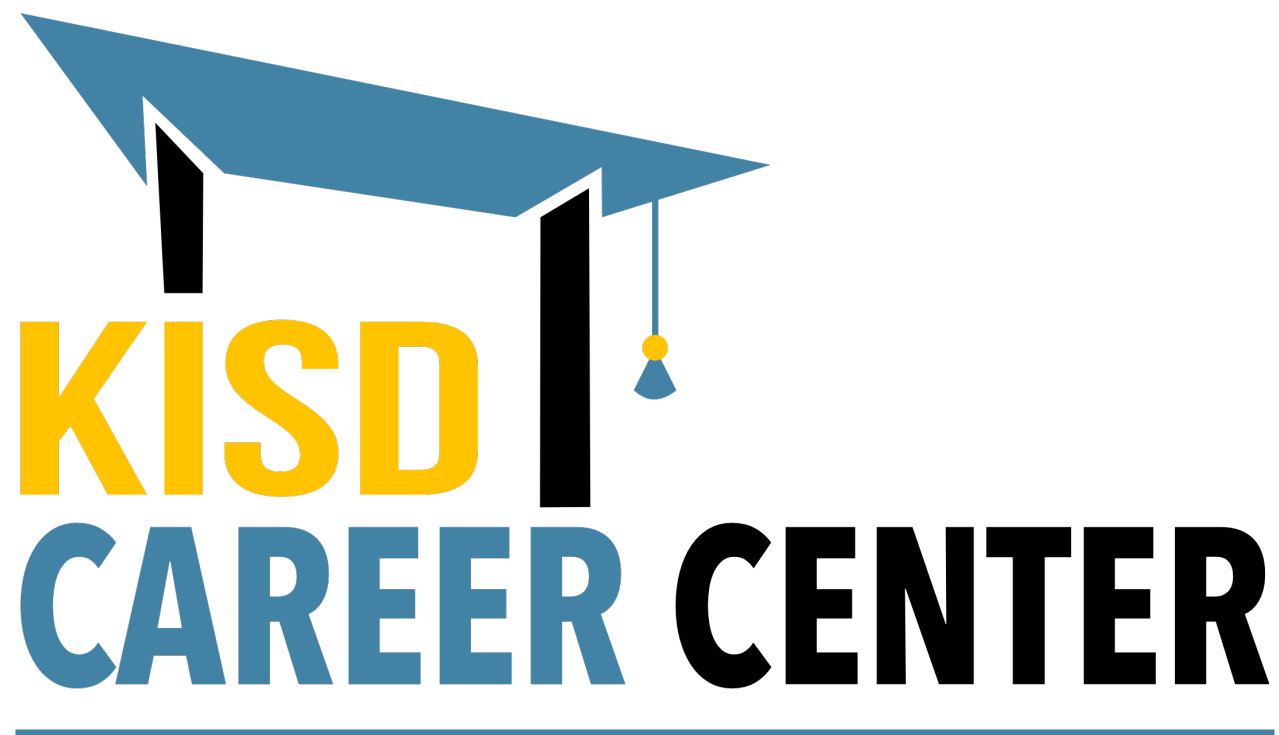


Killeen Independent School District
Career Center
2022-2023 Formative Review with Notes



Mission Statement

Engage students in relevant and meaningful learning experiences that are aligned with post-secondary education and career standards.

Vision

The KISD Career Center will empower students to be knowledgeable confident in their skills, prepared and competitive as they transition into post-secondary education and career opportunities as productive members of society.

Value Statement

Core Values:

- **Collaboration** - Engaging in work with others to accomplish a common goal
- **Honesty** - Acting in fairness, transparency, and straightforwardness
- **Integrity** - Knowing and Doing what is right in all situations
- **Professionalism** - Demonstrating appropriate skills, judgement, appearance, and behavior that is expected from a person who is trained to do a job well
- **Responsibility** - Accepting and communicating a sense of ownership and accountability
- **Service** - Contributing to the safety and welfare of others, our school, and our community

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Goals





Goal 1: Killeen ISD will provide relevant, rigorous, and engaging learning opportunities to achieve academic success and graduate future-ready students.







Performance Objective 1: 85% or more of the students attending the KISD Career Center will graduate meeting a College Career Military Readiness (CCMR) indicator.

Evaluation Data Sources: CCMR Reports

Strategy 1 Details	Reviews
<p>Strategy 1: Staff at the KISD Career Center will inform students about the CCMR indicators.</p> <p>This will be done through:</p> <ol style="list-style-type: none"> 1) Student Assemblies 2) Info graphics 3) Announcements 4) Celebrations 5) Videos <p>Strategy's Expected Result/Impact: Improve KCC students graduating meeting CCMR indicators to 85%.</p> <p>2021 -2022 - 79%</p> <p>Staff Responsible for Monitoring: CTE Program Advisor, Campus Leadership, KCC Counselors</p> <p>TEA Priorities: Connect high school to career and college</p> <p>Problem Statements: Demographics 3 - Student Learning 1 - School Processes & Programs 3 - Perceptions 3</p>	<div style="display: flex; flex-direction: column; align-items: center;"> <div style="display: flex; justify-content: space-between; width: 100%;"> Nov November Evidence of Progress </div> <div style="display: flex; align-items: center; margin-bottom: 10px;">  <div style="margin-left: 10px;"> <p>Students and teachers have reviewed CCMR indicators and progress with infographics, videos, announcements, and faculty meetings.</p> </div> </div> <div style="display: flex; justify-content: space-between; width: 100%;"> Jan January Evidence of Progress </div> <div style="display: flex; align-items: center; margin-bottom: 10px;">  <div style="margin-left: 10px;"> <p>Students and teachers have reviewed CCMR indicators and progress with infographics, videos, announcements, and faculty meetings. Currently 68% of KCC seniors have met a CCMR indicator.</p> </div> </div> <div style="display: flex; justify-content: space-between; width: 100%;"> Mar March Evidence of Progress </div> <div style="display: flex; justify-content: space-between; width: 100%;"> June June Evidence of Progress </div> </div>

Strategy 2 Details	Reviews
<p>Strategy 2: Students at the KISD Career Center will be provided tutorials and study sessions to better prepare them for success on CCMR indicators.</p> <p>Strategy's Expected Result/Impact: Improve KCC students graduating meeting CCMR indicators to 85%.</p> <p>2021 -2022 - 79%</p> <p>Staff Responsible for Monitoring: Teachers, Leadership Team</p> <p>TEA Priorities: Connect high school to career and college</p>	<p>Nov November Evidence of Progress  Afterschool tutoring and Saturday tutoring are scheduled and taking place.</p> <p>Jan January Evidence of Progress  Afterschool tutoring and Saturday tutoring are scheduled and taking place. Currently 68% of KCC seniors have met a CCMR indicator.</p> <p>Mar March Evidence of Progress</p> <p>June June Evidence of Progress</p>
Strategy 3 Details	Reviews
<p>Strategy 3: Multiple sources will be used to provide college and financial aid information and deadlines.</p> <p>Strategy's Expected Result/Impact: College and financial aid information will be provided through: Remind, KCC website, daily announcements, school TV, My95.1, print materials.</p> <p>Staff Responsible for Monitoring: KCC Counselors</p> <p>TEA Priorities: Connect high school to career and college</p> <p>Problem Statements: Demographics 3 - Student Learning 1 - School Processes & Programs 3 - Perceptions 3</p>	<p>Nov November Evidence of Progress  College and financial aid information have been published through, KCC website, announcements, Schoology, My 95.1, TV's, and multiple during the day presentations from the Scholarship Lady and evening presentations.</p> <p>Jan January Evidence of Progress  College and financial aid information have been published through, KCC website, announcements, Schoology, My 95.1, TV's, and multiple during the day presentations from the Scholarship Lady and evening presentations.</p> <p>Mar March Evidence of Progress</p> <p>June June Evidence of Progress</p>







Strategy 4 Details	Reviews
<p>Strategy 4: Students will have the opportunity to attend presentations on college and financial aid.</p> <p>Strategy's Expected Result/Impact: Offer at least 2 general day-time presentations and at least 2 evening presentations each semester. Share resources from Naviance and the Scholarship Lady of Central Texas with students each marking period.</p> <p>Staff Responsible for Monitoring: KCC Counselors, Gear Up</p> <p>TEA Priorities: Connect high school to career and college</p>	<p>Nov November Evidence of Progress  The Scholarship Lady of Central Texas has done an evening and a during the day presentation each month.</p> <p>Jan January Evidence of Progress  The Scholarship Lady of Central Texas has done an evening and a during the day presentation each month.</p> <p>Mar March Evidence of Progress</p> <p>June June Evidence of Progress</p>
Strategy 5 Details	Reviews
<p>Strategy 5: Students will have the opportunity to meet with college reps to learn about admission requirements.</p> <p>Strategy's Expected Result/Impact: Provide at least 2 college trips, and have at least 3 college reps visit our campus each semester.</p> <p>Staff Responsible for Monitoring: KCC Counselors</p> <p>TEA Priorities: Connect high school to career and college</p>	<p>Nov November Evidence of Progress  Central Texas College, Universal Technical Institute and TAMU-CT have made campus visits to KCC.</p> <p>Jan January Evidence of Progress  Central Texas College, Universal Technical Institute and TAMU-CT have made campus visits to KCC.</p> <p>Mar March Evidence of Progress</p> <p>June June Evidence of Progress</p>

Strategy 6 Details	Reviews
<p>Strategy 6: Current scholarship opportunities will be posted on various media such as: campus website, TV monitors, and KCC social media platforms</p> <p>Strategy's Expected Result/Impact: Scholarship information will be accessible online everyday.</p> <p>Staff Responsible for Monitoring: KCC Counselors</p> <p>TEA Priorities: Connect high school to career and college</p>	<p>Nov November Evidence of Progress</p> <p> Scholarship information is posted on Naviance, in Schoology, and all students have access to a large number of scholarships available to them through the Scholarship Lady of Central Texas.</p> <p>Jan January Evidence of Progress</p> <p> Scholarship information is posted on Naviance, in Schoology, and all students have access to a large number of scholarships available to them through the Scholarship Lady of Central Texas.</p> <p>Mar March Evidence of Progress</p> <p>June June Evidence of Progress</p>
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>	

Goal 1: Killeen ISD will provide relevant, rigorous, and engaging learning opportunities to achieve academic success and graduate future-ready students.

Performance Objective 2: Create an engaging classroom experience for all learners, using best practices from research, to improve student achievement.







Evaluation Data Sources: CCMR Data, EOC Data, Walkthrough Data, Observation Data, Student and Parent Surveys

Strategy 1 Details	Reviews
<p>Strategy 1: Teachers will implement the best practice strategies of the KISD instructional framework with fidelity to improve instruction and CCMR outcomes for students.</p> <p>Strategy's Expected Result/Impact: Student achievement, student success, and student engagement will increase.</p> <p>Staff Responsible for Monitoring: Admin, Teachers</p>	<p>Nov November Evidence of Progress</p> <p> Teachers are utilizing the KISD instructional framework as observed by walkthroughs, coaching walks, and observations. Students progress towards our CCMR goal is at 64%.</p> <p>Jan January Evidence of Progress</p> <p> Teachers are utilizing the KISD instructional framework as observed by walkthroughs, coaching walks, and observations. Students progress towards our CCMR goal is at 68%.</p> <p>Mar March Evidence of Progress</p> <p>June June Evidence of Progress</p>
<p>  No Progress  Accomplished  Continue/Modify  Discontinue </p>	

Goal 1: Killeen ISD will provide relevant, rigorous, and engaging learning opportunities to achieve academic success and graduate future-ready students.

Performance Objective 3: By monitoring the progress of all student groups (race/ethnicity, special education, ELL, economically disadvantaged), strengthening the instructional core, and implementing RtI with fidelity, students within all student groups will perform within 5% or better of the all students category on EOC exams.



Evaluation Data Sources: STAAR / EOC Results







Strategy 1 Details	Reviews
<p>Strategy 1: Teachers will administer formative assessments (CUA where applicable) in each unit. Scores and data will be used to provide interventions so that students will be successful on their EOC based summative assignments.</p> <p>Strategy's Expected Result/Impact: Student success on EOC's.</p> <p>Staff Responsible for Monitoring: Principal, Assistant Principal, Teachers</p>	<p>Nov November Evidence of Progress  CUA's are being administered to ELA and History students. PLC's are meeting to analyze data, plan, and implement interventions.</p> <p>Jan January Evidence of Progress  CUA's are being administered to ELA and History students. PLC's are meeting to analyze data, plan, and implement interventions.</p> <p>Mar March Evidence of Progress</p> <p>June June Evidence of Progress</p>
<p>  No Progress  Accomplished  Continue/Modify  Discontinue </p>	

Goal 1: Killeen ISD will provide relevant, rigorous, and engaging learning opportunities to achieve academic success and graduate future-ready students.

Performance Objective 4: By implementing the district curriculum along with strategies and initiatives to strengthen the instructional core, 80% of tested students will meet or exceed the approaches level on the ELA II EOC.

Evaluation Data Sources: Performance on STAAR / EOC Exams


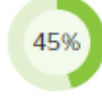


Strategy 1 Details	Reviews
<p>Strategy 1: Teachers will participate in training and vertical alignment planning in order to develop instruction which prepares students to be successful in coursework.</p> <p>Strategy's Expected Result/Impact: Improved performance of students in course content to include EOC's.</p> <p>Staff Responsible for Monitoring: Principal, Asst Principal, CTE DIS, Teachers</p>	<p>Nov November Evidence of Progress</p> <p> ELA teachers are participating in campus and district training, as well as, participating in the Central Texas Writing Project.</p> <p>Jan January Evidence of Progress</p> <p></p> <p>Mar March Evidence of Progress</p> <p>June June Evidence of Progress</p>







Strategy 2 Details	Reviews
<p>Strategy 2: Teachers will administer CUA's and through the PLC process will work to ensure students are progressing towards success on the EOC.</p> <p>Strategy's Expected Result/Impact: 80% of tested students will meet or exceed the approaches level on the ELA II EOC ELA II scores will improve by at least 5% at the masters level</p> <p>Staff Responsible for Monitoring: Principal, CTE CIS, Assistant Principal</p> <p>TEA Priorities: Build a foundation of reading and math</p>	<div data-bbox="1276 342 2030 743"> <p>Nov November Evidence of Progress  CUA's are being administered to ELA students. PLC's are meeting to analyze data, plan, and implement interventions.</p> <p>Jan January Evidence of Progress  CUA's are being administered to ELA students. PLC's are meeting to analyze data, plan, and implement interventions.</p> <p>Mar March Evidence of Progress</p> <p>June June Evidence of Progress</p> </div>
<div style="display: flex; justify-content: space-around; align-items: center;"> <div data-bbox="470 802 663 846">  No Progress </div> <div data-bbox="768 802 982 846">  Accomplished </div> <div data-bbox="1083 802 1331 846">  Continue/Modify </div> <div data-bbox="1436 802 1629 846">  Discontinue </div> </div>	

Goal 1: Killeen ISD will provide relevant, rigorous, and engaging learning opportunities to achieve academic success and graduate future-ready students.

Performance Objective 5: By implementing the curriculum along with strategies and initiatives to strengthen the instructional core, at least 90% of KCC all day students will graduate on the foundation graduation plan with at least one endorsement.

Evaluation Data Sources: Graduation plans



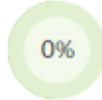
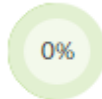
Strategy 1 Details	Reviews
<p>Strategy 1: PLC's will examine student formative assessment data to ensure that they are progressing towards course and program goals.</p> <p>Strategy's Expected Result/Impact: 90% or more of KCC all day students will graduate with an endorsement.</p> <p>Staff Responsible for Monitoring: KCC Admin, Counselors</p>	<p>Nov November Evidence of Progress</p>  <p>KCC PLC's are meeting regularly to look at formative assessment data from student objectives, CCMR progress, and progress on Student Learning Objectives.</p> <p>Jan January Evidence of Progress</p>  <p>KCC PLC's are meeting regularly to look at formative assessment data from student objectives, CCMR progress, and progress on Student Learning Objectives.</p> <p>Mar March Evidence of Progress</p> <p>June June Evidence of Progress</p>
Strategy 2 Details	Reviews
<p>Strategy 2: Students will learn about the industry-based certifications offered in their program of study during instruction. They will also learn about the requirements for obtaining these certifications, such as meeting a specified number of instructional hours. Students will participate in events and instructional experiences related to their program of study/endorsement/or CTSO beyond the normal school day. For example, our cosmetology students will work on Tuesday evenings.</p> <p>Strategy's Expected Result/Impact: Students participating in programs offering industry based certifications will successfully obtain the certifications.</p> <p>2021 - 2022 school year 79% of seniors earned an IBC. The goal for the 2022 - 2023 school year is for 85% or more of seniors to earn an IBC.</p> <p>Staff Responsible for Monitoring: KCC Teachers KCC Leadership Team</p> <p>TEA Priorities: Connect high school to career and college</p> <p>Problem Statements: Demographics 3 - Student Learning 1 - School Processes & Programs 3 - Perceptions 3</p>	<p>Nov November Evidence of Progress</p>  <p>Currently 66% of seniors have met a CCMR indicator.</p> <p>Jan January Evidence of Progress</p>  <p>68% of seniors have met a CCMR indicator and KCC teachers are reviewing not only CCMR indicators, but also, ensuring students are TSI complete if they plan to attend college.</p> <p>Mar March Evidence of Progress</p> <p>June June Evidence of Progress</p>









Strategy 3 Details	Reviews
<p>Strategy 3: Teachers will offer tutoring a minimum of two times a week and focus on interventions for students that need additional time or opportunities to gain a deeper understanding of the content.</p> <p>Strategy's Expected Result/Impact: Higher success rate for students completing courses.</p> <p>Staff Responsible for Monitoring: KCC teachers, KCC Administration</p>	<div data-bbox="1283 240 1377 370"> <p>Nov</p>  </div> <div data-bbox="1535 240 1906 269"> <p>November Evidence of Progress</p> </div> <div data-bbox="1415 277 2018 370"> <p>Teachers are offering tutoring during Power Hour, after school, and some teachers are offering tutoring on Saturday each month.</p> </div> <div data-bbox="1283 396 1377 526"> <p>Jan</p>  </div> <div data-bbox="1545 396 1896 425"> <p>January Evidence of Progress</p> </div> <div data-bbox="1415 433 2018 526"> <p>Teachers are offering tutoring during Power Hour, after school, and some teachers are offering tutoring on Saturday each month.</p> </div> <div data-bbox="1299 552 1356 581"> <p>Mar</p> </div> <div data-bbox="1556 552 1885 581"> <p>March Evidence of Progress</p> </div> <div data-bbox="1299 607 1356 636"> <p>June</p> </div> <div data-bbox="1566 607 1875 636"> <p>June Evidence of Progress</p> </div>
<div style="display: flex; justify-content: space-around; align-items: center;"> <div data-bbox="470 695 663 740">  No Progress </div> <div data-bbox="768 695 982 740">  Accomplished </div> <div data-bbox="1083 695 1331 740">  Continue/Modify </div> <div data-bbox="1436 695 1629 740">  Discontinue </div> </div>	

Goal 1: Killeen ISD will provide relevant, rigorous, and engaging learning opportunities to achieve academic success and graduate future-ready students.

Performance Objective 6: Increase the success of students served by special programs on EOC exams, successful completion of their coursework, and earning industry based certifications.

Evaluation Data Sources: EOC data, student success rate on coursework, industry based certification data







Strategy 1 Details	Reviews
<p>Strategy 1: Teachers will implement the best practice strategies of the KISD instructional framework with fidelity to improve instruction and CCMR outcomes for students.</p> <p>Strategy's Expected Result/Impact: With appropriate materials and through the implementation of best practices in the classroom targeted student groups will increase success on EOC's, certifications, and course completion.</p> <p>Staff Responsible for Monitoring: KCC Administration</p> <p>Problem Statements: Demographics 3 - Student Learning 1 - School Processes & Programs 3 - Perceptions 3</p>	<p>Nov November Evidence of Progress</p> <p> KCC teachers are implementing the KISD instructional framework.</p> <p>Jan January Evidence of Progress</p> <p> KCC teachers are implementing the KISD instructional framework.</p> <p>Mar March Evidence of Progress</p> <p>June June Evidence of Progress</p>
Strategy 2 Details	Reviews
<p>Strategy 2: Students will participate in field trips to college campuses to explore admissions, program availability, and to motivate them to pursue post-secondary learning opportunities.</p> <p>Strategy's Expected Result/Impact: Special programs students participation in college field trips.</p> <p>Staff Responsible for Monitoring: KCC Administration, CTE Counselors, Inclusion teacher</p> <p>TEA Priorities: Connect high school to career and college</p>	<p>Nov November Evidence of Progress</p> <p> 0%</p> <p>Jan January Evidence of Progress</p> <p> 0%</p> <p>Mar March Evidence of Progress</p> <p>June June Evidence of Progress</p>

Strategy 3 Details	Reviews
<p>Strategy 3: Counseling staff shall recruit, advise, and encourage students to take CTE classes that lead to a career opportunity and/or certification.</p> <p>Strategy's Expected Result/Impact: Increase in enrollment in programs of study.</p> <p>Staff Responsible for Monitoring: CTE Program Advisor Counselors</p> <p>TEA Priorities: Connect high school to career and college</p> <p>Problem Statements: Demographics 3 - Student Learning 1 - School Processes & Programs 3 - Perceptions 3</p>	<p>Nov November Evidence of Progress</p> <p> KCC has participated in Academic Planning Fairs, created video, and utilized numerous social media posts to recruit students. KCC staff has also supported advising students during 4 year planning at the 8th grade level. Many of our campuses 8th graders have made tours to KCC to learn more about our programs.</p> <p>Jan January Evidence of Progress</p> <p> KCC has participated in Academic Planning Fairs, created video, and utilized numerous social media posts to recruit students. KCC staff has also supported advising students during 4 year planning at the 8th grade level. Many of our campuses 8th graders have made tours to KCC to learn more about our programs.</p> <p>Mar March Evidence of Progress</p> <p>June June Evidence of Progress</p>
Strategy 4 Details	Reviews
<p>Strategy 4: Tutoring will be provided to support students in achieving academic success.</p> <p>Strategy's Expected Result/Impact: Students will attend tutoring and demonstrate academic achievement via successful grades in their coursework, successful scores on the STAAR End of Course exams, and maintaining eligibility for UIL.</p> <p>Staff Responsible for Monitoring: KCC Administrators</p>	<p>Nov November Evidence of Progress</p> <p> Students are regularly using Power Hour for tutoring purposes along with after school and weekend tutoring opportunities.</p> <p>Jan January Evidence of Progress</p> <p> Students are regularly using Power Hour for tutoring purposes along with after school and weekend tutoring opportunities.</p> <p>Mar March Evidence of Progress</p> <p>June June Evidence of Progress</p>
<p>  No Progress  Accomplished  Continue/Modify  Discontinue </p>	

Goal 1: Killeen ISD will provide relevant, rigorous, and engaging learning opportunities to achieve academic success and graduate future-ready students.

Performance Objective 7: Social Studies EOC testers will maintain approaches level scores at 96% or higher.

Evaluation Data Sources: EOC test results

Strategy 1 Details	Reviews
<p>Strategy 1: Social Studies Teachers will administer formative assessments (CUA's where appropriate) in each unit. Scores and data will be used to provide interventions so that students will be successful on their EOC based summative assignments.</p> <p>Strategy's Expected Result/Impact: Student success on summative assignments and EOC's.</p> <p>Staff Responsible for Monitoring: Teachers and Administrators</p>	<div data-bbox="1276 500 2028 634"> <p>Nov November Evidence of Progress</p>  <p>CUA's are being administered to History students. PLC's are meeting to analyze data, plan, and implement interventions.</p> </div> <div data-bbox="1276 659 2028 794"> <p>Jan January Evidence of Progress</p>  <p>CUA's are being administered to History students. PLC's are meeting to analyze data, plan, and implement interventions.</p> </div> <div data-bbox="1276 818 2028 846"> <p>Mar March Evidence of Progress</p> </div> <div data-bbox="1276 870 2028 898"> <p>June June Evidence of Progress</p> </div>
<div style="display: flex; justify-content: space-around; align-items: center;"> <div data-bbox="468 959 663 1003">  No Progress </div> <div data-bbox="764 959 982 1003">  Accomplished </div> <div data-bbox="1083 959 1331 1003">  Continue/Modify </div> <div data-bbox="1432 959 1627 1003">  Discontinue </div> </div>	

Goal 1: Killeen ISD will provide relevant, rigorous, and engaging learning opportunities to achieve academic success and graduate future-ready students.

Performance Objective 8: Increase program enrollment for workforce identified in high wage and in demand jobs by at least 5% from the 22 - 23 school year to the 23 - 24 school year. At KCC the programs that meet this definition and have low enrollment numbers are electrical technology; IT/Cyber; Education and Training; and Robotics.

Increase non-traditional program enrollment by 5% from the 22 - 23 school year to the 23-24school year as identified by the federal Perkins Grant. At KCC these programs are:

17 - 18 = 35.46%

18 - 19 = 36.55%

19 - 20 = 34%

Males

Animal Science

Education and Training

Health Science

Cosmetology

Female

Architectural Design

Construction

Electrical Technology

A/V Productions

IT/Cyber Security

Welding









Marketing

Robotics

Automotive Technology

Auto Collision





Evaluation Data Sources: SSRS Reports with enrollment and course request data.




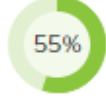
Strategy 1 Details	Reviews
<p>Strategy 1: Recruit at Home Campus Events, Middle School Tours, Elementary Career Fairs, and via Social Media Platforms.</p> <p>Strategy's Expected Result/Impact: Increase targeted program enrollments.</p> <p>Staff Responsible for Monitoring: CTE Program Advisor, Counselors, Program Teachers, and Campus Leadership</p> <p>TEA Priorities: Connect high school to career and college - Results Driven Accountability</p>	<p>Nov November Evidence of Progress  Recruiting has taken place at home campus events and through social media. Additionally, almost all 8th graders will tour KCC by the end of January.</p> <p>Jan January Evidence of Progress  Recruiting has taken place at home campus events and through social media. Additionally, all 8th graders will tour KCC by the end of January.</p> <p>Mar March Evidence of Progress</p> <p>June June Evidence of Progress</p>
Strategy 2 Details	Reviews
<p>Strategy 2: Recruit through KCC events and camps.</p> <p>Strategy's Expected Result/Impact: Increase targeted program enrollments.</p> <p>Staff Responsible for Monitoring: CTE Program Advisor, Counselors, Program Teachers, and Campus Leadership</p> <p>TEA Priorities: Connect high school to career and college - Results Driven Accountability</p>	<p>Nov November Evidence of Progress  Recruiting is taking place at KCC events.</p> <p>Jan January Evidence of Progress  Recruiting is taking place at KCC events.</p> <p>Mar March Evidence of Progress</p> <p>June June Evidence of Progress</p>
<p>  No Progress  Accomplished  Continue/Modify  Discontinue </p>	







Goal 2: Killeen ISD will recruit, retain, and develop highly qualified staff by providing professional growth opportunities and supporting employee wellness and self-care.

Performance Objective 1: Improve implementation of the KISD instructional framework. 100% of teachers will engage in individualized and/or job specific professional development

Evaluation Data Sources: Walkthrough data, CCMR Data, EOC Data, PD Data

Strategy 1 Details	Reviews
<p>Strategy 1: All teachers will engage in PLC meetings, and campus/district professional development. Strategy's Expected Result/Impact: Improve implementation of the KISD instructional framework and improved student success. Staff Responsible for Monitoring: KCC Administration, Teachers</p> <p>TEA Priorities: Recruit, support, retain teachers and principals</p>	<p>Nov November Evidence of Progress  PLC meetings are taking place. Additionally, staff participated in campus PD and a mini job alike.</p> <p>Jan January Evidence of Progress  PLC meetings are taking place. Additionally, staff participated in campus PD and a mini job alike.</p> <p>Mar March Evidence of Progress</p> <p>June June Evidence of Progress</p>
Strategy 2 Details	Reviews
<p>Strategy 2: Staff will attend professional development/training to learn more about relevant topics, such as classroom management, technology, instructional strategies, and differentiation. Strategy's Expected Result/Impact: Staff learning will increase student success in their courses. Staff Responsible for Monitoring: KCC Administration</p> <p>TEA Priorities: Recruit, support, retain teachers and principals</p> <p>Problem Statements: Demographics 2</p>	<p>Nov November Evidence of Progress  Staff have participated in campus, district, state, and national training sessions throughout the year.</p> <p>Jan January Evidence of Progress  Staff have participated in campus, district, state, and national training sessions throughout the year.</p> <p>Mar March Evidence of Progress</p> <p>June June Evidence of Progress</p>





Strategy 3 Details	Reviews
<p>Strategy 3: New teacher meetings will be held throughout the school year to provide new teachers with additional support and time to collaborate with other new teachers and the campus administrative team.</p> <p>Strategy's Expected Result/Impact: Improved retention of new teachers.</p> <p>Staff Responsible for Monitoring: CTE & STEM DIS</p> <p>TEA Priorities: Recruit, support, retain teachers and principals</p> <p>Problem Statements: Demographics 2</p>	<p>Nov November Evidence of Progress  New teachers are meeting with their mentors and are having regular informal meetings with campus leadership to encourage and support them.</p> <p>Jan January Evidence of Progress  New teachers are meeting with their mentors and are having regular informal meetings with campus leadership to encourage and support them.</p> <p>Mar March Evidence of Progress</p> <p>June June Evidence of Progress</p>
Strategy 4 Details	Reviews
<p>Strategy 4: Development of teacher instructional strategies through PLC activities. PLC discussions are guided by the four questions of a PLC.</p> <p>Strategy's Expected Result/Impact: Improve KCC students graduating meeting CCMR indicators to 85%.</p> <p>2021 -2022 - 79%</p> <p>Staff Responsible for Monitoring: KCC Administration</p> <p>Problem Statements: Demographics 2</p>	<p>Nov November Evidence of Progress  Staff are utilizing the four questions of the PLC to guide their conversations.</p> <p>Jan January Evidence of Progress  Staff are utilizing the four questions of the PLC to guide their conversations. Currently 68% of seniors have met a CCMR indicator.</p> <p>Mar March Evidence of Progress</p> <p>June June Evidence of Progress</p>







Strategy 5 Details	Reviews
<p>Strategy 5: Staff collaboration time will be increased by providing time on each of the 6 PD days during the school year for teachers to collaborate in addition to regular PLC meetings.</p> <p>Strategy's Expected Result/Impact: Staff will have additional time for collaboration.</p> <p>Staff Responsible for Monitoring: Admin.</p>	<div data-bbox="1281 235 2005 365"> <p>Nov November Evidence of Progress Staff are given time during PD days to meet in PLC's.</p>  </div> <div data-bbox="1281 389 2005 519"> <p>Jan January Evidence of Progress Staff are given time during PD days to meet in PLC's.</p>  </div> <div data-bbox="1281 544 2005 584"> <p>Mar March Evidence of Progress</p> </div> <div data-bbox="1281 600 2005 641"> <p>June June Evidence of Progress</p> </div>
<div style="display: flex; justify-content: space-around; align-items: center;"> <div data-bbox="462 690 661 738">  No Progress </div> <div data-bbox="756 690 976 738">  Accomplished </div> <div data-bbox="1071 690 1333 738">  Continue/Modify </div> <div data-bbox="1428 690 1627 738">  Discontinue </div> </div>	





Goal 3: Killeen ISD will engage in transparent, timely communication with all stakeholders to build positive, supportive relationships with the community.







Performance Objective 1: All Killeen ISD personnel will promote effective parental and community involvement through communication, participation, and partnerships in accomplishing the district's goals.

Evaluation Data Sources: Parent sign in logs, Staff Communication logs

Strategy 1 Details	Reviews
<p>Strategy 1: Volunteer opportunities will be advertised for soldiers, parents and community members to support and participate in campus events throughout the school year.</p> <p>Strategy's Expected Result/Impact: Increase partnerships that help student success and achieving the district goals.</p> <p>Staff Responsible for Monitoring: CTE Program Advisor</p>	<p>Nov November Evidence of Progress  Adopt A Unit members have volunteered at multiple campus events.</p> <p>Jan January Evidence of Progress  Adopt A Unit members have volunteered at multiple campus events.</p> <p>Mar March Evidence of Progress</p> <p>June June Evidence of Progress</p>
Strategy 2 Details	Reviews
<p>Strategy 2: KCC will partner with Adopt-A-Unit to seek unit's participation in campus events and to provide participation in the unit's events throughout the school year.</p> <p>Strategy's Expected Result/Impact: Increase in partnership opportunities that will further the mission of both organizations.</p> <p>Staff Responsible for Monitoring: CTE Program Advisor and CTSO Sponsors</p>	<p>Nov November Evidence of Progress  Adopt A Unit members have volunteered at multiple campus events.</p> <p>Jan January Evidence of Progress  Adopt A Unit members have volunteered at multiple campus events.</p> <p>Mar March Evidence of Progress</p> <p>June June Evidence of Progress</p>

Strategy 3 Details	Reviews
<p>Strategy 3: CTE staff will hold cluster advisory meetings per TEA Requirements.</p> <p>Strategy's Expected Result/Impact: Learning opportunities for students and staff will be relevant and aligned with post-secondary and industry standards.</p> <p>Staff Responsible for Monitoring: Principal</p> <p>TEA Priorities: Connect high school to career and college</p>	<p>Nov November Evidence of Progress CTE staff have held Advisory Meetings.</p>  <p>Jan January Evidence of Progress CTE staff have held Advisory Meetings.</p>  <p>Mar March Evidence of Progress CTE staff have held Advisory Meetings.</p>  <p>June June Evidence of Progress</p>
Strategy 4 Details	Reviews
<p>Strategy 4: KCC will host a parent and student information session to inform parents and students about the requirements and expectations for courses as needed.</p> <p>Strategy's Expected Result/Impact: Improved communication and understanding of course objectives, requirements, and outcomes.</p> <p>Staff Responsible for Monitoring: KCC Administration, KCC Teachers</p> <p>TEA Priorities: Connect high school to career and college</p>	<p>Nov November Evidence of Progress KCC held information sessions about programs as needed in August.</p>  <p>Jan January Evidence of Progress</p>  <p>Mar March Evidence of Progress</p>  <p>June June Evidence of Progress</p>





Strategy 5 Details	Reviews
<p>Strategy 5: CTE Counselors and a CTE Program Advisor will be hired to serve as a life-line for other district personnel, parents/guardians, and students to learn more about CTE programs and four-year planning for CTE endorsement areas. Additionally, students will be supported through the implementation of the districts guidance and counseling program.</p> <p>Strategy's Expected Result/Impact: Students will be engaged in activities supporting their learning and success in CTE programs. District staff, parents/guardians, and students will have a common understanding of CTE programming.</p> <p>Staff Responsible for Monitoring: Principal</p> <p>Problem Statements: Demographics 1, 3 - Student Learning 1 - School Processes & Programs 3 - Perceptions 3</p>	<p>Nov November Evidence of Progress  CTE counselors and CTE Program advisor are hired and actively serving and supporting KCC students, families, and staff.</p> <p>Jan January Evidence of Progress  CTE counselors and CTE Program advisor are hired and actively serving and supporting KCC students, families, and staff.</p> <p>Mar March Evidence of Progress</p> <p>June June Evidence of Progress</p>
Strategy 6 Details	Reviews
<p>Strategy 6: Increase communication with parents through a monthly newsletter and quarterly teacher updates.</p> <p>Strategy's Expected Result/Impact: Improve parent perceptions of KCC through increase understanding of the campus and our unique programming.</p> <p>Staff Responsible for Monitoring: Admin</p>	<p>Nov November Evidence of Progress  KCC has sent out a regular monthly newsletter. Staff are sending out an update each 9 weeks.</p> <p>Jan January Evidence of Progress  KCC has sent out a regular monthly newsletter. Staff are sending out an update each 9 weeks.</p> <p>Mar March Evidence of Progress</p> <p>June June Evidence of Progress</p>







Strategy 7 Details	Reviews
<p>Strategy 7: Work with students that are not successfully passing their classes to provide additional time, support, and structure. Teachers and administrators will regularly communicate with parents in regards to student progress.</p> <p>Strategy's Expected Result/Impact: Improved students success in coursework.</p> <p>Staff Responsible for Monitoring: Admin, teachers</p>	<div data-bbox="1297 256 2007 418"> <p>Nov November Evidence of Progress</p>  <p>Students that are not successfully passing their classes are assigned mandatory tutoring by their teachers. Additionally, KCC counselors visit with students that are not successfully passing their classes.</p> </div> <div data-bbox="1297 438 1894 568"> <p>Jan January Evidence of Progress</p>  </div> <div data-bbox="1297 592 1885 625"> <p>Mar March Evidence of Progress</p> </div> <div data-bbox="1297 649 1873 682"> <p>June June Evidence of Progress</p> </div>
<div style="display: flex; justify-content: space-around; align-items: center;"> <div data-bbox="472 738 661 787">  No Progress </div> <div data-bbox="766 738 976 787">  Accomplished </div> <div data-bbox="1081 738 1333 787">  Continue/Modify </div> <div data-bbox="1438 738 1627 787">  Discontinue </div> </div>	

Goal 3: Killeen ISD will engage in transparent, timely communication with all stakeholders to build positive, supportive relationships with the community.

Performance Objective 2: Communication to students through announcements, and social media will improve by 5%

Evaluation Data Sources: KCC student survey





Strategy 1 Details	Reviews
<p>Strategy 1: Staff will ensure students are able to engage in all campus wide announcements. Strategy's Expected Result/Impact: Improved communication with students</p> <p>In 21-22, 53% of students said daily announcements were effective, 35% were neutral, 11% felt they were ineffective.</p> <p>Staff Responsible for Monitoring: KCC Administration</p>	<p>Nov November Evidence of Progress  Announcements are made by students each day. KCC TV's regularly display videos and campus information.</p> <p>Jan January Evidence of Progress  Announcements are made by students each day. KCC TV's regularly display videos and campus information.</p> <p>Mar March Evidence of Progress</p> <p>June June Evidence of Progress</p>
Strategy 2 Details	Reviews
<p>Strategy 2: A student advisory group will be maintained. Strategy's Expected Result/Impact: Improved communication with students Staff Responsible for Monitoring: Principal</p>	<p>Nov November Evidence of Progress  Student Advisory Group members have met each month and communicated campus concerns and successes.</p> <p>Jan January Evidence of Progress  Student Advisory Group members have met each month and communicated campus concerns and successes.</p> <p>Mar March Evidence of Progress</p> <p>June June Evidence of Progress</p>





Strategy 3 Details	Reviews
<p>Strategy 3: KCC social media and website presence will increase.</p> <p>Strategy's Expected Result/Impact: Improved communication with students as evidenced through annual student survey.</p> <p>21-22: 45% of students felt that social media and the website were effective,41% were neutral, and 14% felt they were not helpful.</p> <p>Facebook reach was up 21% during school year with an additional 373 likes. Our Instagram reach was up 648% during school year with an additional 132 followers.</p> <p>Staff Responsible for Monitoring: CTE Program Advisor Webmaster</p>	<div data-bbox="1276 402 2030 544"> <p>Nov November Evidence of Progress</p>  <p>Our social media pages continue to increase each month and are actively posted on.</p> </div> <div data-bbox="1276 560 2030 701"> <p>Jan January Evidence of Progress</p>  <p>Our social media pages continue to increase each month and are actively posted on.</p> </div> <div data-bbox="1276 717 2030 755"> <p>Mar March Evidence of Progress</p> </div> <div data-bbox="1276 771 2030 808"> <p>June June Evidence of Progress</p> </div>
<div style="display: flex; justify-content: space-around; align-items: center;"> <div data-bbox="468 862 663 906">  No Progress </div> <div data-bbox="764 862 982 906">  Accomplished </div> <div data-bbox="1079 862 1333 906">  Continue/Modify </div> <div data-bbox="1434 862 1629 906">  Discontinue </div> </div>	



Goal 4: Killeen ISD will meet the social emotional needs of all students by fostering resilient relationships and providing a safe and healthy learning environment.



Performance Objective 1: Through implementation of an effective discipline management plan and providing a safe, secure, and orderly learning environment, we expect a 5% reduction in each discipline incident category.







Evaluation Data Sources: Monthly/Yearly Discipline incident reports

Strategy 1 Details	Reviews
<p>Strategy 1: Teacher duty stations will be assigned. Strategy's Expected Result/Impact: Staff will serve their duty by being visible throughout the building before school, during student lunches, and after school. Staff Responsible for Monitoring: KCC Admin</p>	<p>Nov November Evidence of Progress  Staff are regularly at their duty stations ensuring student safety.</p> <p>Jan January Evidence of Progress  Staff are regularly at their duty stations ensuring student safety.</p> <p>Mar March Evidence of Progress</p> <p>June June Evidence of Progress</p>
Strategy 2 Details	Reviews
<p>Strategy 2: KISD police will monitor the inside and outside of the building as needed. Strategy's Expected Result/Impact: Police are visible throughout the school day. Staff Responsible for Monitoring: KISD Police assigned to KCC</p> <p>Problem Statements: School Processes & Programs 2</p>	<p>Nov November Evidence of Progress  KISD Police respond quickly whenever an issue arises.</p> <p>Jan January Evidence of Progress  KISD Police respond quickly whenever an issue arises.</p> <p>Mar March Evidence of Progress</p> <p>June June Evidence of Progress</p>

Strategy 3 Details	Reviews
<p>Strategy 3: District assigned drug dog will be used.</p> <p>Strategy's Expected Result/Impact: Drug dog will be on campus at least once a month to deter student possession of drugs on campus.</p> <p>Staff Responsible for Monitoring: KCC Administration</p>	<p>Nov November Evidence of Progress The district drug dog has visited KCC.</p>  <p>Jan January Evidence of Progress The district drug dog has visited KCC.</p>  <p>Mar March Evidence of Progress</p> <p>June June Evidence of Progress</p>
Strategy 4 Details	Reviews
<p>Strategy 4: Conduct monthly safety drills beginning in September.</p> <p>Strategy's Expected Result/Impact: Students and staff will evacuate the building under three minutes in a safe and orderly manner.</p> <p>Staff Responsible for Monitoring: KCC Administration</p>	<p>Nov November Evidence of Progress All monthly safety drills are being conducted as required.</p>  <p>Jan January Evidence of Progress All monthly safety drills are being conducted as required.</p>  <p>Mar March Evidence of Progress</p> <p>June June Evidence of Progress</p>

Strategy 5 Details	Reviews
<p>Strategy 5: Administrative review of emergency plans and drills and recommendations for improvement of safety on campus.</p> <p>Strategy's Expected Result/Impact: KCC Admin will meet after each monthly drill to guide needed improvements for student safety.</p> <p>Staff Responsible for Monitoring: KCC Administration</p>	<p>Nov November Evidence of Progress  KCC Admin debrief after each drill to review any improvements needed.</p> <p>Jan January Evidence of Progress  KCC Admin debrief after each drill to review any improvements needed.</p> <p>Mar March Evidence of Progress</p> <p>June June Evidence of Progress</p>
Strategy 6 Details	Reviews
<p>Strategy 6: Continued use of high resolution cameras to monitor student activity in the hallways and campus exterior.</p> <p>Strategy's Expected Result/Impact: Provide a safe school environment.</p> <p>Staff Responsible for Monitoring: KCC Administration and KISD police</p>	<p>Nov November Evidence of Progress Cameras are maintained and help to provide a safe school environment.</p> <p>Jan January Evidence of Progress Cameras are maintained and help to provide a safe school environment.</p> <p>Mar March Evidence of Progress</p> <p>June June Evidence of Progress</p>







Strategy 7 Details	Reviews
<p>Strategy 7: Students, parents, and faculty may use an online system to report suspected bullying on campus. All reports in online will be investigated by the Assistant Principal(s).</p> <p>Strategy's Expected Result/Impact: Students will experience a safe campus. Student survey results will measure effectiveness.</p> <p>21-22: 87% of students felt safe, 10% were neutral, 3% did not feel safe.</p> <p>Staff Responsible for Monitoring: KCC Assistant Principal</p>	<p>Nov November Evidence of Progress</p> <p>The online anonymous reporting system is regularly advertised in KCC newsletters. Students feel comfortable reporting concerns to adults on campus and do so when needed.</p> <p>Jan January Evidence of Progress</p> <p>The online anonymous reporting system is regularly advertised in KCC newsletters. Students feel comfortable reporting concerns to adults on campus and do so when needed.</p> <p>Mar March Evidence of Progress</p> <p>June June Evidence of Progress</p>
Strategy 8 Details	Reviews
<p>Strategy 8: Through the implementation of Restorative Practices teachers will build more positive relationships with students, and implement a consistent behavior management plan.</p> <p>Strategy's Expected Result/Impact: Decreased student behavior incidents</p> <p>Staff Responsible for Monitoring: Teachers, Admin</p>	<p>Nov November Evidence of Progress</p> <p> KCC has implemented the Restorative Practices program campus wide.</p> <p>Jan January Evidence of Progress</p> <p> KCC has implemented the Restorative Practices program campus wide.</p> <p>Mar March Evidence of Progress</p> <p>June June Evidence of Progress</p>

Strategy 9 Details	Reviews
<p>Strategy 9: Through the implementation of health services students at the KISD Career Center will be provided with the physical health services needed.</p> <p>Strategy's Expected Result/Impact: Students health will be monitored and cared for.</p> <p>Staff Responsible for Monitoring: Nurse</p> <p>Problem Statements: School Processes & Programs 2</p>	<p>Nov November Evidence of Progress  KCC has a 1/2 time nurse and a full time clinic aid available to provide care. If needed the nurse is able to quickly come back to KCC.</p> <p>Jan January Evidence of Progress  KCC has a 1/2 time nurse and a full time clinic aid available to provide care. If needed the nurse is able to quickly come back to KCC.</p> <p>Mar March Evidence of Progress</p> <p>June June Evidence of Progress</p>
<p>  No Progress  Accomplished  Continue/Modify  Discontinue </p>	

Goal 5: Killeen ISD will efficiently manage and allocate district resources to maximize student learning opportunities.

Performance Objective 1: Through efficient and effective management of resources and operations, campus support will be maximized.







Evaluation Data Sources: Time, Resources, Budget and Inventory reports

Strategy 1 Details	Reviews
<p>Strategy 1: SBDM Committee will evaluate performance objectives in the campus improvement plan to ensure the connection between the objectives and student achievement.</p> <p>Strategy's Expected Result/Impact: Campus Improvement Plan</p> <p>Staff Responsible for Monitoring: KCC Administration and KCC SBDM Committee</p>	<p>Nov November Evidence of Progress  SBDM met in October, reviewed and approved the Campus improvement plan.</p> <p>Jan January Evidence of Progress  SBDM is meeting in January to review progress towards campus wide goals.</p> <p>Mar March Evidence of Progress</p> <p>June June Evidence of Progress</p>
<p>  No Progress  Accomplished  Continue/Modify  Discontinue </p>	

Goal 5: Killeen ISD will efficiently manage and allocate district resources to maximize student learning opportunities.

Performance Objective 2: Achieve a seamless integration of innovative technologies in the teaching and learning environment to support all learners.







Evaluation Data Sources: Campus Improvement Plan funding summary. TEAMS report.

Strategy 1 Details	Reviews
<p>Strategy 1: Campus equipment and supplies (including computers, graphing calculators, and other technologies as recommended by staff, administration, BEST Advisory board, SBDM committee) will be effectively utilized to enhance instruction and increase the level of rigor.</p> <p>Strategy's Expected Result/Impact: Improve KCC students graduating meeting CCMR indicators to 85%.</p> <p>2021 -2022 - 79%</p> <p>Staff Responsible for Monitoring: KCC Admin, SBDM</p> <p>TEA Priorities: Connect high school to career and college</p> <p>Problem Statements: Demographics 3 - Student Learning 1 - School Processes & Programs 3 - Perceptions 3</p>	<div style="display: flex; flex-direction: column; align-items: flex-start;"> <div style="display: flex; justify-content: space-between; width: 100%;"> Nov November Evidence of Progress </div> <div style="display: flex; align-items: center; margin-bottom: 10px;">  <div style="margin-left: 10px;">KCC is providing state of the art equipment for students to work on as recommended by staff and Advisory Board members.</div> </div> <div style="display: flex; justify-content: space-between; width: 100%;"> Jan January Evidence of Progress </div> <div style="display: flex; align-items: center; margin-bottom: 10px;">  </div> <div style="display: flex; justify-content: space-between; width: 100%;"> Mar March Evidence of Progress </div> <div style="display: flex; justify-content: space-between; width: 100%;"> June June Evidence of Progress </div> </div>
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="display: flex; align-items: center;">  No Progress </div> <div style="display: flex; align-items: center;">  Accomplished </div> <div style="display: flex; align-items: center;">  Continue/Modify </div> <div style="display: flex; align-items: center;">  Discontinue </div> </div>	

Goal 5: Killeen ISD will efficiently manage and allocate district resources to maximize student learning opportunities.

Performance Objective 3: Ensure that all learners have ubiquitous and equitable capacity, infrastructure, staffing, hardware and software to support effective and efficient operations.







Evaluation Data Sources: Increase in use of innovative technologies for teaching and learning.

Strategy 1 Details	Reviews
<p>Strategy 1: Ensure that technical support is provided in order to keep computers and computer labs updated and functional to maximize instruction.</p> <p>Strategy's Expected Result/Impact: Repair logs, teacher/computer tech input.</p> <p>Staff Responsible for Monitoring: Career Center Administrative Team.</p> <p>Problem Statements: Demographics 3 - Student Learning 1 - School Processes & Programs 3 - Perceptions 3</p>	<div style="text-align: center;"> <p>Nov November Evidence of Progress</p>  <p>Campus techs provide support to teachers regularly to ensure devices are working for instructional objectives.</p> </div> <div style="text-align: center;"> <p>Jan January Evidence of Progress</p>  <p>Campus techs provide support to teachers regularly to ensure devices are working for instructional objectives.</p> </div> <div style="text-align: center;"> <p>Mar March Evidence of Progress</p> </div> <div style="text-align: center;"> <p>June June Evidence of Progress</p> </div>
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress </div> <div style="text-align: center;">  Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </div>	

Goal 5: Killeen ISD will efficiently manage and allocate district resources to maximize student learning opportunities.

Performance Objective 4: Student participation in CTSO's will increase by 5% or more.

Evaluation Data Sources: CTSO Membership Rosters

Strategy 1 Details	Reviews
<p>Strategy 1: Students will be provided opportunities outside of the normal class time to prepare for CTSO activities.</p> <p>Strategy's Expected Result/Impact: Increased student participation and success in CTSO's.</p> <p>Staff Responsible for Monitoring: CTE Program Advisor KCC Admin</p> <p>TEA Priorities: Connect high school to career and college</p> <p>Problem Statements: Demographics 1, 3 - Student Learning 1 - School Processes & Programs 3 - Perceptions 3</p>	<div style="text-align: center;"> <p>Nov November Evidence of Progress</p>  25% Staff are recruiting for and planning for upcoming CTSO competitions. </div> <div style="text-align: center;"> <p>Jan January Evidence of Progress</p>  50% Many CTSO's have greater participation than in previous years. </div> <div style="text-align: center;"> <p>Mar March Evidence of Progress</p> </div> <div style="text-align: center;"> <p>June June Evidence of Progress</p> </div>
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress </div> <div style="text-align: center;">  Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </div>	