal	2020-2021	(F)Federal, (L)Local, (S)State	Criteria: Weekly assessments Six week assessments Formative - FAs 06/10/20 - On Track
6. BK will provide collaboration time for core teachers through out the year to plan, disaggregate data, develop formative	Chief Learning Officer, Principal, Teacher(s)	2020-2021	(F)Federal, (L)Local, (S)State	Criteria: RtA Formative - DDI

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- Goal 1.** By the spring of 2022, CISD will exceed national, state, and regional performance by demonstrating positive academic student growth on a number of assessment measures compared to the regional, state, and national averages.
- 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
assessments and discuss curriculum. (Title I SW Elements: 2.2,2.4,2.5,2.6,3.2) (Target Group: 4th,5th,6th) (Strategic Priorities: 2,4) (CSFs: 1,2,3,4,7) (ESF: 1,1.2,3,3.1,4,4.1,5,5.1,5.2,5.3,5.4)				RtA 06/10/20 - On Track
7. 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: 1.1,2.2,2.3,2.4,2.5,2.6) (Target Group: 4th,5th,6th) (Strategic Priorities: 2,4) (CSFs: 1,4,7) (ESF: 4,5)	Chief Learning Officer, Principal, Teacher(s)	2020-2021	(L)Local, (S)State	Criteria: Lesson Plans Summative - Weekly monitoring 06/10/20 - On Track
8. BK will utilize available technology to augment curriculum. (Smartboard, Elmo, IPODS, computer labs, teacher tube, You Tube, United Streaming, Moby Max and Chrome Books, Ipads.) (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) (CSFs: 1,4,7) (ESF: 4,5,5.2,5.3)	Chief Learning Officer, Principal, Teacher(s), Technology Coordinator/Personnel	2020-2021	(F)Federal, (L)Education Foundation, (L)Local, (S)State	Criteria: Targeted instruction Summative - Progress monitoring through fidelity of usage 06/10/20 - On Track
9. BK will use the Student Intervention Committee (SIT) to identify students who need support for dyslexia, RTI, Special Education and other related programs. The RTI process will not hinder students from being evaluated for special programs.) (Title I SW Elements: 2.6) (Target Group: 4th,5th,6th) (Strategic Priorities: 2,4) (CSFs: 1) (ESF: 5,5.1,5.3,5.4)	CIT committee, Counselor(s), Dyslexic Teacher, Grade Placement Committee, IDEA Teachers, Special Education Director, Teacher(s)	2020-2021	(F)Federal, (L)Local, (S)State	Criteria: DDI RtA Summative - Documentation of Referrals 06/10/20 - On Track
10. BK will utilize special teacher will provide	Dyslexic Teacher, Special	Continually	(F)Federal, (L)Local, (S)State	Criteria: 3 week progress reports

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Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
service 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) (CSFs: 1) (ESF: 2,2.1,4,4.1)	Education Director, Teacher(s)			6 week report cards ARDS Formative - ARD IEP 06/10/20 - On Track

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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 implement an innovative, online lesson plan that supports effective teaching practices under a hierarchy of instructional excellence that promotes student engagement. (Title I SW Elements: 1.1,2.2,2.3,2.4,2.5,2.6) (Target Group: All) (Strategic Priorities: 2,4) (CSFs: 1,2,7) (ESF: 1,1.1,1.2,2,2.2,4,4.1,5,5.1,5.2,5.3,5.4)	Assistant Superintendent, Chief Learning Officer, Superintendent, Teacher(s), Technology Coordinator/Personnel	Fall 2020	(L)Local, (S)State	Criteria: Lesson plan check 06/10/20 - On Track
2. 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) (CSFs: 1,2,7) (ESF: 1,4,5)	Chief Learning Officer, CISD Board, Superintendent	2020 - 2021 SY	(L)Local, (S)State	Summative - Membership with TEKS Resource Region VII Curriculum Support Teams 06/10/20 - On Track
3. BK will implement a 3 year plan for 1 to 1 technology for all students to access viable curriculum components and resources. (Title I SW Elements: 1.1,2.2,2.3,2.6) (Target Group: All) (Strategic Priorities: 2,4) (CSFs: 1,4) (ESF: 1,1.2,4,5)	CISD Board, Superintendent, Technology Coordinator/Personnel	2019 - 2022	(F)Federal, (L)Local, (S)State	Criteria: Technology Plan 06/10/20 - On Track
4. 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) (CSFs: 1) (ESF: 2,2.1,5,5.4)	Dyslexic Teacher, Teacher(s)	Fall 2020	(F)Title I	Criteria: At Risk Student Identification 06/10/20 - On Track
5. BK will enlist assistance from Region VII to address English Learners academic gaps. (Title I SW Elements: 2.1,2.2,2.5) (Target Group: ESL,Migrant,LEP,AtRisk) (Strategic Priorities: 1,2,4) (CSFs: 1) (ESF: 1,5)	Assistant Principal, Counselor(s), ESL Coordinator, Teacher(s)	2020-2021	(F)Title III Bilingual / ESL, (L)Local, (S)State	Criteria: RtA data DDI 06/10/20 - On Track
6. 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,LEP,SPED,M,F,AtRisk,Dys) (Strategic Priorities: 2,4) (CSFs: 1,7) (ESF: 1,7)	CIT committee, Dyslexic Teacher, Instructional Coordinator, Principal	2020 -2021 SY	(F)Federal, (F)IDEA Special Education, (L)Local, (S)State	Criteria: RtA Identification of needed services for all student populations 06/10/20 - On Track

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Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
2,2.1,2.2,3,3.1,3.2,3.3)				
7. BK will ensure that students have a +10 academic achievement goal. (Title I SW Elements: 1.1,2.2,2.5,2.6) (Target Group: All) (Strategic Priorities: 2,4) (CSFs: 1,4,6,7) (ESF: 2,4,5)	Chief Learning Officer, Principal, Students, Teacher(s)	Fall 2020	(L)Local, (S)State	Criteria: RtA Formative - FAs 06/10/20 - On Track
8. BK will provide the Academic Content Contracted Services for teacher professional development. (Title I SW Elements: 1.1,2.5,2.6) (Target Group: All) (Strategic Priorities: 1,2) (CSFs: 1,2,3,4,6,7) (ESF: 1,2,4)	Region VII	2020-2021	(L)Local, (S)State	Criteria: DDI strategies 06/10/20 - On Track

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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) (CSFs: 6) (ESF: 1,1.1)	Superintendent	2020-2021	(L)Local, (S)State	Criteria: Certification and qualification requirements 06/10/20 - On Track
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) (CSFs: 5,6) (ESF: 3.3,3.4)	Climate Committee, Community Partners, Community Volunteers, Principal, Teacher(s)	2020 -2021 SY	(L)Local	06/10/20 - On Track
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) (CSFs: 6) (ESF: 3.1,3.4)	Principal, Region VII, School Nurse	Fall 2020	(L)Local, (S)State	06/10/20 - On Track
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) (CSFs: 5,6) (ESF: 3,3.4)	All School District Personnel	2020-2021	(O)Other	06/10/20 - On Track
5. BK will promote district personnel and students to be active in local radio and newspaper promotions of the school. (Title I SW Elements: 2.3,2.6) (Target Group: All) (Strategic Priorities: 1,2,3,4) (CSFs: 5,6) (ESF: 3,3.4)	All School District Personnel	2020-2021	(O)Other	06/10/20 - On Track
6. 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) (CSFs: 6) (ESF: 3,3.4)	Assistant Principal(s)	2020-2021	(O)Donation	06/10/20 - On Track
7. BK will promote campus positive behavior and character education programs. (Title I SW Elements: 1.1,2.2,2.6) (Target Group: All) (Strategic Priorities: 4) (CSFs: 5,6) (ESF: 3,3.2,3.3)	Counselor(s), Principal	2020-2021	(L)Local Business Donations, (S)State	Criteria: Decreased student discipline referrals 06/10/20 - On Track

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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) (CSFs: 5,6) (ESF: 1,3)	Principal, Teacher(s), UIL Coaches	2020-2021	(L)Local, (O)Donation	Criteria: Points earned 06/10/20 - On Track
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) (CSFs: 1,3,5,6) (ESF: 2,4)	Principal	2020-2021	(L)Education Foundation, (L)Local, (O)Donation, (S)State	Criteria: Growth measure 06/10/20 - On Track

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Goal 1. By the spring of 2022, CISD will exceed national, state, and regional performance by demonstrating positive academic student growth on a number of assessment measures compared to the regional, state, and national averages.

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,LEP,4th,5th,6th) (Strategic Priorities: 2,4) (CSFs: 1,2,3,4,5,6,7) (ESF: 1,2,4,5)	Chief Learning Officer, CIT committee, Principal, Region VII, Teacher(s)	2020-2021	(F)Federal, (O)Other, (S)State	Criteria: DDI RtA 06/10/20 - On Track

Resources

Resource	Source
Federal	Federal
Local	Local
Donation	Other
Other	Other
State	State

Comprehensive Needs Assessment