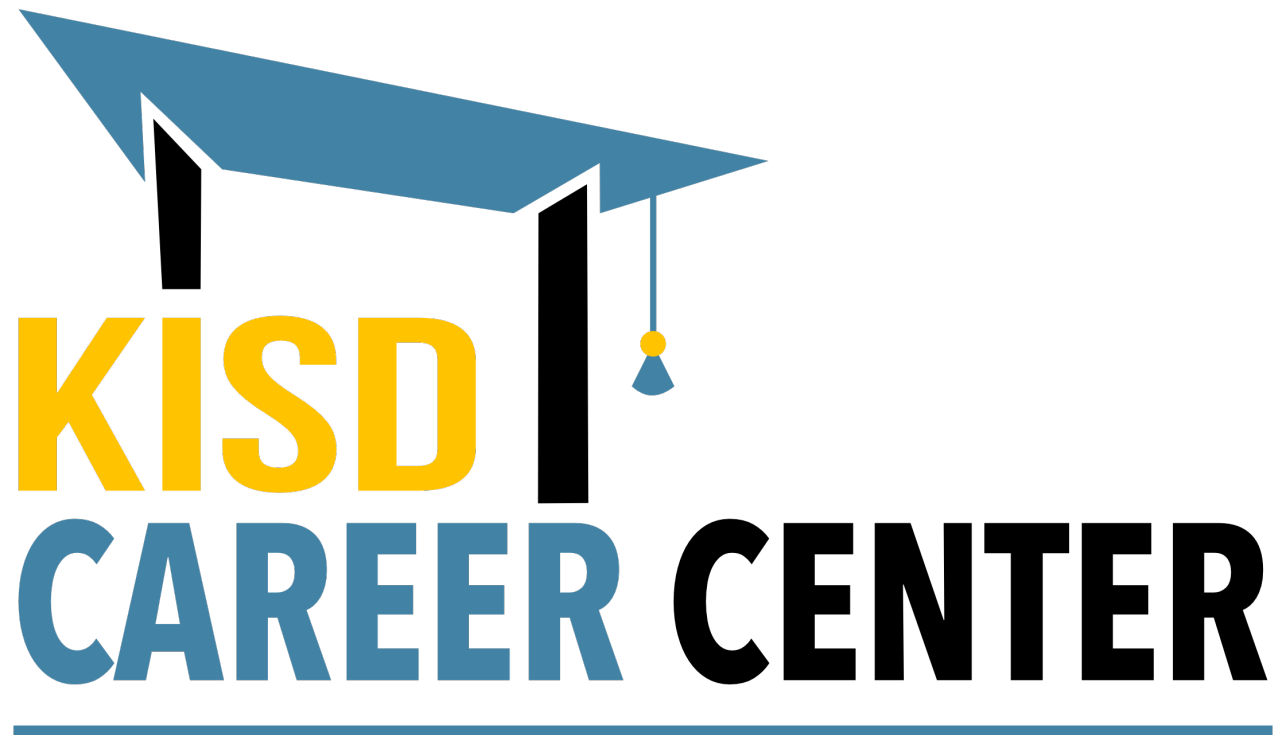


Killeen Independent School District
Career Center
2023-2024



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.

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Comprehensive Needs Assessment

Demographics

Demographics Summary

The KISD Career Center (KCC) is a Career and Technical Education (CTE) facility in the Killeen Independent School District (KISD). In 2012, KCC officially opened at 1320 Stagecoach Road in Killeen, Texas.

Our feeder pattern is district-wide, and we have open enrollment for all 10th through 12th graders. The students that attend KCC (% of their enrollment) are from Ellison HS (28%), Killeen HS (12%), Harker Heights HS (22%), Shoemaker HS (19%), Chaparral HS (16%) and Pathways Academic Center (1%). Students have the option to attend either the morning (4 instructional periods) or afternoon sessions (3 instructional periods); juniors and seniors may attend all day if their schedule allows.

Building	CCZ	CCAM	CCPM	CCALL	Total KCC Enrollment
CE Ellison HS	0	164	271	18	453
Killeen HS	0	96	97	5	198
Harker Heights HS	1	185	157	14	357
Robert M Shoemaker HS	1	165	130	14	310
Chaparral High School		115	128	13	256
Pathways Academic Center	0	15	3	0	18
Total	2	740	786	64	1592

We have a diverse population of students attending the KISD Career Center 41% of our students are the dependents of active-duty military service members. 52% of the students are males, and 48% are female.

Students by Ethnicity:

Ethnicity	Percent
Hispanic	30.55%
Indian	0.17%
Asian	2.17%
Black	36.56%
Pacific Islander	2.67%
White	19.37%

Ethnicity	Percent
Two or More Races	8.51%

Students by Special Program Indicators:

Program	Percent
504	18.53%
Dyslexia	10.52%
LEP	4.48%
SPED	10.18%
GT	3.34%

In 2012-2013, the school year ended with 647 total students. As of May 25, 2023 there were 1,556 students enrolled.

During the 2022-2023 school year no students dropped out while attending KCC.

Teachers are recruited through job postings on the KISD website, in local newspapers, and on various professional organizational websites. Teachers are also recruited at teacher job fairs held within and outside the district. All CTE teachers who teach 4 or more CTE courses, receive a stipend. Our staff is comprised of 56.5 teachers, which include 17.5 core academic, 36 CTE, and 3 special education teachers. We also have 3 special education aides, 1 ISS aide, 1 computer aide, and 2 instructional aides.

Professional development opportunities are provided to teachers based upon instructional needs. We intentionally seek opportunities which support the integration of Core and CTE coursework. The majority of CTE teachers enter the teaching profession directly from an industry-based job. Providing quality professional development is essential to retaining CTE teachers throughout the district. The majority of this professional development is provided by statewide organizations, although we continue to seek and create local opportunities to provide professional development. KISD uses a mentoring program for all new teachers in the district. Each year, experienced teachers mentor new hires and follow guidelines required by the district. We have a buddy system for teachers new to our campus, but not new to teaching. 100% of KCC teachers have been trained in T-TESS.

Non-Traditional Enrollment:

KISD has a non-traditional program concentration of 34% compared to the state target of 47%

Staff Demographics:

Teachers by Ethnicity	Percent
African American	16%
Hispanic	0%
White	77%
American Indian	4%
Asian	4%
Pacific Islander	0%
Two or More	0%

Teachers by Sex	Percent
Male	51%
Female	49%

Teachers by Highest Degree Held	Percent
No Degree	9%
Associates	9%
Bachelors	49%
Masters	32%
Doctorate	2%

Teachers by Years of Experience	Percent
1 - 5 Years Experience	40%
6 - 10 Years Experience	18%
11-20 Years Experience	21%
21-30 Years Experience	14%
Over 30 Years Experience	7%

Our goal is to increase enrollment in high-wage, high needs jobs per the Perkins Grant information. Current demographics for KCC programs are as follows:

At KCC, these programs are:

Federal Data:

17 - 18 = 35.46%

18 - 19 = 36.55%

19 - 20 = 34%

22-23

Males

Animal Science 30%

Education and Training 38%

Health Science 26%

Cosmetology 4%

Female

Architectural Design 30%

Construction 7%

Electrical Technology 0%

A/V Productions 24%

IT/Cyber Security 16%

Welding 4%

Marketing 42%

Robotics 14%

Automotive Technology 7%

Auto Collision 0%

Demographics Strengths

Student enrollment closely mirrors the district's ethnic makeup. The career center is actively engaged in the community with numerous business and industry partnerships through practicum sites and advisory board members. The career center Retention of KCC teachers was at 88% from the 21-22 school year to the 22-23 school year.

Problem Statements Identifying Demographics Needs

Problem Statement 1: Student enrollment in certain programs at KCC are not in alignment with industry needs. Student enrollment in non-traditional courses is below the state average. **Root Cause:** Recruiting efforts have not focused on the specific programs to help increase student interest and awareness.

Problem Statement 2: All teachers need continuous professional development and CTE teachers need specialized training. **Root Cause:** The majority of CTE teachers enter the teaching profession directly from an industry-based job. Providing quality professional development is essential to retaining CTE teachers throughout the district.

Student Learning

Student Learning Summary

The main purpose of our facility is to support students in becoming college and career ready. Our data is not entirely comparable to the data from other campuses within the district. Our facility is an extension of the other campuses and is not a stand-alone campus. Students from all four of the traditional campuses and Pathways are represented in our data. In addition to state assessment data, our student achievement is based upon the number and types of business and industry certifications that our students earn. *Due to COVID 19, only forty nine percent of Career Center seniors met a College Career Military Readiness (CCMR) indicator during the 2019-2020 school year. KCC teachers continued to work with students into the summer to complete certification exams. During the 2021-2022 school year 79% of seniors met a CCMR indicator.

2022-2023 KCC CCMR Percentage

90%

Plan(s) in Place to Increase Percentage

- Continue to offer TSI twice a year for juniors and seniors
- Continue to offer the SD SAT twice a year: Once for juniors and once for seniors
- Increase the number of students taking IBCs
- Offer SAT Bootcamps
- Offer TSI Bootcamps

KCC utilizes the Scholarship Lady of Central Texas and Naviance to support students with college applications, financial aid, employment applications, and college research.

Students taking ELA II or US History at the Career Center performed as shown below on the Spring 2023 EOC exams:

2023 KCC Eng II EOC Results

85% AGL or above

56% MGL or above

3% MaGL

2023 KCC US History EOC Results

98% AGL or above

82% MGL or above

44% MaGL

ELA II overall passing scores were better than the previous year's scores with 85% of students meeting at least the approaches level. More than half of students met grade level. Only 3% of students mastered the EOC which is a drop of 1 percentage point from the previous year. This is an area that needs improvement moving into the 23 - 24 school year.

Students US History scores outperformed the state and the district in all three categories. Throughout the approaches category there is little variation in scores by subgroup.



Student Learning Strengths

2023 KCC US History EOC results were stayed relatively the same from the previous year even though this year's test had new types of questions.

2023 KCC Eng II EOC results improved from 76% to 85% of students meeting at least approaches grade level. KCC students exceeded the district and state averages once again.

Student Needs are identified

Student specific services

- CUA Data
 - Pre & Post Test Data/MAP Data
 - Formative Assessments
 - Summative Assessments
 - STAAR Results
 - TSI Results
 - SD SAT Results

- Power Hour Tutorials
 - Individual Tutoring Time
 - STAAR Bootcamps
 - TSI Bootcamps

Interventions

Tutorials

Assignment Redo and Make Up Procedures

TSI Bootcamp

EOC Bootcamp

Evening Academy

- Held at PAC
- Both Fall and Spring sessions are offered
- Certified Teachers available for support
- Free
- Must be classified as a Junior or Senior to qualify
- Must have failed the course previously through traditional High School Setting
- Must not be currently enrolled in the same course
- Navigation through the course is done online
- Attend class M, T, and Th from 5:00 PM – 6:30 PM
- Attendance is mandatory in order to receive credit

Problem Statements Identifying Student Learning Needs

Problem Statement 1: 90% of Career Center Seniors met a College Career Military Readiness Indicator. Although this was an 11% increase from the previous year, there are still seniors who are not meeting the CCMR indicator.

Problem Statement 2: A low percentage of students scored at the masters level on the ELA II EOC. **Root Cause:** Students did not engage with enough rigorous content to prepare them to score at the master's level.

School Processes & Programs

School Processes & Programs Summary

Curriculum and Instruction Processes. English II and US History teachers assessed students on common unit assessments (CUA's). The CUAs show growth of student knowledge of TEKS throughout the year as well as TEKS needing intervention to meet grade level standards. During the 22-23 SY, students in English and US History participated in an accelerated instructional boot camp and review in preparation for End of Course Assessments.

2023 EOC data revealed that approximately 85% of our students in English and 98% of US History students approached or above grade level of the assessed knowledge and skills. Additionally, 90% of students that attended the KISD Career Center were identified as College, Career, and Military Ready. To address academic achievement and increase the number of graduates identified as College, Career, and Military Ready, the Career Center has committed to improving instructional and leadership practices through a collective and collaborative focus on essential practices.

- implementing standards-based, TEKS aligned instruction through the Professional Learning Communities (PLC).
- unit planning process is guided by the state & district curriculum documents, certification pre assessment data, common unit assessments, and the unit learning progression.
- monitoring and coaching the implementation of standards-based, aligned instruction delivered through the Gradual Release of Responsibility (GRR) model with growth-focused, specific, and actionable feedback.
- teachers collaboratively craft success criteria and short-cycle formative assessments to guide, monitor, and track learning progress and to help students monitor their own progress toward the learning targets and success criteria.
- data analysis protocol, leaders and teachers use data from pre/post assessments and common unit assessments to inform and improve individual and collective practice and to identify students who need additional time and support for learning.

Professional Development. Professional development is planned and provided for staff based on need and input from staff surveys. Teachers expressed the desire to work closer to their peer teachers to glean more through collaboration and observation. From this expression, Professional Learning Communities (PLCs) were re-organized at the beginning of the 2019-2020 SY and continues today. Teachers that attended the PLC at Work conference were trained to facilitate PLCs that focus on specific instruction and improving classroom practices. Additional staff attended the PLC at Work conference June 2020 and Response to Intervention (RTI) at Work Institute. The training brought awareness and response to research based practices in which educators can engage to increase success for all students. PLCs are centered around small groups that focus on three big ideas (learning, building a collaborative culture, and results oriented) and four essential questions:

- What is it we want students to learn?
- How will we know each student has learned it?
- How will we respond when some students do not know it?
- How do we extend and enrich the learning for those who have learned it?

The impact of training ensures that teachers are prepared to increase student achievement. There are many resources for educators and a strong support from campus leadership through the District Instructional Specialist with observations and feedback. More clarity on utilizing resources are provided during professional development sessions.

Teachers participate in goal setting for T-TESS and individual teachers set Student Learning Objectives with students to monitor throughout the year. The goals for the district and campus are evident in the core values, mission, and vision statements. Target areas for growth at KCC includes growing each program in the sense of full enrollment and increasing passing rates on industry based certifications. Our passing rate on these certifications increased during the 22-23 SY. This is evident from our 90% College, Career, and Military Readiness growth rate. These goals are measured by numerical data documented as students complete their programs.

Teacher Support and Retention. Killeen ISD Career Center teachers are recruited through local, regional, and statewide job fairs. Our campus leadership team works closely with our district and local colleges at Central Texas College, Texas A&M - Central Texas, University of Mary Hardin-Baylor to recruit, support, retain, and allow partnering opportunities for teachers to mentor student teachers. Training, observations, and student teaching opportunities the process of building a cohesive and collaborative school community. Stipends are also offered to specific content teachers and incentive pay is offered to employees to recruit teachers. It is critical that we provide ongoing support and professional growth

opportunities in order to develop and retain highly effective teachers, especially for our most at-risk students. Various teacher support programs equip our teachers such as: research-based practices and strategies to develop and promote effective teaching for all students, every day and in every classroom.

- During the 2021-2022 school year, KISD began the data collection year for Cohort D of the Teacher Incentive Allotment (TIA). TIA attracts and keeps effective educators in the classroom and incentivizes teachers to teach at campuses with a high percentage of economically disadvantaged students. Cohort D impacts CTE teachers, so KCC teachers will be involved in data collection with pre- and post-assessments for core and industry certifications as well as TTESS data collection.

New teachers are assigned a mentor or buddy to guide them through a successful first year through our mentoring program as an educator at the Career Center (in Killeen ISD). At the beginning of the year, our district hosts a New Teacher Induction training to build clarity through making connections on the educational processes and programs facilitated in our district. All teachers are provided opportunities to attend local, regional, state, and national on going professional development, and job-embedded PLCs as added opportunities for support and retention. New teachers, with their mentors, meet regularly to discuss and support their needs and celebrate their successes.

School Safety. We believe in making the Killeen ISD Career Center a safe place where staff can grow, learn, and collaborate to foster a supportive learning environment suitable for the creation and success of professional young adults entering college or the workforce. We have maintained currency and adaptability in the face of an ever-changing threat environment. We continue to strive for improvements and sustained excellence by practicing monthly safety drills with staff and students. We ensure that training is executed well, and after-action feedback is shared campus wide. KISD police department conducts random drug dog checks, and hand sanitizers are available in classrooms, hallways, and offices throughout our building. As an added measure of safety, we implement weapon detection, routine door checks, and safety audits. For continued safety and other concerns, our CEAC committee meets regularly.

Student Programs and Opportunities. All Killeen ISD Career Center students select their endorsement and program of study in 8th grade. Students from our middle school campuses (7th grade) visit the Career Center to receive insight on program offerings and procedures offered to them. Parents and students are provided the opportunity to receive information on all programs offered in Killeen ISD during our districtwide Academic Planning Fair held during the fall and spring semesters at the Career Center. It is our goal that every student engages in a rigorous curriculum, receives an appropriate level of instructional support, and participate in relevant assessments that guide students to be future ready.

Students take required courses in core and elective classes to earn credits towards completing their endorsement. Credits may be earned towards an associate degree and/or workforce certification and/or hours toward post-secondary education to be prepared and competitive in their future endeavors. Our recruiting efforts are obvious by the need to run a lottery system for Architecture, Automotive, Cosmetology, and Welding. Additional personnel will be required to expand the Career Center to accommodate all interested students.

There are courses with specific limitations due to student safety and regulations:

Course	Teacher to Student Ratio	Reason
Cosmetology	1:25	TDLR Regulation
Automotive	1:20	Shop space and student safety
Welding	1:25 (with teacher aide)	Shop space and student safety
Collision	1:20	Shop space and student safety
Practicum in Vet Med		Available practicum placements
Phlebotomy	1:22	Student safety
EMT	1:20	Regulation

Course	Teacher to Student Ratio	Reason
Practicum in Robotics	TBD	Space and Equipment

The ultimate goal of instruction at KCC is for students to earn their high school diploma on time and to graduate with industry-related certifications enabling them to transition successfully into post-secondary opportunities. We strive to maintain a professional learning environment and treat students more like college bound students and future professional employees by gaining valuable post secondary skills through our 32 programs of study in 13 Career Clusters; 20 are in the Business & Industry Endorsement, 9 are in the Public Service Endorsement, and 3 are in the STEM Endorsement. There are 35 Industry Based Certifications that students may challenge.

All coursework provides students with access to real-world experiences and career training that includes job shadowing, volunteering /clinical internships, and community service. Students are able to challenge dual credit courses in person and online through Central Texas College. Students were able to take Dual Credit US History and Math face to face for the first time during the 2018-2019 school year. Since the 22-23 SY, students will be able to take Education & Training courses. As new technologies are developed, we will strive to incorporate them into our programs so that our students are prepared and competitive while entering the workforce with the most current training and skills available.

KCC students have access to use various forms of technology including: computers, 3D printers, sign making machines, industry specific equipment, such as embroidery machines. Our trade shops contain welding machines, CNC machines, a water jet, and a sandblaster that is trailer mounted for larger projects. It is our goal to train students in using relevant, state-of-the-art equipment to prepare students for industry expectations. Students use various certification platforms to prepare for industry based certifications such as: Certiport using Adobe products, AutoCAD, Entrepreneurship & Small Business, Gmetrix, NOCTI, and iCEV.

KCC also focuses on professional “soft” skills attainment through CTE programs. Student learning is reinforced through competing with co-curricular student organizations. The Career Center offers a wide variety of Career and Technical Student Organizations (CTSO's) based on the student’s program of study including DECA, FFA, TAFE, SkillsUSA, and HOSA. Work-Based Learning is provided through lab settings at KCC and in partnership with local businesses.

The Instructional Technology Program. Focuses on integrating modern learning environments to support professional learning communities, share best practices, and integrate 21st-century skills into classroom practice. The program aims to provide students with relevant, real-world learning experiences and equitable access to quality learning tools, technologies, and resources.

School Processes & Programs Strengths

KCC offers 32 programs of study in 13 Career Clusters; 19 are in the Business & Industry Endorsement, 9 are in the Public Service Endorsement, and 3 are in the STEM Endorsement. There are 39 Industry Based Certifications that students may challenge.

Students have opportunities to take dual credit courses online through Central Texas College. Students at KCC continue taking dual credit math, US History face to face since the 2018-2019 school year and the Education and Training program will provide students with the opportunity to earn nine hours of EDU college credit and up to sixty hours of college credit. 100% of the courses in this program are transferable to TAMU-CT, Elementary & SPED Education majors. Students can earn 200 hours of fieldsite experience at a KISD campus. Upon graduation, students can work in KISD as an aide while completing their degree, and save over \$2000 in college tuition.

The staff are abreast of the latest trends and technological advancements in order to fully support a learning environment suitable for the creation of professional young adults entering the workforce.

Our campus focuses on real world experiences through collaboration with CTE and core teachers to provide students with rich learning experiences to be future ready.

Problem Statements Identifying School Processes & Programs Needs

Problem Statement 1: Our Staff and Advisory Board members identified professional "soft" skills that students need in order to be more prepared for their post secondary transition to college and/or career fields. **Root Cause:** There are significant gaps in soft skill attainment due to students lack of awareness of the long term effects and consequences.

Problem Statement 2: Sustaining excellence in school safety is an area that we must continue to focus on. **Root Cause:** With the rise in school violence, school safety is of the utmost importance. We must continue to be vigilant and observant, not complacent in our day to day routines. Safety first! Students always!

Perceptions

Perceptions Summary

KISD and the KCC serve the Killeen, Harker Heights, Nolanville, and Ft. Cavazos communities.

Opportunities to showcase our facility and our programs of study are provided through tours and open house invitations.

The Career Center's core values are:

Collaboration, Honesty, Professionalism, Integrity, Responsibility, Service

KCC utilizes these values along with our mission and vision to help decision making. Additionally, as we strive to serve our students, we work to embed the values as a part of their educational experience because we believe that these values are as important as any technical skill that a student can obtain. The monthly activity during the advisory period helped add to what we believe at the Career Center. We try to promote our Core Values with students and staff by recognizing them with a “Shout Out” or monthly Bush’s winner through a Social Media platform and classroom visit.

At the career center we do not have as many discipline issues as the home campuses. However, we do have to remind students about wearing their ID’s. Tardies and dress code are the other discipline issues we have here at KCC. Vapes are becoming an issue as well. Students with struggling behavior will have AP’s and Counselors to assist with checking in on them. We also have teachers voluntarily mentor students. If needed, we will assign a mentor of the students choosing.

The district instituted Power Hour that helped with the RTI process for AM students in 2022-2023, but most 4/5 home campuses are not implementing Power Hour for 23-24, and neither is the Career Center. The District has also created a Closed Campus Policy. Seniors that are CCMR are allowed to have lunch off campus. Because many students rely on bus transportation, the lack of Power Hour forces tutoring into before and after school sessions, which are difficult for many students to attend. Campus leadership will continue to tackle that challenge throughout the school year.

Students and teachers, when asked about how they feel about the Career Center, both groups really enjoy being at the career center. They feel safe and a high percentage of students would recommend the career center to others. On a scale of 1 to 5 students rated the career center at about 4.17 when compared to their home campus. Students feel the staff is effective in promoting school safety. Students are pleased with effectiveness of the daily announcements. Students' 1st choice of Social Media platform is Instagram than Facebook followed by Twitter. Students slightly favored viewing Campus Information that aired on the TV’s located throughout the building.

In alignment with our district, KCC provides inexperienced teachers with professional development opportunities and a veteran mentor. The most significant factor in the success of a new teacher is the new teacher-mentor relationship. The mentor is committed to ensuring that new teachers embrace the district’s culture and develop the necessary knowledge, attitudes, and skills to help them realize our vision, which results in retaining new teachers. Mentors provide feedback through surveys and focus group opportunities throughout the year, including the 2022-2023 Induction Celebration. Staff at KCC are involved in the improvement planning process by providing feedback at SBDM, coffee with the principal and campus surveys. Family and community members are involved as members in the following groups: advisory boards, Site-Based Decision-Making Committee, and in developing our Campus.

Approximately 81% of our teachers that took the survey feel they have adequate time for teacher collaboration and preparation. Over 98% of our teachers feel safe and find the campus to be clean and in good condition. On a scale of 1 to 5 (1 being extremely bad to 5 being pleasant) teachers rated a 3.84 as students being well behaved. On a scale of 1 to 5 (1 being never to 5 being everyday all the time) teachers’ overall rate was 2.96 dealing with more emotional behaviors versus discipline issues.

This year our parents were able to visit campuses and were able to visit the Career Center for tours and other activities. Parents are still able to have Zoom and teleconference opportunities. All staff are also required to communicate with parents. Parents feel that 54% of our teachers actively listen and try to help when they have questions or concerns all the time; Parents feel that 44% of our teachers actively listen and try to help when they have questions or concerns some of the time. Parents feel that 63% of Admin actively listen and try to help when they have questions or concerns all the time; Parents feel that 35% of Admin actively listen and try to help when they have questions or concerns some of the time. Parents’ request teachers/staff need to respond to parent concern via email or call back within 48 hours (about 2 days). Parents feel that their students are safe at the Career Center and

are academically preparing students beyond high school. Parents feel that 64% of teachers are consistent with grades. Approximately 95% of our parents feel comfortable using the website and the district does allow for the information on the website to be translated into over 100 languages.

Our business and industry partnerships bring resources from the community to the campus to help meet the needs of the students. Our business partners expect us to prepare students with basic skills and a willingness to learn and work before sending them to their practicum sites.

KCC CTSOs (Career and Technical Student Organization) exists to prepare high school graduates for the next step, whether it is post-secondary education or entry into the workforce. Rigorous academic content tied to technical subject matter, as well as internships and other cooperative work experiences, are hallmarks of CTE programs. CTSOs are considered an integral part of CTE; they help students develop the technical and leadership skills that will enable them to succeed in their career paths.

Staff

1. The school's schedule allows adequate time for teacher collaboration.

More Details

Insights

	Agree	27
	Neutral	12
	Disagree	9

2. The school's schedule allows adequate time for teacher preparation and planning.

More Details

Insights

	Agree	26
	Neutral	10
	Disagree	12

3. The school environment is clean and in good condition.

More Details

Insights

	Agree	42
	Neutral	7
	Disagree	0

	Agree	42

4. I feel safe in the classrooms.

[More Details](#)

Insights

	Agree	43
	Neutral	4
	Disagree	2

5. I feel safe in the hallways and bathrooms.

[More Details](#)

	Agree	44
	Neutral	4
	Disagree	1

6. How would you rate student behavior at the Career Center? **(1 Star being extremely bad to 5 Star being pleasant)**

[More Details](#)

Insights

3.84

Average Rating

7. I spend a great deal of time dealing with students' social and emotional challenges. **(1 being never to 5 being everyday all the time)**

[More Details](#)

Insights

2.96

Average Rating

8. I spend too much of my teaching time on disciplining students. (1 being never to 5 being everyday all the time)

[More Details](#)

Insights

2.04

Average Rating

9. School administrators and staff communicate with each other effectively.

[More Details](#)

Insights

	Agree	35
	Neutral	11
	Disagree	3

10. Does KISD provide relevant Professional Development for your content area.

[More Details](#)

Insights

	Agree	17
	Neutral	24
	Disagree	8

Student

1. Which KISD Career Center Student are you?

[More Details](#)

	AM Student	67
	PM Student	59

	AM Student	67
	ALL Day Student	11

2. What is your Home Campus?

More Details

	Chaparral HS	6
	Ellison HS	43
	Harker Heights HS	28
	Killeen HS	21
	Pathway HS	0
	Shoemaker HS	39

3. Do you feel Safe at the KISD Career Center?

More Details

Insights

	Agree	115
	Neutral	20
	Disagree	1

4. Are effective procedures in place to promote school safety?

More Details

Insights

	Agree	90
	Neutral	43
	Disagree	2

5. How do you feel about the Career Center?

[More Details](#)

Insights

	I love it and would recommend this school to others.	91
	Neutral (I like it).	40
	I don't like it.	4

6. How would you rate the Career Center compared to your Home campus? **1 being low and 5 being high.**

[More Details](#)

Insights

4.17

Average Rating

7. Daily announcements are effective and informative.

[More Details](#)

	Agree	65
	Neutral	56
	Disagree	14

8. I regularly get campus information from the TV's located throughout the building.

[More Details](#)

Insights

	Agree	58
	Neutral	49
	Disagree	29

9. Do you find the Career Center website and Social Media platforms to be informative and effective?

[More Details](#)

	Agree	59
	Neutral	70
	Disagree	7

10. What type of Social Media platform do you prefer or use the most? You can choose more than one answer.

More Details

	Facebook	52
	Twitter	48
	Instagram	128
	LinkedIn	2
	Other	34

11. Do you feel the Career Center is challenging you and providing a well-rounded education?

More Details

Insights

	Agree	116
	Neutral	17
	Disagree	3

12. During Power Hour, how often do you attend tutorials?

More Details

Insights

	When needed	45
	Sometimes	32
	Never	59

13. During Power Hour, how often do you attend Clubs?

[More Details](#)

Insights

	Always	14
	Sometimes	28
	Never	94

Parent/Guardian

1. Do you feel like you and your child have teachers that actively listen and try to help when they have questions or concerns?

[More Details](#)

Insights

	All of the Teachers	45
	Some of the Teachers	37
	None of the Teachers	2

2. Do you feel like you and your child have Admin Staff (principal, assistant principal, counselor, etc.) that actively listen and try to help when they have a question or concern?

[More Details](#)

	All of the Admin Staff	53
	Some of the Admin Staff	29
	None of the Admin Staff	2

3. Do you feel like you and your child is being appropriately challenged academically so that they are prepared for STAAR/EOC tests?

[More Details](#)

	Strongly Agree	18
	Agree	35
	Neutral	28
	Disagree	4

	Strongly Agree	18
	Strongly Disagree	0

4. Do you feel like your child is being appropriately challenged academically so that they are prepared for post high school readiness?

[More Details](#)

	Strongly Agree	21
	Agree	42
	Neutral	19
	Disagree	2
	Strongly Disagree	1

5. Do you feel like your child is safe at the Career Center?

[More Details](#)

	Strongly Agree	36
	Agree	36
	Neutral	12
	Disagree	0
	Strongly Disagree	1

6. Do you find the Career Center website and Social Media platforms to be informative with current information?

[More Details](#)

Insights

	Strongly Agree	22
	Agree	32
	Neutral	27
	Disagree	2
	Strongly Disagree	2

7. Do you feel like your child's teachers are consistent with grades?

[More Details](#)

	Strongly Agree	20
	Agree	35
	Neutral	18
	Disagree	12
	Strongly Disagree	0

8. Do you keep up with your child's current grades in their classes using Home Access?

[More Details](#)

	Yes	67
	No	4
	Sometimes	14

9. Parents are made to feel welcome in this school.

[More Details](#)

Insights

	Strongly Agree	32
	Agree	28
	Neutral	23
	Disagree	2
	Strongly disagree	0

Perceptions Strengths

Students at the Career Center like attending school here and feel safe at the Career Center.

Staff at the Career Center like working here and feel safe at the Career Center.

Parents feel that teachers and staff members actively listen to their students' concern.

The adopted values of the Career Center serve students and staff in defining appropriate behaviors while also preparing students for life after high school.

Problem Statements Identifying Perceptions Needs

Problem Statement 1: Students struggle to attend tutoring at the Career Center. **Root Cause:** The lack of Power Hour and transportation challenges prevent many students from attending.

Problem Statement 2: Inconsistency when addressing minor violations (dress code, ID's tardies). **Root Cause:** Not every staff member engages with students to address the violations.

Problem Statement 3: Based on survey data, there is a need to help parents feel more welcome at the Career Center. **Root Cause:** Parents tend to be more involved at home campus extracurricular events; the Career Center's academic focus may cause parents to feel there is no avenue for involvement.

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: 93% or more of the students attending the KISD Career Center will graduate meeting a College Career Military Readiness (CCMR) indicator.

High Priority

Evaluation Data Sources: CCMR Reports

Strategy 1 Details
<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 Assemblies2) Info graphics3) Announcements4) Celebrations5) Videos <p>Strategy's Expected Result/Impact: Improve KCC students graduating meeting CCMR indicators to 93%.</p> <p>2022-2023 - 90%</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 1 - Student Learning 1</p> <p>Funding Sources: Misc. Operating Expenses - 163 - Career & Technical Education (CTE) - 163.11.6499.00.003.22.000 - \$2,000, Leadership Awards - 163 - Career & Technical Education (CTE) - 163.23.6498.xx.003.22.xxx - \$6,000</p>

Strategy 2 Details

Strategy 2: Students at the KISD Career Center will be provided tutorials and study sessions to better prepare them for success on CCMR indicators.

Strategy's Expected Result/Impact: Improve KCC students graduating meeting CCMR indicators to 93%.

2022 - 2023 - 90%

2021 -2022 - 79%

Staff Responsible for Monitoring: Teachers, Leadership Team

TEA Priorities:

Connect high school to career and college

Problem Statements: Demographics 1 - Student Learning 1 - Perceptions 1

Strategy 3 Details

Strategy 3: Multiple sources will be used to provide college and financial aid information and deadlines.

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.

Staff Responsible for Monitoring: KCC Counselors

TEA Priorities:

Connect high school to career and college

Problem Statements: Student Learning 1 - School Processes & Programs 1

Funding Sources: Contracted Services - 244 - Perkins - 244.31.6299.00.003.22.000 - \$49,900

Strategy 4 Details

Strategy 4: Students will have the opportunity to attend presentations on college and financial aid.

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.

Staff Responsible for Monitoring: KCC Counselors, Gear Up

TEA Priorities:

Connect high school to career and college

Problem Statements: School Processes & Programs 1

Strategy 5 Details
<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>Problem Statements: School Processes & Programs 1</p>
Strategy 6 Details
<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>Problem Statements: School Processes & Programs 1</p>

Performance Objective 1 Problem Statements:

Demographics
<p>Problem Statement 1: Student enrollment in certain programs at KCC are not in alignment with industry needs. Student enrollment in non-traditional courses is below the state average. Root Cause: Recruiting efforts have not focused on the specific programs to help increase student interest and awareness.</p>
Student Learning
<p>Problem Statement 1: 90% of Career Center Seniors met a College Career Military Readiness Indicator. Although this was an 11% increase from the previous year, there are still seniors who are not meeting the CCMR indicator.</p>
School Processes & Programs
<p>Problem Statement 1: Our Staff and Advisory Board members identified professional "soft" skills that students need in order to be more prepared for their post secondary transition to college and/or career fields. Root Cause: There are significant gaps in soft skill attainment due to students lack of awareness of the long term effects and consequences.</p>
Perceptions
<p>Problem Statement 1: Students struggle to attend tutoring at the Career Center. Root Cause: The lack of Power Hour and transportation challenges prevent many students from attending.</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. CCMR percentages will raise to 93% from 90%, and the number of students mastering grade level content in English II EOCs will go up 5%

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

Strategy 1 Details
<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>Problem Statements: Student Learning 1, 2</p>

Performance Objective 2 Problem Statements:

Student Learning
<p>Problem Statement 1: 90% of Career Center Seniors met a College Career Military Readiness Indicator. Although this was an 11% increase from the previous year, there are still seniors who are not meeting the CCMR indicator.</p> <p>Problem Statement 2: A low percentage of students scored at the masters level on the ELA II EOC. Root Cause: Students did not engage with enough rigorous content to prepare them to score at the master's level.</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
<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>Problem Statements: Student Learning 2</p>

Performance Objective 3 Problem Statements:

Student Learning
<p>Problem Statement 2: A low percentage of students scored at the masters level on the ELA II EOC. Root Cause: Students did not engage with enough rigorous content to prepare them to score at the master's level.</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
<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>Problem Statements: Demographics 2 - Student Learning 1, 2</p>
Strategy 2 Details
<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: 88% 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> <p>Problem Statements: Demographics 2 - Student Learning 1, 2</p>

Performance Objective 4 Problem Statements:

Demographics
<p>Problem Statement 2: All teachers need continuous professional development and CTE teachers need specialized training. Root Cause: The majority of CTE teachers enter the teaching profession directly from an industry-based job. Providing quality professional development is essential to retaining CTE teachers throughout the district.</p>
Student Learning
<p>Problem Statement 1: 90% of Career Center Seniors met a College Career Military Readiness Indicator. Although this was an 11% increase from the previous year, there are still seniors who are not meeting the CCMR indicator.</p> <p>Problem Statement 2: A low percentage of students scored at the masters level on the ELA II EOC. Root Cause: Students did not engage with enough rigorous content to prepare them to score at the master's level.</p>

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
<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>Problem Statements: Demographics 2 - Student Learning 1 - School Processes & Programs 1</p>
Strategy 2 Details
<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. 2022 - 2023 school year 90% of seniors earned 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: Student Learning 1 - School Processes & Programs 1</p> <p>Funding Sources: Field Trips - 163 - Career & Technical Education (CTE) - 163.11.6494.xx.003.22.xxx - \$25,000, Student Travel - 163 - Career & Technical Education (CTE) - 163.36.6412.00.003.22.000 - \$80,136.97, Awards - Students - 163 - Career & Technical Education (CTE) - 163.11.6498.00.003.22.000 - \$4,500, Awards - 163 - Career & Technical Education (CTE) - 163.61.6498.xx.003.22.xxx - \$150, Temp Employee - 163 - Career & Technical Education (CTE) - 163.11.6125.00.003.22.000 - \$10,000</p>

Strategy 3 Details

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.

Strategy's Expected Result/Impact: Higher success rate for students completing courses.

Staff Responsible for Monitoring: KCC teachers, KCC Administration

Problem Statements: Student Learning 1, 2 - Perceptions 1

Performance Objective 5 Problem Statements:

Demographics

Problem Statement 2: All teachers need continuous professional development and CTE teachers need specialized training. **Root Cause:** The majority of CTE teachers enter the teaching profession directly from an industry-based job. Providing quality professional development is essential to retaining CTE teachers throughout the district.

Student Learning

Problem Statement 1: 90% of Career Center Seniors met a College Career Military Readiness Indicator. Although this was an 11% increase from the previous year, there are still seniors who are not meeting the CCMR indicator.

Problem Statement 2: A low percentage of students scored at the masters level on the ELA II EOC. **Root Cause:** Students did not engage with enough rigorous content to prepare them to score at the master's level.

School Processes & Programs

Problem Statement 1: Our Staff and Advisory Board members identified professional "soft" skills that students need in order to be more prepared for their post secondary transition to college and/or career fields. **Root Cause:** There are significant gaps in soft skill attainment due to students lack of awareness of the long term effects and consequences.

Perceptions

Problem Statement 1: Students struggle to attend tutoring at the Career Center. **Root Cause:** The lack of Power Hour and transportation challenges prevent many students from attending.

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 by at least 5% in each area.

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

Strategy 1 Details
<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: Student Learning 1, 2</p> <p>Funding Sources: Instructional Supplies - 163 - Career & Technical Education (CTE) - 163.11.6399.00.003.22.000 - \$365,000, Instructional Supplies - 244 - Perkins - 244.11.6398.00.003.22.TEC - \$112,358, Reading Materials - 163 - Career & Technical Education (CTE) - 163.11.6329.00.003.22.000 - \$2,500, Technology - 163 - Career & Technical Education (CTE) - 163.11.6638.00.003.22.000 - \$75,850, Instructional Supplies - 244 - Perkins - 244.11.6395.00.003.22.TEC - \$6,000, Textbooks - 163 - Career & Technical Education (CTE) - 163.11.6321.xx.003.22.xxx - \$4,000, Instructional Supplies - 163 - Career & Technical Education (CTE) - 163.11.6639.00.003.22.000 - \$612,653.03, Contracted Repair/Maintenance - 163 - Career & Technical Education (CTE) - 163.11.6249.00.003.22.000 - \$13,000, Miscellaneous Services-Online Instructional Platforms - 163 - Career & Technical Education (CTE) - 163.11.6299.00.003.22.000 - \$103,500, Technology supplies - 163 - Career & Technical Education (CTE) - 163.11.6394.00.003.22.000 - \$2,500, Insurance-Practicum Students - 163 - Career & Technical Education (CTE) - 163.11.6429.00.003.22.000 - \$1,500, Maintenance supplies - 163 - Career & Technical Education (CTE) - 163.51.6395.xx.003.22.xxx - \$1,000</p>
Strategy 2 Details
<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>Problem Statements: Student Learning 1 - School Processes & Programs 1</p>

Strategy 3 Details
<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 1 - Student Learning 1 - School Processes & Programs 1</p> <p>Funding Sources: Counselor Supplies - 163 - Career & Technical Education (CTE) - 163.31.6399.00.003.22.000 - \$1,200, Awards - Counseling - 163 - Career & Technical Education (CTE) - 163.31.6498.xx.003.22.xxx - \$800</p>
Strategy 4 Details
<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>Problem Statements: Student Learning 1, 2 - Perceptions 1</p>

Performance Objective 6 Problem Statements:

Demographics
<p>Problem Statement 1: Student enrollment in certain programs at KCC are not in alignment with industry needs. Student enrollment in non-traditional courses is below the state average. Root Cause: Recruiting efforts have not focused on the specific programs to help increase student interest and awareness.</p>
Student Learning
<p>Problem Statement 1: 90% of Career Center Seniors met a College Career Military Readiness Indicator. Although this was an 11% increase from the previous year, there are still seniors who are not meeting the CCMR indicator.</p> <p>Problem Statement 2: A low percentage of students scored at the masters level on the ELA II EOC. Root Cause: Students did not engage with enough rigorous content to prepare them to score at the master's level.</p>
School Processes & Programs
<p>Problem Statement 1: Our Staff and Advisory Board members identified professional "soft" skills that students need in order to be more prepared for their post secondary transition to college and/or career fields. Root Cause: There are significant gaps in soft skill attainment due to students lack of awareness of the long term effects and consequences.</p>
Perceptions
<p>Problem Statement 1: Students struggle to attend tutoring at the Career Center. Root Cause: The lack of Power Hour and transportation challenges prevent many students from attending.</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 98% or higher and increase the number of students meeting grade level and/or mastering the EOC.

Evaluation Data Sources: EOC test results

Strategy 1 Details
<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> <p>Problem Statements: Demographics 2 - Perceptions 1</p>

Performance Objective 7 Problem Statements:

Demographics
<p>Problem Statement 2: All teachers need continuous professional development and CTE teachers need specialized training. Root Cause: The majority of CTE teachers enter the teaching profession directly from an industry-based job. Providing quality professional development is essential to retaining CTE teachers throughout the district.</p>
Perceptions
<p>Problem Statement 1: Students struggle to attend tutoring at the Career Center. Root Cause: The lack of Power Hour and transportation challenges prevent many students from attending.</p>

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

Performance Objective 8:

Use recruitment techniques throughout the 23-24 school year to increase program enrollment for the workforce identified in high-wage and in-demand jobs by at least 5% from this 23 - 24 school year to the next 24 - 25 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.

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

Strategy 1 Details
<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>Problem Statements: Demographics 1</p>
Strategy 2 Details
<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>Problem Statements: Demographics 1</p>

Performance Objective 8 Problem Statements:

Demographics
<p>Problem Statement 1: Student enrollment in certain programs at KCC are not in alignment with industry needs. Student enrollment in non-traditional courses is below the state average. Root Cause: Recruiting efforts have not focused on the specific programs to help increase student interest and awareness.</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
<p>Strategy 1: All teachers will engage in PLC meetings, and campus/district professional development.</p> <p>Strategy's Expected Result/Impact: Improve implementation of the KISD instructional framework and improved student success.</p> <p>Staff Responsible for Monitoring: KCC Administration, Teachers</p> <p>TEA Priorities: Recruit, support, retain teachers and principals</p> <p>Problem Statements: Demographics 2</p>
Strategy 2 Details
<p>Strategy 2: Staff will attend professional development/training to learn more about relevant topics, such as classroom management, technology, instructional strategies, and differentiation.</p> <p>Strategy's Expected Result/Impact: Staff learning will increase student success in their courses.</p> <p>Staff Responsible for Monitoring: KCC Administration</p> <p>TEA Priorities: Recruit, support, retain teachers and principals</p> <p>Problem Statements: Demographics 2</p> <p>Funding Sources: Professional Development - Travel Instruction - 163 - Career & Technical Education (CTE) - 163.13.6411.00.003.22.000 - \$54,000, Professional Development - Travel Counselors - 163 - Career & Technical Education (CTE) - 163.31.6411.00.003.22.000 - \$5,000, Professional Development - Travel Admin - 163 - Career & Technical Education (CTE) - 163.23.6411.00.003.22.000 - \$10,000, Supplemental Pay-Prof Dev - 163 - Career & Technical Education (CTE) - 163.13.6118.00.003.22.000 - \$2,000, Teacher Fees - 163 - Career & Technical Education (CTE) - 163.13.6495.00.003.22.000 - \$300, Supplemental Pay Teacher - 163 - Career & Technical Education (CTE) - 163.11.6118.00.003.22.000 - \$13,000</p>

Strategy 3 Details
<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 - Student Learning 1, 2</p> <p>Funding Sources: Professional Development Supplies - 163 - Career & Technical Education (CTE) - 163.13.6399.00.003.22.000 - \$200</p>
Strategy 4 Details
<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 93%.</p> <p>2022-2023 - 90%</p> <p>2021 -2022 - 79%</p> <p>Staff Responsible for Monitoring: KCC Administration</p> <p>Problem Statements: Demographics 2 - Student Learning 1, 2</p> <p>Funding Sources: Misc Services - 163 - Career & Technical Education (CTE) - 163.13.6299.00.003.22.000 - \$2,000, Leadership Membership - 163 - Career & Technical Education (CTE) - 163.23.6495.xx.003.22.xxx - \$700, Counselor Membership - 163 - Career & Technical Education (CTE) - 163.31.6495.xx.003.22.xxx - \$700</p>
Strategy 5 Details
<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> <p>Problem Statements: Demographics 2 - Student Learning 1, 2</p>

Performance Objective 1 Problem Statements:

Demographics
<p>Problem Statement 2: All teachers need continuous professional development and CTE teachers need specialized training. Root Cause: The majority of CTE teachers enter the teaching profession directly from an industry-based job. Providing quality professional development is essential to retaining CTE teachers throughout the district.</p>
Student Learning
<p>Problem Statement 1: 90% of Career Center Seniors met a College Career Military Readiness Indicator. Although this was an 11% increase from the previous year, there are still seniors who are not meeting the CCMR indicator.</p>

Student Learning
Problem Statement 2: A low percentage of students scored at the masters level on the ELA II EOC. Root Cause: Students did not engage with enough rigorous content to prepare them to score at the master's level.

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
<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>Problem Statements: Perceptions 3</p>
Strategy 2 Details
<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>
Strategy 3 Details
<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>Problem Statements: Demographics 1 - Student Learning 1 - School Processes & Programs 1</p>
Strategy 4 Details
<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>Problem Statements: School Processes & Programs 1 - Perceptions 3</p>

Strategy 5 Details

Strategy 5: CTE Counselors, STEM Counselor, 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/STEM programs and four-year planning for CTE/STEM endorsement areas. Additionally, students will be supported through the implementation of the districts guidance and counseling program.

Strategy's Expected Result/Impact: Students will be engaged in activities supporting their learning and success in CTE/STEM programs. District staff, parents/guardians, and students will have a common understanding of CTE/STEM programming.

Staff Responsible for Monitoring: Principal

Problem Statements: Demographics 1 - Student Learning 1 - Perceptions 3

Funding Sources: Staff - 244 - Perkins - 244.31.6100.00.003.22.000 - \$349,000

Strategy 6 Details

Strategy 6: Increase communication with parents through a monthly newsletter and quarterly teacher updates as well as professional staff communication availability (contact info publicly available).

Strategy's Expected Result/Impact: Improve parent perceptions of KCC through increase understanding of the campus and our unique programming.

Staff Responsible for Monitoring: Admin

Problem Statements: Perceptions 3

Funding Sources: In-district printing: Business cards - 163 - Career & Technical Education (CTE) - 163.11.6397.00.003.22.000 - \$100

Strategy 7 Details

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.

Strategy's Expected Result/Impact: Improved students success in coursework.

Staff Responsible for Monitoring: Admin, teachers

Problem Statements: School Processes & Programs 1 - Perceptions 1, 3

Performance Objective 1 Problem Statements:

Demographics

Problem Statement 1: Student enrollment in certain programs at KCC are not in alignment with industry needs. Student enrollment in non-traditional courses is below the state average. **Root Cause:** Recruiting efforts have not focused on the specific programs to help increase student interest and awareness.

Student Learning

Problem Statement 1: 90% of Career Center Seniors met a College Career Military Readiness Indicator. Although this was an 11% increase from the previous year, there are still seniors who are not meeting the CCMR indicator.

School Processes & Programs

Problem Statement 1: Our Staff and Advisory Board members identified professional "soft" skills that students need in order to be more prepared for their post secondary transition to college and/or career fields. **Root Cause:** There are significant gaps in soft skill attainment due to students lack of awareness of the long term effects and consequences.

Perceptions

Problem Statement 1: Students struggle to attend tutoring at the Career Center. **Root Cause:** The lack of Power Hour and transportation challenges prevent many students from attending.

Problem Statement 3: Based on survey data, there is a need to help parents feel more welcome at the Career Center. **Root Cause:** Parents tend to be more involved at home campus extracurricular events; the Career Center's academic focus may cause parents to feel there is no avenue for involvement.

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
<p>Strategy 1: Staff will ensure students are able to engage in all campus wide announcements.</p> <p>Strategy's Expected Result/Impact: Improved communication with students</p> <p>In 22-23, 48% of students said daily announcements were effective, 41% were neutral, 10% felt they were ineffective.</p> <p>Staff Responsible for Monitoring: KCC Administration</p> <p>Problem Statements: School Processes & Programs 1</p>
Strategy 2 Details
<p>Strategy 2: A student advisory group will be maintained.</p> <p>Strategy's Expected Result/Impact: Improved communication with students</p> <p>Staff Responsible for Monitoring: Principal</p> <p>Problem Statements: School Processes & Programs 1, 2</p>
Strategy 3 Details
<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>Staff Responsible for Monitoring: CTE Program Advisor Webmaster</p> <p>Problem Statements: School Processes & Programs 1, 2 - Perceptions 3</p>

Performance Objective 2 Problem Statements:

School Processes & Programs
<p>Problem Statement 1: Our Staff and Advisory Board members identified professional "soft" skills that students need in order to be more prepared for their post secondary transition to college and/or career fields. Root Cause: There are significant gaps in soft skill attainment due to students lack of awareness of the long term effects and consequences.</p> <p>Problem Statement 2: Sustaining excellence in school safety is an area that we must continue to focus on. Root Cause: With the rise in school violence, school safety is of the utmost importance. We must continue to be vigilant and observant, not complacent in our day to day routines. Safety first! Students always!</p>

Perceptions

Problem Statement 3: Based on survey data, there is a need to help parents feel more welcome at the Career Center. **Root Cause:** Parents tend to be more involved at home campus extracurricular events; the Career Center's academic focus may cause parents to feel there is no avenue for involvement.

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
<p>Strategy 1: Teacher duty stations will be assigned.</p> <p>Strategy's Expected Result/Impact: Staff will serve their duty by being visible throughout the building before school, during student lunches, and after school.</p> <p>Staff Responsible for Monitoring: KCC Admin</p> <p>Problem Statements: School Processes & Programs 2</p>
Strategy 2 Details
<p>Strategy 2: KISD police will monitor the inside and outside of the building as needed.</p> <p>Strategy's Expected Result/Impact: Police are visible throughout the school day.</p> <p>Staff Responsible for Monitoring: KISD Police assigned to KCC</p> <p>Problem Statements: School Processes & Programs 2</p> <p>Funding Sources: Parking Decals - 163 - Career & Technical Education (CTE) - 163.23.6299.xx.003.22.xxx - \$800</p>
Strategy 3 Details
<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>Problem Statements: School Processes & Programs 2</p>
Strategy 4 Details
<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>Problem Statements: School Processes & Programs 2</p>

Strategy 5 Details
<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>Problem Statements: School Processes & Programs 2</p>
Strategy 6 Details
<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>Problem Statements: School Processes & Programs 2</p>
Strategy 7 Details
<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>22-23: 85% of students felt safe, 14% were neutral, 1% did not feel safe.</p> <p>Staff Responsible for Monitoring: KCC Assistant Principal</p> <p>Problem Statements: School Processes & Programs 2</p>
Strategy 8 Details
<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>Problem Statements: School Processes & Programs 2</p>
Strategy 9 Details
<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>Funding Sources: Supplies - 163 - Career & Technical Education (CTE) - 163.33.6399.xx.003.22.xxx - \$500</p>

Performance Objective 1 Problem Statements:

School Processes & Programs
Problem Statement 2: Sustaining excellence in school safety is an area that we must continue to focus on. Root Cause: With the rise in school violence, school safety is of the utmost importance. We must continue to be vigilant and observant, not complacent in our day to day routines. Safety first! Students always!

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
Strategy 1: SBDM Committee will evaluate performance objectives in the campus improvement plan to ensure the connection between the objectives and student achievement. Strategy's Expected Result/Impact: Campus Improvement Plan Staff Responsible for Monitoring: KCC Administration and KCC SBDM Committee Problem Statements: Demographics 2 - Student Learning 1, 2 - School Processes & Programs 1

Performance Objective 1 Problem Statements:

Demographics
Problem Statement 2: All teachers need continuous professional development and CTE teachers need specialized training. Root Cause: The majority of CTE teachers enter the teaching profession directly from an industry-based job. Providing quality professional development is essential to retaining CTE teachers throughout the district.
Student Learning
Problem Statement 1: 90% of Career Center Seniors met a College Career Military Readiness Indicator. Although this was an 11% increase from the previous year, there are still seniors who are not meeting the CCMR indicator. Problem Statement 2: A low percentage of students scored at the masters level on the ELA II EOC. Root Cause: Students did not engage with enough rigorous content to prepare them to score at the master's level.
School Processes & Programs
Problem Statement 1: Our Staff and Advisory Board members identified professional "soft" skills that students need in order to be more prepared for their post secondary transition to college and/or career fields. Root Cause: There are significant gaps in soft skill attainment due to students lack of awareness of the long term effects and consequences.

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. Students will have consistent access to technology in all CTE courses and as needed in core courses. CTE Teachers will incorporate innovative use of technology in lesson plans at least once a week.

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

Strategy 1 Details
<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 93%.</p> <p>2022-2023 - 90%</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: Student Learning 1</p> <p>Funding Sources: Furniture - 163 - Career & Technical Education (CTE) - 163.11.6393.00.003.22.000 - \$4,800, Tech Controlled Items - 163 - Career & Technical Education (CTE) - 163.11.6398.00.003.22.000 - \$10,000, Non-Tech Controlled Items - 163 - Career & Technical Education (CTE) - 163.11.6395.00.003.22.000 - \$155,565, Office Supplies/Postage - 163 - Career & Technical Education (CTE) - 163.23.6399.xx.003.22.xxx - \$4,500, Facility Controlled Items - 163 - Career & Technical Education (CTE) - 163.51.6395.xx.003.22.xxx - \$5,000, Facility Maintenance - 163 - Career & Technical Education (CTE) - 163.51.6249.xx.003.22.xxx - \$5,000, In District Printing Counselors - 163 - Career & Technical Education (CTE) - 163.31.6397.00.003.22.000 - \$200, Facility Items - 163 - Career & Technical Education (CTE) - 163.51.6639.xx.003.22.xxx - \$12,000, Items Technology Facilities - 163 - Career & Technical Education (CTE) - 163.51.6638.xx.003.22.xxx - \$17,000, Contracted Maintenance - Parents & Community - 163 - Career & Technical Education (CTE) - 163.61.6249.xx.003.22.xxx - \$800, School Safety Supplies - 163 - Career & Technical Education (CTE) - 163.52.6399.00.003.22.008 - \$2,000, In District Printing - 163 - Career & Technical Education (CTE) - 163.11.6397.00.003.22.000 - \$150, Supplies - Parents & Community - 163 - Career & Technical Education (CTE) - 163.61.6399.xx.003.22.xxx - \$50</p>

Performance Objective 2 Problem Statements:

Student Learning
<p>Problem Statement 1: 90% of Career Center Seniors met a College Career Military Readiness Indicator. Although this was an 11% increase from the previous year, there are still seniors who are not meeting the CCMR indicator.</p>

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

Performance Objective 3: Student participation in CTSO's will increase by 5% or more.

Evaluation Data Sources: CTSO Membership Rosters

Strategy 1 Details
<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 - Student Learning 1 - School Processes & Programs 1</p> <p>Funding Sources: Extra-Curricular Supplies - 163 - Career & Technical Education (CTE) - 163.36.6399.00.003.22.000 - \$13,000, Sams - 163 - Career & Technical Education (CTE) - 163.23.6499.xx.003.22.xxx - \$45, Certifications - 163 - Career & Technical Education (CTE) - 163.31.6299.xx.003.22.xxx - \$100,000, Community Misc. Expenses - 163 - Career & Technical Education (CTE) - 163.61.6499.xx.003.22.xxx - \$3,000, Extra Curricular Travel - 163 - Career & Technical Education (CTE) - 163.36.6411.00.003.22.000 - \$30,000, Field Trips - 163 - Career & Technical Education (CTE) - 163.36.6494.xx.003.22.xxx - \$5,000, Extracurricular Memberships - 163 - Career & Technical Education (CTE) - 163.36.6495.xx.003.22.xxx - \$25,000, Supplemental Pay - 163 - Career & Technical Education (CTE) - 163.36.6118.00.003.22.000 - \$1,200, Student Travel - 163 - Career & Technical Education (CTE) - 163.11.6412.00.003.22.000 - \$1,600, Competition Prep Books - 163 - Career & Technical Education (CTE) - 163.11.6329.00.003.22.000 - \$3,000, Air Card Service-CTE Radio Station - 163 - Career & Technical Education (CTE) - 163.36.6299.xx.003.22.xxx - \$500</p>

Performance Objective 3 Problem Statements:

Demographics
<p>Problem Statement 1: Student enrollment in certain programs at KCC are not in alignment with industry needs. Student enrollment in non-traditional courses is below the state average. Root Cause: Recruiting efforts have not focused on the specific programs to help increase student interest and awareness.</p>
Student Learning
<p>Problem Statement 1: 90% of Career Center Seniors met a College Career Military Readiness Indicator. Although this was an 11% increase from the previous year, there are still seniors who are not meeting the CCMR indicator.</p>
School Processes & Programs
<p>Problem Statement 1: Our Staff and Advisory Board members identified professional "soft" skills that students need in order to be more prepared for their post secondary transition to college and/or career fields. Root Cause: There are significant gaps in soft skill attainment due to students lack of awareness of the long term effects and consequences.</p>