

Keller Independent School District



Keller-Harvel Elementary School

Accountability Rating: A

2026-2027 Campus Improvement Plan

Mission Statement

Our mission at Keller-Harvel is to create an optimal learning experience where all children can learn by providing an engaging, positive school environment that promotes ongoing collaboration with teachers, parents, and community members for the success of all students.

Vision

KHES - An exceptional school in which to learn, work and grow.

Value Statement

We hold ourselves accountable for providing exceptional educational opportunities.

We inspire educational excellence through collaborative relationships.

We cultivate life-long learning.

We provide approachable, responsive customer service.

We embrace diversity.

We embrace change and innovation.

We make data-driven decisions.

We have a positive attitude toward the future.

Table of Contents

Priority Problem Statements	4
Goals	6
Goal 1 : Increase Student Achievement	7
Goal 2 : Excellence in Student, Parent, and Community Relationships	14
Goal 3 : Employee Excellence and Organizational Improvement	15
Policies, Procedures, and Requirements	16



Priority Problem Statements

Problem Statement

Root Cause

1
★

Demographics at KHES have been changing over the years, resulting in a need to shift training, teaching approaches, and other important areas.

Demographics at KHES have been shifting over the years due to increase of rental property, apartments, families moving for better work opportunities, etc.

2
★

Finding additional time to provide tutoring to close the gaps for students receiving specialized interventions and services during the school day.

Lack of transportation for students outside of the school day and increased number of students moving into upper grades from outside of Keller ISD.

★ = Priority



Goals

Goal 1 Increase Student Achievement

Performance Objective 1

By June 2027 at least 80% of of all third and fourth grade students will earn meets distinction or higher on Math and Reading State of Texas Academic Assessment of Readiness (STAAR).

Action Step 1

Provide Keller-Harvel staff with professional development, research, and materials on best practices for math & reading instruction, interventions, and assessments.

Measures: Meeting agendas, notes, &/or presentations; calendar invitations, dign-in sheets, etc.

Staff Responsible for Monitoring: Principal

Problem Statements: School Processes & Programs 1

TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math, Improve low-performing schools

ESF Levers: Lever 1: Planning and Performance Management through Strong Leadership, Lever 4: Academic Experience: High Quality Instructional Materials, Lever 5: Instructional Leadership and Capacity Building

Progress Reviews

December

February

June

Action Step 2

Utilize student data to create and implement plans for student improvement through a variety of lessons, activities, tutoring, enrichment, & re-teaching opportunities for all students with the use of KISD Curriculum resources.

Measures: Student data, lesson plans, tutor schedules/rosters, KISD Curriculum Docs, calendar invitations, meeting agendas, etc.

Staff Responsible for Monitoring: Principal

Problem Statements: Demographics 1 - School Processes & Programs 1

TEA Priorities: Build a foundation of reading and math, Improve low-performing schools

ESF Levers: Lever 4: Academic Experience: High Quality Instructional Materials, Lever 5: Instructional Leadership and Capacity Building

Progress Reviews

December

February

June

Action Step 3

Provide time and and expectations for weekly instructional planning, celebrate student growth, and promote success through a variety of activities, motivators, communication, etc.

Measures: PLC meeting notes, lesson plans, calendars, agendas, student data, master schedule, etc.

Staff Responsible for Monitoring: Principal

Problem Statements: School Processes & Programs 1

TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math, Improve low-performing schools

ESF Levers: Lever 1: Planning and Performance Management through Strong Leadership, Lever 4: Academic Experience: High Quality Instructional Materials, Lever 5: Instructional Leadership and Capacity Building

Progress Reviews

December

February

June

Action Step 4

Administer beginning, middle, and end of year assessments to all students in reading/language arts through NWEA MAPs, running records, unit assessments, &/or STAAR.

Measures: Student data, running records, calendars, Aware, etc.

Staff Responsible for Monitoring: Principal

Problem Statements: Demographics 1 - School Processes & Programs 1

TEA Priorities: Build a foundation of reading and math, Improve low-performing schools

ESF Levers: Lever 4: Academic Experience: High Quality Instructional Materials, Lever 5: Instructional Leadership and Capacity Building

Progress Reviews

December

February

June

Performance Objective 1 Problem Statements Identifying Demographics

Problem Statement

Root Cause

1

Demographics at KHES have been changing over the years, resulting in a need to shift training, teaching approaches, and other important areas.

Demographics at KHES have been shifting over the years due to increase of rental property, apartments, families moving for better work opportunities, etc.

Performance Objective 1 Problem Statements Identifying School Processes & Programs

Problem Statement

Root Cause

1

Finding additional time to provide tutoring to close the gaps for students receiving specialized interventions and services during the school day.

Lack of transportation for students outside of the school day and increased number of students moving into upper grades from outside of Keller ISD.

Performance Objective 2

By June 2027, 100% of all Keller-Harvel students will have participated in at least four STEAM experiences and be familiar with the KHES Design Process.

Action Step 1

Provide time, resources, and opportunities for KHES staff to implement STEAM lessons and activities to all students throughout the school year.

Measures: Lesson plans, projects/activities, calendar, etc.

Staff Responsible for Monitoring: Principal

Problem Statements: Demographics 1 - School Processes & Programs 1

TEA Priorities: Build a foundation of reading and math, Improve low-performing schools

ESF Levers: Lever 3: Integrated Student Support Systems, Lever 4: Academic Experience: High Quality Instructional Materials, Lever 5: Instructional Leadership and Capacity Building

Progress Reviews

December

February

June

Action Step 2

All KHES staff will be knowledgeable in STEAM lessons and the Keller-Harvel Design Process.

Measures: lesson plans, PD agendas & notes, calendar invitations, etc.

Staff Responsible for Monitoring: Principal

Problem Statements: Demographics 1

TEA Priorities: Build a foundation of reading and math, Connect high school to career and college, Improve low-performing schools

ESF Levers: Lever 3: Integrated Student Support Systems, Lever 4: Academic Experience: High Quality Instructional Materials, Lever 5: Instructional Leadership and Capacity Building

Progress Reviews

December

February

June

Action Step 3

Display Keller-Harvel design process in each classroom for students to become familiar with the process.

Measures: Design Process in classrooms, asking students, monitoring classes

Staff Responsible for Monitoring: Principal

Problem Statements: Demographics 1 - School Processes & Programs 1

TEA Priorities: Build a foundation of reading and math, Connect high school to career and college, Improve low-performing schools

ESF Levers: Lever 3: Integrated Student Support Systems, Lever 4: Academic Experience: High Quality Instructional Materials, Lever 5: Instructional Leadership and Capacity Building

Progress Reviews

December

February

June

Action Step 4

Provide STEAM experiences for all students and families through additional events, assemblies, & evening events.

Measures: calendar, bills, emails, feedback, etc.

Staff Responsible for Monitoring: Principal

Problem Statements: Demographics 1

TEA Priorities: Build a foundation of reading and math, Connect high school to career and college, Improve low-performing schools

ESF Levers: Lever 3: Integrated Student Support Systems, Lever 4: Academic Experience: High Quality Instructional Materials, Lever 5: Instructional Leadership and Capacity Building

Progress Reviews

December

February

June

Performance Objective 2 Problem Statements Identifying Demographics

Problem Statement

Root Cause

1

Demographics at KHES have been changing over the years, resulting in a need to shift training, teaching approaches, and other important areas.

Demographics at KHES have been shifting over the years due to increase of rental property, apartments, families moving for better work opportunities, etc.

Performance Objective 2 Problem Statements Identifying School Processes & Programs

Problem Statement

Root Cause

1

Finding additional time to provide tutoring to close the gaps for students receiving specialized interventions and services during the school day.

Lack of transportation for students outside of the school day and increased number of students moving into upper grades from outside of Keller ISD.

Performance Objective 3

By June 2027, the overall campus growth percentile will increase by 10% in comparison to the 25-26 school year's growth percentile performance as measured by NWEA MAPS math and reading assessments.

Action Step 1

Provide staff with professional development, research, and materials on best practices for reading and math instruction, interventions, and assessments.

Measures: PD agendas, calendar invitations, sign-in sheets, emails, lesson plans, data trackers, student data, log/rosters, etc.

Staff Responsible for Monitoring: Principal

Problem Statements: Demographics 1 - School Processes & Programs 1

TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math, Improve low-performing schools

ESF Levers: Lever 1: Planning and Performance Management through Strong Leadership, Lever 2: Talent Retention and Strategic Staffing, Lever 3: Integrated Student Support Systems, Lever 4: Academic Experience: High Quality Instructional Materials, Lever 5: Instructional Leadership and Capacity Building

Progress Reviews

December

February

June

Action Step 2

Utilize student data to create and implement plans for student improvement through a variety of lessons, activities, tutoring, enrichment, & re-teaching opportunities for all students with the use of KISD Curriculum resources.

Measures: Lesson plans, calendars, student-created materials, student data, observations, etc.

Staff Responsible for Monitoring: Principal

Problem Statements: Demographics 1 - School Processes & Programs 1

TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math, Improve low-performing schools

ESF Levers: Lever 4: Academic Experience: High Quality Instructional Materials, Lever 5: Instructional Leadership and Capacity Building

Progress Reviews

December

February

June

Action Step 3

Create an environment that celebrates student growth and promotes success through a variety of activities, motivators, communication, etc.

Measures: social media, emails, calendar invitations, observation, feedback, etc.

Staff Responsible for Monitoring: Principal

Problem Statements: Demographics 1 - School Processes & Programs 1

TEA Priorities: Build a foundation of reading and math, Improve low-performing schools

ESF Levers: Lever 3: Integrated Student Support Systems, Lever 4: Academic Experience: High Quality Instructional Materials

Progress Reviews

December

February

June

Action Step 4

Administer beginning, middle, and end of year assessments to all students in reading/language arts through NWEA MAPs, running records, unit assessments, &/or STAAR.

Measures: Student Data, reports, rosters, running records, STAAR reports, etc.

Staff Responsible for Monitoring: Principal

Problem Statements: Demographics 1 - School Processes & Programs 1

TEA Priorities: Build a foundation of reading and math, Improve low-performing schools

ESF Levers: Lever 4: Academic Experience: High Quality Instructional Materials, Lever 5: Instructional Leadership and Capacity Building

Progress Reviews

December

February

June

Performance Objective 3 Problem Statements Identifying Demographics

Problem Statement	Root Cause
1 Demographics at KHES have been changing over the years, resulting in a need to shift training, teaching approaches, and other important areas.	Demographics at KHES have been shifting over the years due to increase of rental property, apartments, families moving for better work opportunities, etc.

Performance Objective 3 Problem Statements Identifying School Processes & Programs

Problem Statement	Root Cause
1 Finding additional time to provide tutoring to close the gaps for students receiving specialized interventions and services during the school day.	Lack of transportation for students outside of the school day and increased number of students moving into upper grades from outside of Keller ISD.

Goal 2 Excellence in Student, Parent, and Community Relationships

Performance Objective 1

By May 2027, Keller-Harvel staff will have established positive partnerships between families and community through effective communication, opportunities for participation, gathering input from stakeholders, and shared service projects.

Action Step 1

Each homeroom teacher will send a weekly newsletter with academic content, upcoming activities, important information, and helpful dates.

Measures: Newsletter, Parent Square, Emails, Etc.

Staff Responsible for Monitoring: Teacher

Progress Reviews

DecemberFebruaryJune

Goal 3 Employee Excellence and Organizational Improvement

Performance Objective 1

By May 2027 Keller-Harvel systems and processes will have resulted in effective instruction, positive collaboration, professional growth, leadership, and excellence.

Action Step 1

Staff will be regularly trained on expectations, policies, and training throughout the year.

Measures: Meeting agendas, calendar invitations, emails, etc.

Staff Responsible for Monitoring: Campus Administration

Progress Reviews

December

February

June



Policies, Procedures, and Requirements

Policies, Procedures, and Requirements

Title	Person Responsible	Review Date	Addressed By	Addressed On
Bullying Prevention	Director of Counselng	--	Jennifer Price	8/31/2026
Coordinated Health Program	Director of Nursing	--	Jennifer Price	8/31/2026
Disciplinary Alternative Education Program (DAEP)	Executive Director of Student Services	--	Jennifer Price	8/31/2026
Dropout Prevention	Director of Counseling	--	Jennifer Price	8/31/2026
Dyslexia Treatment Program	Executive Director of Special Education	--	Jennifer Price	8/31/2026
Title I, Part C Migrant	Director of Language Programs	--	Jennifer Price	8/31/2026
Pregnancy Related Services	Director of Counseling	--	Jennifer Price	8/31/2026
Post-Secondary Preparedness	Director of Counseling	--	Jennifer Price	8/31/2026
Recruiting Teachers and Paraprofessionals	Chief Human Resources Officer	--	Jennifer Price	8/31/2026
Student Welfare: Crisis Intervention Programs and Training	Director of Counseling	--	Jennifer Price	8/31/2026
Technology Integration	--	--	Jennifer Price	8/31/2026