Killeen Independent School District

Gateway

2022-2023 Formative Review with Notes

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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: By the end of the 2022-2023 SY a minimum of 75% of the students enrolled at Gateway will be passing all of their core courses.

    Evaluation Data Sources: Report cards, progress reports, CUA data, MAP testing

Strategy 1 Details	Reviews		

Strategy 1: Administrators will have quarterly failure meetings to discuss failure percentages and ways to improve student failure rates.
    Strategy's Expected Result/Impact: Student Academic Performance
    Staff Responsible for Monitoring: Campus Administration
 	
    TEA Priorities:
Build a foundation of reading and math, Improve low-performing schools
    Problem Statements: Demographics 2 - Student Learning 2
	Nov
	
	25%
		November Evidence of Progress
		Administrators reviewed failure rates at the end of each IPR.	

	Jan 50%	**January Evidence of Progress** Administrators reviewed failure rates at the end of each IPR/Grading Period.	
	Mar	**March Evidence of Progress**	
	June	**June Evidence of Progress**	

Strategy 2 Details	**Reviews**

Strategy 2: Teachers will utilize scheduled intervention times to address student learning gaps and academic struggles.

    Strategy's Expected Result/Impact: Improve student learning and understanding

    Staff Responsible for Monitoring: Campus Administration & teachers

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

    Problem Statements: Student Learning 1

Nov — 20%

November Evidence of Progress
Not all teachers have effectively intervention periods.

Jan — 40%

January Evidence of Progress
Some teachers are effectively utilizing intervention periods.

Mar   **March Evidence of Progress**

June   **June Evidence of Progress**

Strategy 3 Details	**Reviews**

Strategy 3: Professional Learning Communities will focus on strategies to improve student learning data across the campus

    Strategy's Expected Result/Impact: Teachers will work collaboratively to help each student be successful in their learning

    Staff Responsible for Monitoring: Campus Administration

    Problem Statements: Student Learning 1, 3 - School Processes & Programs 2

Nov — 40%

November Evidence of Progress
Improving student success has been the point of discussion during PLC, every 10 school days.

Jan — 60%

January Evidence of Progress
PLCs are conducted every 10 days; during this time, teachers discuss students academic and behavior data.

Mar   **March Evidence of Progress**

June   **June Evidence of Progress**

Strategy 4 Details	Reviews
Strategy 4: Students will be provided the opportunity to attend before school, after school and Saturday School to work ahead and receive additional support in core subject **Strategy's Expected Result/Impact:** Improving student performance in all core subjects. **Staff Responsible for Monitoring:** Principal, assistant principals, counselors and teachers.	**Nov** 10% **November Evidence of Progress** Students attendance to tutoring opportunities have been unsuccess. **Jan** 25% **January Evidence of Progress** Saturday school has been held twice with a low number of student participation; it is currently scheduled to take place on Feb. 4, 2023. **Mar** **March Evidence of Progress** **June** **June Evidence of Progress**

Strategy 5 Details	Reviews
Strategy 5: Students and staff will utilize technology to maximize learning for students and to enhance the educational practices of teachers. Teachers use technology to provide students with meaningful opportunities to increase their learning across all curriculum areas. **Strategy's Expected Result/Impact:** Students will continue to use technology to help minimize academic deficits. An increase in students connecting their learning to real-world situations. **Staff Responsible for Monitoring:** Principal, assistant principals, counselors, teachers and CIT **Problem Statements:** Student Learning 1, 2 - School Processes & Programs 1	**Nov** 25% **November Evidence of Progress** At least one out of four classrooms uses technology to improve learning; however, due to students inappropriate use of technology, teachers have minimized how often students are allowed to use technology as an instructional resource. **Jan** 50% **January Evidence of Progress** More than 50% of classes incorporate technology into the learning tasks on a daily base. **Mar** **March Evidence of Progress** **June** **June Evidence of Progress**

0% No Progress	100% Accomplished	→ Continue/Modify	✕ Discontinue

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: Gateway teachers will spend an average of 40% of class time or more in the collaboration phase of the GRR.

    Evaluation Data Sources: Teacher evaluations; walk throughs; coaching walks; survey results; pass/fail rates; In-service.

Strategy 1 Details	Reviews		

Strategy 1: In-Service will focus on GRR data pulled from walkthroughs and coaching walks from 2022-23 SY to support teacher and campus growth.
    Strategy's Expected Result/Impact: Improved instructional strategies and academic focus
    Staff Responsible for Monitoring: Campus Administration
 	
    Problem Statements: Demographics 1 - School Processes & Programs 2
	Nov
	
	50%
		November Evidence of Progress
		Walks and coaching walks have taken place. The sharing of GRR data will be shared and discussed during January's PD on Jan. 3, 2023. GRR process/ implementation was discussed during August 2022 In-Service.

	Jan 70%	**January Evidence of Progress** Administrators conduct walkthroughs on a weekly base. During each grading period, the admin team conduct coaching walks as a team and provide feedback to the teachers within 10 school days.	
	Mar	**March Evidence of Progress**	
	June	**June Evidence of Progress**	

Strategy 2 Details	Reviews

Strategy 2: Consistent PLC meetings to ensure that staff members are able to collaborate and share learning and strategies.
 	
    Strategy's Expected Result/Impact: Improved academic achievement and teacher growth.
    Staff Responsible for Monitoring: Campus Administration
 	
    Problem Statements: Demographics 1 - School Processes & Programs 2
	Nov **November Evidence of Progress**
	50% Staff have been collaborating during PLC meetings every 10 school days by departments.
	
	Jan **January Evidence of Progress**
	75% Staff have been collaborating during PLC meetings every 10 school days by departments.
	
	Mar **March Evidence of Progress**
	
	June **June Evidence of Progress**

0% No Progress   100% Accomplished   → Continue/Modify   ✕ Discontinue

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 2: Gateway will retain 80% of its teachers for the upcoming school year.

    Evaluation Data Sources: Staff meetings, announcements, and PLCS
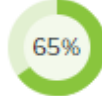
Strategy 1 Details	Reviews		

Strategy 1: Gateway will honor at least 2 staff members per month (1 middle and 1 high school) as staff members of the month.
    Strategy's Expected Result/Impact: Improve teacher morale.
    Staff Responsible for Monitoring: Admin
 	
    Problem Statements: Perceptions 1
	Nov
	
	100%
	
	Jan
	
	100%
	
	Mar
	
	100%
	
	June
		November Evidence of Progress
		Two (2) middle school and two (2) high school staff members have been honored each month beginning September 2022.
		
		January Evidence of Progress
		Each month, four staff members are selected as staff of the month: two staff members from each level.
		
		March Evidence of Progress
		
		June Evidence of Progress		

Strategy 2 Details	**Reviews**

Strategy 2: Gateway admin team will quarterly conduct coaching walks as a team.

Strategy's Expected Result/Impact: Discuss different strategies to improve instruction on campus. Offer additional support to teachers to support their growth.

Staff Responsible for Monitoring: Admin

Problem Statements: Demographics 1 - School Processes & Programs 2

Nov	**November Evidence of Progress**
25%	Coaching walks were not conducted during the first quarter of the school year. The admin team conducted coaching walks during the second quarter (2nd nine weeks).
Jan	**January Evidence of Progress**
50%	The admin team conducted coaching walks during the second quarter (2nd nine weeks) and they are scheduled for the third quarter.
Mar	**March Evidence of Progress**
June	**June Evidence of Progress**

0% No Progress	100% Accomplished	➡ Continue/Modify	✖ Discontinue

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 3: To promote teacher growth and leadership in the areas of classroom management, differentiated instruction, online learning and data disaggregation so 100% of staff are fluent in the use of district required software and technology.

Evaluation Data Sources: Communication log, T-TESS Data, pass/failure rates

Strategy 1 Details	Reviews
Strategy 1: Provide professional development for ESchool Plus and Eduphoria. **Strategy's Expected Result/Impact:** Attendance and testing data. **Staff Responsible for Monitoring:** District and campus technologists, principal and assistant principals/CIS's. **TEA Priorities:** Recruit, support, retain teachers and principals **Problem Statements:** Demographics 1 - Student Learning 1 - School Processes & Programs 2	**Nov** — **November Evidence of Progress** 100% During in-service, teachers were provided technology sessions that address Eschool Plus and Eduphoria. **Jan** — **January Evidence of Progress** 100% Teachers collaborate during PD and PLCs. **Mar** — **March Evidence of Progress** **June** — **June Evidence of Progress**

Strategy 2 Details	Reviews
Strategy 2: Teachers will attend district and campus (PLC) professional development to increase awareness and knowledge of TEKS Resources. Teachers will attend Write Path training to increase an understanding of using interactive journals and student writing in all content areas. **Strategy's Expected Result/Impact:** Academic success rate in each core content area. **Staff Responsible for Monitoring:** Principal, assistant principals/CIS and teachers. **Problem Statements:** Student Learning 1, 2	**Nov** — **November Evidence of Progress** 75% English teachers attended Write Path training and special educations attends PLC meeting on and off campus. **Jan** — **January Evidence of Progress** 65% Teachers attend PLC on campus, but few attends Write Path Training. **Mar** — **March Evidence of Progress** **June** — **June Evidence of Progress**

Strategy 3 Details	**Reviews**
Strategy 3: Teachers will attend Professional Learning Communities Work Institute to obtain knowledge and tools to implement that will significantly impact student achievement.	
Strategy's Expected Result/Impact: An increase in all students' core achievement.	
Staff Responsible for Monitoring: Principal, assistant principals and teachers.	

Problem Statements: Demographics 1 - Student Learning 1, 2 - School Processes & Programs 2	**Nov** **November Evidence of Progress**
	0% Currently, no teacher has attended Work Institute.
	Jan **January Evidence of Progress**
	0% No teachers have yet attended.
	Mar **March Evidence of Progress**
	June **June Evidence of Progress**

0% No Progress   100% Accomplished   → Continue/Modify   ✖ Discontinue

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

Performance Objective 1: 75% of students enrolled at Gateway will engage with a community leader mentor weekly.

    Evaluation Data Sources: Attendance logs, SBDM

Strategy 1 Details	Reviews

Strategy 1: Community leaders will meet once a week with our high school and middle school students.
  Strategy's Expected Result/Impact: Reduction in Recidivism Rate
  Staff Responsible for Monitoring: Campus Administration/Counselors
 	
  Problem Statements: Demographics 2, 3 - Student Learning 2
	Nov **November Evidence of Progress**
	50% Community leaders conduct on campus mentoring sessions every Thursday with both middle and high school students.
	
	Jan **January Evidence of Progress**
	100% Community leaders, businessmen and Adopt-a-School Unit conduct on campus mentoring sessions every Thursday with both middle and high school students.
	
	Mar **March Evidence of Progress**
	0%
	
	June **June Evidence of Progress**

Strategy 2 Details	**Reviews**
Strategy 2: Gateway will have at least one guest speaker each semester to meet with students.	
Strategy's Expected Result/Impact: Support student social-emotional growth. Build relationship with the community.	
Staff Responsible for Monitoring: Campus Admin/Counselors	

	Reviews
Problem Statements: Demographics 2, 3 - Student Learning 2	**Nov** **November Evidence of Progress**
	0% No guest speaker was scheduled during the Fall 2022 Semester.
	Jan **January Evidence of Progress**
	50% Several guest speakers are scheduled for Spring of 2023.
	Mar **March Evidence of Progress**
	June **June Evidence of Progress**

0% No Progress	100% Accomplished	➡ Continue/Modify	✖ Discontinue

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

Performance Objective 2: 30% of families enrolled at gateway will participate in our semester Family Engagement Night.

    Evaluation Data Sources: Attendance logs. Growth in community support.
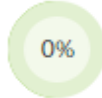
Strategy 1 Details	Reviews

Strategy 1: Gateway will post meeting notices and important school information via their social media and website monthly.
    Strategy's Expected Result/Impact: Improved community support.
    Staff Responsible for Monitoring: Admin
 	
    Problem Statements: Perceptions 1
	Nov — **November Evidence of Progress**
	Campus information has been posted each month.
	50%
	
	Jan — **January Evidence of Progress**
	Information continues to be posted on social media, website and on the marquee.
	70%
	
	Mar — **March Evidence of Progress**
	
	June — **June Evidence of Progress**

Strategy 2 Details	Reviews
Strategy 2: Parents and students will receive information regarding parent engagement nights through Connect Ed, SMORE Newsletter and social media. **Strategy's Expected Result/Impact:** Improve communication and support **Staff Responsible for Monitoring:** Admin and counselors **Problem Statements:** Student Learning 2 - Perceptions 1	

Nov 50%	**November Evidence of Progress** Fall 2022 Parent Engagement Night information went out on all available communication resources: marquee, connect ed, newsletter and Facebook.
Jan 75%	**January Evidence of Progress** Parent Engagement Night for the Spring has been scheduled for March 28th. Parents will receive information via SMORE Newsletter and campus Facebook Page.
Mar	**March Evidence of Progress**
June	**June Evidence of Progress**

0% No Progress	100% Accomplished	→ Continue/Modify	✖ Discontinue

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: Gateway will reduce recidivism rates to 10% or less over the 2022 - 2023 school year.

    Evaluation Data Sources: Student engagement in curriculum, recidivism rates, referral numbers.

Strategy 1 Details	Reviews

Strategy 1: Gateway will incorporate positive behavior tracking system.
 	
High school will track behavior using HERO; middle school will use LiveSchool.
    Strategy's Expected Result/Impact: Decrease student recidivism. Reduce referrals. Improve behavior strategies. Support social-emotional learning.
    Staff Responsible for Monitoring: Campus Administration
 	
    Problem Statements: Demographics 2, 3
	Nov — **November Evidence of Progress**
	50% HERO has not yet been implemented at the high school, but LiveSchool is being used at the middle school level.
	
	Jan — **January Evidence of Progress**
	60% Both HERO and LiveSchool is in the implementation phrased.
	
	Mar — **March Evidence of Progress**
	
	June — **June Evidence of Progress**

Strategy 2 Details	Reviews

Strategy 2: Gateway will implement behavior intervention courses led by our counselors.
    Strategy's Expected Result/Impact: Improvement in behavior.
    Staff Responsible for Monitoring: Campus Administration, teachers, and counselors
 	
    Problem Statements: Demographics 3 - Student Learning 2 - Perceptions 2
	Nov — **November Evidence of Progress**
	20% Has not yet been fully implemented.
	
	Jan — **January Evidence of Progress**
	0% Course has not been implemented.
	
	Mar — **March Evidence of Progress**
	
	June — **June Evidence of Progress**

Strategy 3 Details	Reviews
Strategy 3: Gateway counselors will hold monthly classroom guidance activities with students on the following topics: study skills, respect, character traits, conflict resolution, friendship, social inferences, self-esteem, stress management, self-control, and implement effective coping strategies when addressing the social and emotional needs of the students and staff. Counselors will attend PD to stay current on best practices associated with supporting At Risk students. **Strategy's Expected Result/Impact:** Improvement in behavior. Reduce recidivism. Coping strategies. Behavior Strategies. Improve student social-emotional learning, character, and positive habits. **Staff Responsible for Monitoring:** Counselors, Assistant Principals and Principal **Problem Statements:** Student Learning 2 - Perceptions 2	**Nov** **November Evidence of Progress** 50% Small group sessions are been held every few weeks. **Jan** **January Evidence of Progress** 70% Small group sessions are taking place on a weekly base. **Mar** **March Evidence of Progress** **June** **June Evidence of Progress**
Strategy 4 Details	Reviews
Strategy 4: Gateway will provide students with opportunities to celebrate and be recognized for positive behavior and academic achievement. **Strategy's Expected Result/Impact:** Improvement in behavior. Reduce recidivism. Improved academic achievement in core courses. Improve campus culture. Increase the number of students being recognized throughout the year. **Staff Responsible for Monitoring:** Teachers, counselors, assistant principals and principal.	**Nov** **November Evidence of Progress** 0% No student celebrations have yet taken place. **Jan** **January Evidence of Progress** 50% Plans for celebrations are in progress. **Mar** **March Evidence of Progress** **June** **June Evidence of Progress**

0% No Progress   100% Accomplished   → Continue/Modify   ✗ Discontinue

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 2: Provide a safe, welcoming and secure learning and working environment for students and staff.

    Evaluation Data Sources: Discipline data, attendance data, HERO system and LiveSchool.

Strategy 1 Details	Reviews		
Strategy 1: Staff members will conduct duty (being vigilant) before school, during passing periods, lunch periods and after school. **Strategy's Expected Result/Impact:** Decrease in the number of referrals submitted.	**Nov** 50%	**November Evidence of Progress** Staff is very vigilant during instruction periods, between all passing class periods., lunch periods and before/after school.	
	Jan 70%	**January Evidence of Progress** All staff members conduct duty and are consistently visible all throughout the instructional day.	
	Mar	**March Evidence of Progress**	
	June	**June Evidence of Progress**	

Strategy 2 Details	Reviews		

Strategy 2: Campus police officers will actively monitor activities taking place inside and outside of the campus.
 	
    Strategy's Expected Result/Impact: Minimize safety incidents.
    Staff Responsible for Monitoring: Police Officers
	Nov
	50%
		November Evidence of Progress
		Campus police officers consistently monitor school activities.	

	Jan 75%	**January Evidence of Progress** Campus police officers consistently monitor school activities and build positive relationships with the students and staff.	
	Mar	**March Evidence of Progress**	
	June	**June Evidence of Progress**	

Strategy 3 Details	Reviews

Strategy 3: Conduct KISD required safety drills throughout the entire school year.

    Strategy's Expected Result/Impact: Students and staff members will be readily prepared in the event of an emergency.

    Staff Responsible for Monitoring: Safety committees.

Nov — 50%

November Evidence of Progress

Currently all mandatory safety drills have taken place.

Jan — 100%

January Evidence of Progress

Drills are conducted monthly; safety checks are conducted weekly.

Mar

March Evidence of Progress

June

June Evidence of Progress

Strategy 4 Details	Reviews

Strategy 4: Provide each staff member with a parking decal if the staff member will be parking on campus.

    Strategy's Expected Result/Impact: All staff members will display a Gateway parking pass when parking on campus.

    Staff Responsible for Monitoring: Administration and Police Officers

Nov — 0%

November Evidence of Progress

Parking decals have not yet been purchased.

Jan — 0%

January Evidence of Progress

Parking decals have not yet been purchased.

Mar

March Evidence of Progress

June

June Evidence of Progress

Strategy 5 Details	Reviews
Strategy 5: Campus security monitors will be utilized for interceding immediately in inappropriate classroom behaviors to obtain a safe learning and teaching environment for all students and staff. **Strategy's Expected Result/Impact:** Improved culture and student achievement as they become socially engaged in relevant learning activities; the immediate removal of unsafe classroom activities. **Staff Responsible for Monitoring:** Principal, assistant principals, CIT and Police Officers. **Problem Statements:** Student Learning 1 - Perceptions 2	**Nov** **November Evidence of Progress** 50% Security cameras are monitored daily by several staff members (campus policemen, administrators and discipline secretaries). **Jan** **January Evidence of Progress** 60% Security cameras are monitored daily by several staff members (campus policemen, administrators and discipline secretaries). **Mar** **March Evidence of Progress** **June** **June Evidence of Progress**

Strategy 6 Details	Reviews
Strategy 6: Gateway will educate and promote good personal hygiene to improve students' self-esteem and effectively meet students' needs physically, emotionally and socially by providing a safe and supportive learning environment. **Strategy's Expected Result/Impact:** Improve self-awareness. Improve self-care. Improve behavior. Improve academic performances. **Staff Responsible for Monitoring:** Nurse, counselor, teachers, assistant principals and principal.	**Nov** **November Evidence of Progress** 25% Counselors and school nurse have provided hygiene products to students. A community group is scheduled to provide the campus with hygiene produces on December 14, 2022. **Jan** **January Evidence of Progress** 50% Counselors, school nurse and community partners have provided hygiene products to students. **Mar** **March Evidence of Progress** **June** **June Evidence of Progress**

0% No Progress   100% Accomplished   → Continue/Modify   ✗ Discontinue

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

Performance Objective 1: 100% of students will engage in our Gateway Culture Course.

    Evaluation Data Sources: Parent and student feedback, surveys

Strategy 1 Details	Reviews		

Strategy 1: Counselors and administrators will work together to create a culture course for student's first days at Gateway that reviews the vision, expectations, and campus culture.
 	
    Strategy's Expected Result/Impact: The transition from the student's home campus to Gateway will be a smoother process and cause less stress on the student and parent.
    Staff Responsible for Monitoring: At-risk counselors and admin
 	
    Problem Statements: Demographics 2 - Student Learning 2
	Nov
	20%
		November Evidence of Progress
		Modifications are needed to the culture course. The course has not been implemented.	

	Jan 20%	**January Evidence of Progress** Modifications are needed to the culture course. The course has not been implemented.	
	Mar	**March Evidence of Progress**	
	June	**June Evidence of Progress**	

Strategy 2 Details	Reviews		

Strategy 2: Administrators will create an entry/withdrawal process that does not create more work and burden on parents to enroll their student once placed at Gateway,
 	
    Strategy's Expected Result/Impact: Reduce the gap it often takes for a student to begin their placement at Gateway or re-enroll at their home campus.
    Staff Responsible for Monitoring: Admin
 	
    Problem Statements: Demographics 4
	Nov
	50%
		November Evidence of Progress
		Enrollment and withdraw processes have been successful. Adjustments are made to meet the needs of the parents.	

	Jan 60%	**January Evidence of Progress** Enrollment and withdraw processes continue to be successful. Adjustments are made to meet the needs of the parents.	
	Mar	**March Evidence of Progress**	
	June	**June Evidence of Progress**	

Strategy 3 Details	Reviews

Strategy 3: The administrative/leadership team(s) and SBDM will review the CIP funding summary monthly.
 	
    Strategy's Expected Result/Impact: Fidelity implementation of the CIP
    Staff Responsible for Monitoring: Principal
 	
Problem Statements: Perceptions 1
	Nov **November Evidence of Progress**
	30% CIP funding has been discussed during each SBDM (October and November).
	
	Jan **January Evidence of Progress**
	55% SBDM review/discuss CIP funds during each meeting; three out of six meetings have taken place.
	
	Mar **March Evidence of Progress**
	
	June **June Evidence of Progress**

0% No Progress   100% Accomplished   ➡ Continue/Modify   ✖ Discontinue