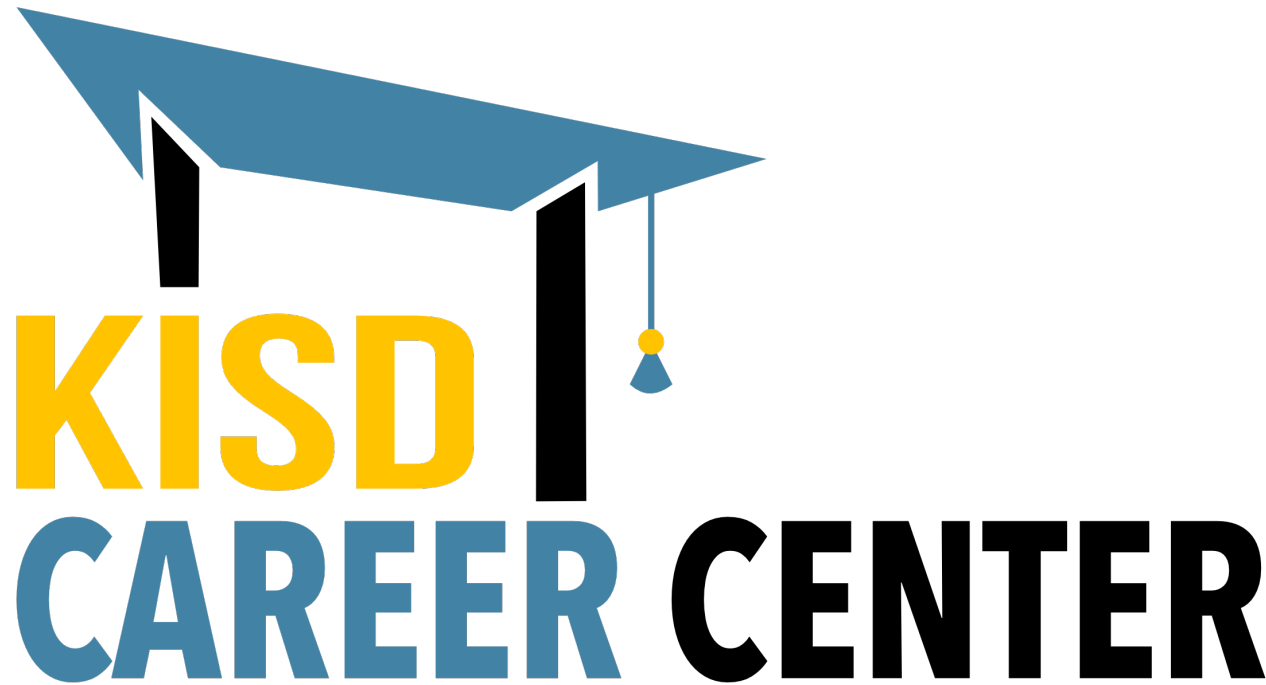


Killeen Independent School District

Career Center

2023-2024 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




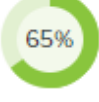
Goal 1: Killeen ISD will provide relevant, rigorous, and engaging learning opportunities to achieve academic success and graduate future-ready students.







Performance Objective 1: 93% 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 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>	<table border="0"> <tr> <td data-bbox="1283 574 1381 716"> <p>Nov</p>  </td> <td data-bbox="1381 574 2034 748"> <p>November Evidence of Progress</p> <p>Staff at the Career Center are all well-trained in CCMR indicators and are encouraged to have frequent checkins with their students. More training is coming on checking individual student CCMR progress.</p> </td> </tr> <tr> <td data-bbox="1283 748 1381 906"> <p>Jan</p>  </td> <td data-bbox="1381 748 2034 938"> <p>January Evidence of Progress</p> <p>Staff received training on CCMR progress checks at the January staff meeting. Students continue to engage in CCMR opportunities such as TSIA2 testing, SATs, and certification exam opportunities are forthcoming.</p> </td> </tr> <tr> <td data-bbox="1283 938 1381 976"> <p>Mar</p> </td> <td data-bbox="1381 938 2034 976"> <p>March Evidence of Progress</p> </td> </tr> <tr> <td data-bbox="1283 976 1381 1024"> <p>June</p> </td> <td data-bbox="1381 976 2034 1024"> <p>June Evidence of Progress</p> </td> </tr> </table>	<p>Nov</p> 	<p>November Evidence of Progress</p> <p>Staff at the Career Center are all well-trained in CCMR indicators and are encouraged to have frequent checkins with their students. More training is coming on checking individual student CCMR progress.</p>	<p>Jan</p> 	<p>January Evidence of Progress</p> <p>Staff received training on CCMR progress checks at the January staff meeting. Students continue to engage in CCMR opportunities such as TSIA2 testing, SATs, and certification exam opportunities are forthcoming.</p>	<p>Mar</p>	<p>March Evidence of Progress</p>	<p>June</p>	<p>June Evidence of Progress</p>
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<p>Mar</p>	<p>March Evidence of Progress</p>								
<p>June</p>	<p>June Evidence of Progress</p>								

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 93%.</p> <p>2022 - 2023 - 90% 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>Problem Statements: Demographics 1 - Student Learning 1 - Perceptions 1</p>	<p>Nov November Evidence of Progress TSIA 2 Bootcamp is scheduled.</p>  <p>Jan January Evidence of Progress TSIA 2 Bootcamp is scheduled.</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: Student Learning 1 - School Processes & Programs 1</p>	<p>Nov November Evidence of Progress Counselors provide information, as do other staff and the Central Texas Scholarship Lady.</p>  <p>Jan January Evidence of Progress Counselors provide information, as do other staff and the Central Texas Scholarship Lady. The Central Texas Scholarship Lady has done several school-day and evening presentations, with more scheduled.</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>Problem Statements: School Processes & Programs 1</p>	<p>Nov November Evidence of Progress  CTC has made multiple visits to KCC, as has the Central Texas Scholarship Lady.</p> <p>Jan January Evidence of Progress  CTC has made multiple visits to KCC, as has the Central Texas Scholarship Lady.</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>Problem Statements: School Processes & Programs 1</p>	<p>Nov November Evidence of Progress  CTC has made multiple visits to KCC.</p> <p>Jan January Evidence of Progress  CTC has made multiple visits to KCC, and more college and career fairs are upcoming.</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>Problem Statements: School Processes & Programs 1</p>	<p>Nov November Evidence of Progress  Scholarship information is shared regularly on multiple platforms.</p> <p>Jan January Evidence of Progress  Scholarship information is shared regularly on multiple platforms. KCC is also going to begin celebrating student scholarships on announcements and social media as awards come in.</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 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	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>Problem Statements: Student Learning 1, 2</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 74%.</p> <p>Jan January Evidence of Progress</p> <p> Teachers are utilizing the KISD instructional framework as observed by walkthroughs, coaching walks, and observations.</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>Problem Statements: Student Learning 2</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>Problem Statements: Demographics 2 - Student Learning 1, 2</p>	<p>Nov November Evidence of Progress</p> <p> ELA & History 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> ELA & History teachers are participating in campus and district training, as well as, participating in the Central Texas Writing Project.</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: 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>	<p>Nov November Evidence of Progress</p> <p> CUA's are being administered to ELA & US History students. PLC's are meeting to analyze data, plan, and implement interventions using the CUA protocol.</p> <p>Jan January Evidence of Progress</p> <p> CUA's are being administered to ELA & US History students. PLC's are meeting to analyze data, plan, and implement interventions using the CUA protocol.</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 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>Problem Statements: Demographics 2 - Student Learning 1 - School Processes & Programs 1</p>	<p>Nov November Evidence of Progress</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>Jan January Evidence of Progress</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>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. 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>Nov November Evidence of Progress</p>  Currently 74% of seniors have met a CCMR indicator. <p>Jan January Evidence of Progress</p>  CCMR progress continues, and the percentage consistently goes up. <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> <p>Problem Statements: Student Learning 1, 2 - Perceptions 1</p>	<p>Nov November Evidence of Progress  Teachers are offering tutoring after school, and some teachers are offering tutoring on Saturday each month.</p> <p>Jan January Evidence of Progress  Teachers are offering tutoring after school, and some teachers are offering tutoring on Saturday each month.</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 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	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: Student Learning 1, 2</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>Problem Statements: Student Learning 1 - School Processes & Programs 1</p>	<p>Nov November Evidence of Progress</p> <p> College exploration is ongoing; education students visited A&M Central Texas.</p> <p>Jan January Evidence of Progress</p> <p> College exploration is ongoing; education students visited A&M Central Texas, and business students had a field trip to UMHB.</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 1 - Student Learning 1 - School Processes & Programs 1</p>	<p>Nov November Evidence of Progress  All students are in CTE courses; counselors are working to ensure that students are in courses here for the purpose of completing a program of study.</p> <p>Jan January Evidence of Progress  All students are in CTE courses; counselors are working to ensure that students are in courses here for the purpose of completing a program of study.</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>Problem Statements: Student Learning 1, 2 - Perceptions 1</p>	<p>Nov November Evidence of Progress  Tutoring is offered regularly.</p> <p>Jan January Evidence of Progress  Tutoring is offered regularly.</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 98% or higher and increase the number of students meeting grade level and/or mastering the EOC.

Evaluation Data Sources: EOC test results

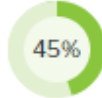

Strategy 1 Details	Reviews
<p>Strategy 1: Social Studies Teachers will administer formative assessments (CUA's where appropriate) in each unit. Scores and data will be used to provide interventions so that students will be successful on their EOC based summative assignments.</p> <p>Strategy's Expected Result/Impact: Student success on summative assignments and EOC's.</p> <p>Staff Responsible for Monitoring: Teachers and Administrators</p> <p>Problem Statements: Demographics 2 - Perceptions 1</p>	<p>Nov November Evidence of Progress  CUA's are being administered to 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 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 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.


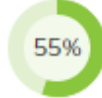
Strategy 1 Details	Reviews
<p>Strategy 1: Recruit at Home Campus Events, Middle School Tours, Elementary Career Fairs, and via Social Media Platforms.</p> <p>Strategy's Expected Result/Impact: Increase targeted program enrollments.</p> <p>Staff Responsible for Monitoring: CTE Program Advisor, Counselors, Program Teachers, and Campus Leadership</p> <p>TEA Priorities: Connect high school to career and college - Results Driven Accountability</p> <p>Problem Statements: Demographics 1</p>	<p>Nov November Evidence of Progress</p>  <p>Recruiting has taken place at district and home campus events and on social media offered in October and November, Additionally, middle school tours - 7th grade students in KISD.</p> <p>Jan January Evidence of Progress</p>  <p>Recruiting has taken place at district and home campus events and on social media offered in October and November, Additionally, middle school tours - 7th grade students in KISD. KCC teams are working to develop learner profiles for programs and increase transparency regarding course requirements and special programs service availability.</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>Problem Statements: Demographics 1</p>	<p>Nov November Evidence of Progress Recruiting is taking place at KCC events.</p> <p> 50%</p> <p>Jan January Evidence of Progress Recruiting is taking place at KCC events.</p> <p> 60%</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.</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>	<p>Nov November Evidence of Progress</p> <p> PLC meetings are taking place. Additionally, staff participated in campus PD.</p> <p>Jan January Evidence of Progress</p> <p> Staff had campus PD developed in response to data gathered at fall instructional rounds; the focus was on teacher self-care and on the collaborative phase of the GRR.</p> <p>Mar March Evidence of Progress</p> <p>June June Evidence of Progress</p>




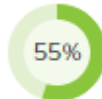
Strategy 2 Details	Reviews
<p>Strategy 2: Staff will attend professional development/training to learn more about relevant topics, such as classroom management, technology, instructional strategies, and differentiation.</p> <p>Strategy's Expected Result/Impact: Staff learning will increase student success 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>Nov November Evidence of Progress  Staff participated in campus, district, state, and national training sessions throughout the year.</p> <p>Jan January Evidence of Progress  Staff had campus PD developed in response to data gathered at fall instructional rounds; the focus was on teacher self-care and on the collaborative phase of the GRR. Staff is also frequently signing up for PD on CTE courses and materials as well as core content in preparation for STAAR and TSI administrations.</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 - Student Learning 1, 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. Mentors are participating in scheduled district PLCs for mentoring.</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. Mentors are participating in scheduled district PLCs for mentoring. DIS has held two successful lunch-and-learns for mentors and protogeos with more scheduled.</p> <p>Mar March Evidence of Progress</p> <p>June June Evidence of Progress</p>




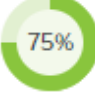
Strategy 4 Details	Reviews
<p>Strategy 4: Development of teacher instructional strategies through PLC activities. PLC discussions are guided by the four questions of a PLC.</p> <p>Strategy's Expected Result/Impact: Improve KCC students graduating meeting CCMR indicators to 93%. 2022-2023 - 90% 2021 -2022 - 79%</p> <p>Staff Responsible for Monitoring: KCC Administration</p> <p>Problem Statements: Demographics 2 - Student Learning 1, 2</p>	<p>Nov November Evidence of Progress  Staff are utilizing the four questions of the PLC process to guide their conversations. Additionally, district instructional strategies are implemented during staff meetings, PD sessions, and during SBDM.</p> <p>Jan January Evidence of Progress  Staff are utilizing the four questions of the PLC process to guide their conversations. Additionally, district instructional strategies are implemented during staff meetings, PD sessions, and during SBDM.</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> <p>Problem Statements: Demographics 2 - Student Learning 1, 2</p>	<p>Nov November Evidence of Progress  Staff - given time during PD days to meet in PLC's.</p> <p>Jan January Evidence of Progress  Staff - given time during PD days to meet in PLC's.</p> <p>Mar March Evidence of Progress</p> <p>June June Evidence of Progress</p>
<p>  No Progress  Accomplished  Continue/Modify  Discontinue </p>	





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>Problem Statements: Perceptions 3</p>	<p>Nov November Evidence of Progress</p> <p> All advisory board meetings with community members have been held. KCC is actively reaching out to our Adopt a Unit and working with parent volunteers.</p> <p>Jan January Evidence of Progress</p> <p> All initial advisory board meetings with community members have been held; the second round will take place this semester. KCC is actively reaching out to our Adopt a Unit and working with parent volunteers.</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</p> <p> We are continuing to reach out to Adopt a Unit to schedule collaboration.</p> <p>Jan January Evidence of Progress</p> <p> We are continuing to reach out to Adopt a Unit (currently deployed) to schedule collaboration.</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>Problem Statements: Demographics 1 - Student Learning 1 - School Processes & Programs 1</p>	<p>Nov November Evidence of Progress</p> <p> All advisory board meetings for first semester have been held.</p> <p>Jan January Evidence of Progress</p> <p> All advisory board meetings for first semester have been held; the next round of meetings will take place this semester.</p> <p>Mar March Evidence of Progress</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>Problem Statements: School Processes & Programs 1 - Perceptions 3</p>	<p>Nov November Evidence of Progress</p> <p> Two academic planning nights (of a scheduled three) have been held successfully.</p> <p>Jan January Evidence of Progress</p> <p> All three academic planning fairs have been held successfully. Plans are underway to create parent nights intentionally targeted to students whose course requests reflect a practicum course.</p> <p>Mar March Evidence of Progress</p> <p>June June Evidence of Progress</p>





Strategy 5 Details	Reviews
<p>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.</p> <p>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.</p> <p>Staff Responsible for Monitoring: Principal</p> <p>Problem Statements: Demographics 1 - Student Learning 1 - Perceptions 3</p>	<p>Nov November Evidence of Progress  Counselors are continuing to work on community education and engagement as well as course planning for current and future students.</p> <p>Jan January Evidence of Progress  Counselors are continuing to work on community education and engagement as well as course planning for current and future students.</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 as well as professional staff communication availability (contact info publicly available).</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>Problem Statements: Perceptions 3</p>	<p>Nov November Evidence of Progress  Newsletters are sent regularly.</p> <p>Jan January Evidence of Progress  Newsletters are sent regularly.</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> <p>Problem Statements: School Processes & Programs 1 - Perceptions 1, 3</p>	<p>Nov November Evidence of Progress  All staff (teachers, counselors, admin) communicate and collaborate for student success.</p> <p>Jan January Evidence of Progress  All staff (teachers, counselors, admin) communicate and collaborate for student success.</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 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.</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>	<p>Nov November Evidence of Progress</p>  55% Announcements are given twice daily to capture all students. <p>Jan January Evidence of Progress</p>  65% Announcements are given twice daily to capture all students. <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.</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>	<p>Nov November Evidence of Progress</p>  45% Student advisory council has met twice with admin and once with KISD superintendent. <p>Jan January Evidence of Progress</p>  65% Student advisory council has met three times with admin and once with KISD superintendent. <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>Staff Responsible for Monitoring: CTE Program Advisor Webmaster</p> <p>Problem Statements: School Processes & Programs 1, 2 - Perceptions 3</p>	<table border="0"> <tr> <td data-bbox="1262 120 1381 256"> <p>Nov</p>  </td> <td data-bbox="1381 120 2034 256"> <p>November Evidence of Progress</p> <p>Social media posts are consistently updated, and engagement is good.</p> </td> </tr> <tr> <td data-bbox="1262 272 1381 409"> <p>Jan</p>  </td> <td data-bbox="1381 272 2034 409"> <p>January Evidence of Progress</p> <p>Social media posts are consistently updated, and engagement is high and positive.</p> </td> </tr> <tr> <td data-bbox="1262 425 1381 467"> <p>Mar</p> </td> <td data-bbox="1381 425 2034 467"> <p>March Evidence of Progress</p> </td> </tr> <tr> <td data-bbox="1262 483 1381 526"> <p>June</p> </td> <td data-bbox="1381 483 2034 526"> <p>June Evidence of Progress</p> </td> </tr> </table>	<p>Nov</p> 	<p>November Evidence of Progress</p> <p>Social media posts are consistently updated, and engagement is good.</p>	<p>Jan</p> 	<p>January Evidence of Progress</p> <p>Social media posts are consistently updated, and engagement is high and positive.</p>	<p>Mar</p>	<p>March Evidence of Progress</p>	<p>June</p>	<p>June Evidence of Progress</p>
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


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.


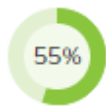

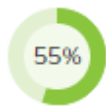

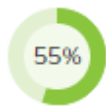












Evaluation Data Sources: Monthly/Yearly Discipline incident reports

Strategy 1 Details	Reviews
<p>Strategy 1: Teacher duty stations will be assigned.</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>	<p>Nov November Evidence of Progress Teacher duty is assigned and monitored.</p>  <p>Jan January Evidence of Progress Teacher duty is assigned and monitored. Updates have been made due to staffing changes.</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.</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>Nov November Evidence of Progress KISD police periodically visit, and there is now an armed security guard on campus throughout every day providing monitoring and other support as needed.</p>  <p>Jan January Evidence of Progress KISD police periodically visit, and there is now an armed security guard on campus throughout every day providing monitoring and other support as needed.</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>Problem Statements: School Processes & Programs 2</p>	<p>Nov November Evidence of Progress Drug dog will be scheduled.</p>  <p>Jan January Evidence of Progress Drug dog will be scheduled.</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>Problem Statements: School Processes & Programs 2</p>	<p>Nov November Evidence of Progress Required safety drills have been held monthly so far.</p>  <p>Jan January Evidence of Progress Required safety drills have been held monthly so far.</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>Problem Statements: School Processes & Programs 2</p>	<p>Nov November Evidence of Progress  There is an after-action report after each drill and metal detector screening.</p> <p>Jan January Evidence of Progress  There is an after-action report after each drill and metal detector screening.</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>Problem Statements: School Processes & Programs 2</p>	<p>Nov November Evidence of Progress  Cameras are operational and feed is reviewed if needed.</p> <p>Jan January Evidence of Progress  Cameras are operational and feed is reviewed if needed.</p> <p>Mar March Evidence of Progress</p> <p>June June Evidence of Progress</p>


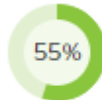




Strategy 7 Details	Reviews
<p>Strategy 7: Students, parents, and faculty may use an online system to report suspected bullying on campus. All reports in online will be investigated by the Assistant Principal(s).</p> <p>Strategy's Expected Result/Impact: Students will experience a safe campus. Student survey results will measure effectiveness.</p> <p>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>	<p>Nov November Evidence of Progress Bully reporter system is operational.</p> <p> 40%</p> <p>Jan January Evidence of Progress Bully reporter system is operational. Staff has handled the lone report filed.</p> <p> 55%</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>Problem Statements: School Processes & Programs 2</p>	<p>Nov November Evidence of Progress All teachers were trained at in-service and are utilizing Restorative Practices such as treatment agreements in classes.</p> <p> 55%</p> <p>Jan January Evidence of Progress All teachers were trained at in-service and are utilizing Restorative Practices such as treatment agreements in classes.</p> <p> 60%</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>	<table border="0"> <tr> <td data-bbox="1262 120 1381 256"> <p>Nov</p>  </td> <td data-bbox="1381 120 2032 256"> <p>November Evidence of Progress</p> <p>Health staff is available and implementing all required services.</p> </td> </tr> <tr> <td data-bbox="1262 272 1381 409"> <p>Jan</p>  </td> <td data-bbox="1381 272 2032 409"> <p>January Evidence of Progress</p> <p>Health staff is available and implementing all required services.</p> </td> </tr> <tr> <td data-bbox="1262 425 1381 457"> <p>Mar</p> </td> <td data-bbox="1381 425 2032 457"> <p>March Evidence of Progress</p> </td> </tr> <tr> <td data-bbox="1262 474 1381 506"> <p>June</p> </td> <td data-bbox="1381 474 2032 506"> <p>June Evidence of Progress</p> </td> </tr> </table>	<p>Nov</p> 	<p>November Evidence of Progress</p> <p>Health staff is available and implementing all required services.</p>	<p>Jan</p> 	<p>January Evidence of Progress</p> <p>Health staff is available and implementing all required services.</p>	<p>Mar</p>	<p>March Evidence of Progress</p>	<p>June</p>	<p>June Evidence of Progress</p>
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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.


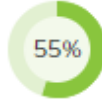




Evaluation Data Sources: Time, Resources, Budget and Inventory reports

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>Problem Statements: Demographics 2 - Student Learning 1, 2 - School Processes & Programs 1</p>	<p>Nov November Evidence of Progress</p> <p> SBDM met in November, reviewed and approved the Campus improvement plan. A high yield instructional strategy was used with stakeholders in achieving our goal.</p> <p>Jan January Evidence of Progress</p> <p> SBDM met again in December, reviewing the formative update to the CIP. Meetings are scheduled for the rest of the year, and upcoming topics include selecting a teacher of the year and reviewing Qualtrics survey data to identify areas for improvement.</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. 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	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 93%. 2022-2023 - 90% 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>Nov November Evidence of Progress</p> <p> KCC is providing state of the art equipment for students to work on as recommended by staff and Advisory Board members. All Advisory Boards meeting in the month of October.</p> <p>Jan January Evidence of Progress</p> <p> KCC is providing state of the art equipment for students to work on as recommended by staff and Advisory Board members. All Advisory Boards meeting in the month of October.</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 3: 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 - Student Learning 1 - School Processes & Programs 1</p>	<p>Nov November Evidence of Progress</p> <p> Staff are recruiting for and planning for upcoming CTSO competitions. FFA and Cybersecurity participated in competition and Cyberpatriot.</p> <p>Jan January Evidence of Progress</p> <p> Staff are recruiting for and planning for upcoming CTSO competitions. FFA and Cybersecurity participated in competition and Cyberpatriot. Skills USA competitions are taking place in the coming weeks, as are HOSA, FFA shows, and the state DECA competition.</p> <p>Mar March Evidence of Progress</p> <p>June June Evidence of Progress</p>
<p>  No Progress  Accomplished  Continue/Modify  Discontinue </p>	