

**Killeen Independent School District**  
**Rancier Middle School**  
**2022-2023 Formative Review with Notes**



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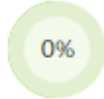

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





# 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 school year, Gifted and Talented students will improve STAAR scores in the Meets and Masters categories to score at or above State and District averages in all tested areas.

**Evaluation Data Sources:** Common Unit Assessments  
STAAR




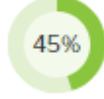
| Strategy 1 Details  | Reviews   |   |
|---|---|---|
| <p><b>Strategy 1:</b> RMS will hold a GT summit once per semester; students will participate in a pull-out enrichment day.</p> <p><b>Strategy's Expected Result/Impact:</b> Mastery level on STAAR scores will increase.</p> <p><b>Staff Responsible for Monitoring:</b> Curriculum Instructional Specialist</p> <p><b>Problem Statements:</b> Student Learning 3</p> | <p><b>Nov</b></p>  | <p><b>November Evidence of Progress</b></p>   |
|   | <p><b>Jan</b></p>  | <p><b>January Evidence of Progress</b></p> <p>Teacher is working with GT students during intervention period, preparing for GT showcase</p> |
|   | <p><b>Mar</b></p>   | <p><b>March Evidence of Progress</b></p>  |
|   | <p><b>June</b></p>  | <p><b>June Evidence of Progress</b></p>   |






| Strategy 2 Details   | Reviews  |
|--|--|
| <p><b>Strategy 2:</b> GT students will engage in an intervention period to focus on independent study, critical thinking, problem solving, and activities which promote a high-level or rigor.</p> <p><b>Strategy's Expected Result/Impact:</b> Mastery level on STAAR scores will increase</p> <p><b>Staff Responsible for Monitoring:</b> Curriculum Instructional Specialist</p> <p><b>ESF Levers:</b><br/>Lever 5: Effective Instruction</p> <p><b>Problem Statements:</b> Student Learning 3</p>  | <div style="text-align: right;"> <p><b>Nov</b>                      <b>November Evidence of Progress</b></p>  </div> <div style="text-align: right;"> <p><b>Jan</b>                      <b>January Evidence of Progress</b></p> <p>All students are in intervention working on Imagine Math, I Lit or K12 Summit.</p>  </div> <div style="text-align: right;"> <p><b>Mar</b>                      <b>March Evidence of Progress</b></p> </div> <div style="text-align: right;"> <p><b>June</b>                      <b>June Evidence of Progress</b></p> </div> |
| <div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress         </div> <div style="text-align: center;">  Accomplished         </div> <div style="text-align: center;">  Continue/Modify         </div> <div style="text-align: center;">  Discontinue         </div> </div> |  |

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

**Performance Objective 2:** By the end of the 2022-2023 school year, English Second Language students will increase STAAR scores by 10% at the approaches category and 5% in the Meets and Masters categories in all tested areas.

**Evaluation Data Sources:** CUA Data  
TELPAS Scores



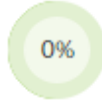
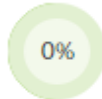
| Strategy 1 Details  | Reviews   |  |
|---|---|--|
| <p><b>Strategy 1:</b> ELL students will participate in bilingual Math and ELA after school tutorials.</p> <p><b>Strategy's Expected Result/Impact:</b> ELL students will increase proficiency in academic vocabulary and number sense.</p> <p><b>Staff Responsible for Monitoring:</b> Curriculum Instructional Specialist</p> <p><b>ESF Levers:</b><br/>Lever 5: Effective Instruction</p> <p><b>Problem Statements:</b> Student Learning 4</p>  | <p><b>Nov</b></p>    | <p><b>November Evidence of Progress</b></p>  |
|   | <p><b>Jan</b></p>    | <p><b>January Evidence of Progress</b><br/>Tutoring is offered through Boys &amp; Girls club, RMS teachers and ESL teacher Ms. Martinez.</p> |
|   | <p><b>Mar</b></p>   | <p><b>March Evidence of Progress</b></p>   |
|   | <p><b>June</b></p>  | <p><b>June Evidence of Progress</b></p>  |
| Strategy 2 Details  | Reviews   |  |
| <p><b>Strategy 2:</b> ELL students will be assigned an intervention period to engage in instruction to support academic vocabulary, writing, and speaking skills.</p> <p><b>Strategy's Expected Result/Impact:</b> TELPAS scores will improve by one proficiency level per student.</p> <p><b>Staff Responsible for Monitoring:</b> Curriculum Instructional Specialist</p> <p><b>ESF Levers:</b><br/>Lever 5: Effective Instruction</p> <p><b>Problem Statements:</b> Student Learning 4 - School Processes &amp; Programs 3</p> | <p><b>Nov</b></p>   | <p><b>November Evidence of Progress</b></p>  |
|   | <p><b>Jan</b></p>  | <p><b>January Evidence of Progress</b><br/>All EB students that will take TELPAS are working on TELPAS review during intervention time.</p>  |
|   | <p><b>Mar</b></p>   | <p><b>March Evidence of Progress</b></p>   |
|   | <p><b>June</b></p>  | <p><b>June Evidence of Progress</b></p>  |







| Strategy 3 Details   | Reviews  |
|--|--|
| <p><b>Strategy 3:</b> Provide language acquisition support through sheltered instruction in core classes.</p> <p><b>Strategy's Expected Result/Impact:</b> TELPAS and STAAR growth.</p> <p><b>Staff Responsible for Monitoring:</b> Curriculum Instructional Specialist</p> <p><b>Problem Statements:</b> Student Learning 4 - School Processes &amp; Programs 3</p>   | <p><b>Nov</b> <b>November Evidence of Progress</b></p> <p> 5%</p> <p><b>Jan</b> <b>January Evidence of Progress</b><br/>ESL aide makes rounds through classrooms in the afternoon checking on ESL students.</p> <p><b>Mar</b> <b>March Evidence of Progress</b></p> <p><b>June</b> <b>June Evidence of Progress</b></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 the end of the 2022-2023 school year, At Risk students will increase STAAR scores by 10% at the approaches category and 5% in the Meets and Masters categories in all tested areas. Our Target Score will increase from 43% to 46%.

**Evaluation Data Sources:** MAP, CUA Data, & STAAR Scores

| Strategy 1 Details  | Reviews  |
|---|--|
| <p><b>Strategy 1:</b> An At Risk Intervention Aide will be used to provide students with targeted interventions in the core content areas.</p> <p><b>Strategy's Expected Result/Impact:</b> Small group interventions will increase student achievement in the core subjects.</p> <p><b>Staff Responsible for Monitoring:</b> Administration</p> <p><b>ESF Levers:</b><br/>Lever 5: Effective Instruction</p> <p><b>Problem Statements:</b> Student Learning 1, 2 - School Processes &amp; Programs 3</p>   | <p><b>Nov</b> <b>November Evidence of Progress</b></p>  <p><b>Jan</b> <b>January Evidence of Progress</b><br/>Students completed the interim math &amp; RLA test, waiting on results to help determine growth.</p>  <p><b>Mar</b> <b>March Evidence of Progress</b></p> <p><b>June</b> <b>June Evidence of Progress</b></p>          |
| Strategy 2 Details  | Reviews  |
| <p><b>Strategy 2:</b> Students who are projected to fail for the semester/year will have a parent conference and be invited and encouraged to attend tutorials. Credit Recovery Academy will be offered to students in the Spring Semester.</p> <p><b>Strategy's Expected Result/Impact:</b> Reduce student failure rate by 15%.</p> <p><b>Staff Responsible for Monitoring:</b> Counselors</p> <p><b>ESF Levers:</b><br/>Lever 5: Effective Instruction</p> <p><b>Problem Statements:</b> Student Learning 1, 2, 5 - School Processes &amp; Programs 3</p> | <p><b>Nov</b> <b>November Evidence of Progress</b></p>  <p><b>Jan</b> <b>January Evidence of Progress</b><br/>All students are encouraged to attend tutorials after school, either through B/G Club or RMS teachers.</p>  <p><b>Mar</b> <b>March Evidence of Progress</b></p> <p><b>June</b> <b>June Evidence of Progress</b></p> |

| Strategy 3 Details  | Reviews  |
|---|--|
| <p><b>Strategy 3:</b> A Curriculum Instructional Specialist will provide teaching support for Math and Science.</p> <p><b>Strategy's Expected Result/Impact:</b> Math and Science STAAR scores will increase at the Meets and Masters levels.</p> <p><b>Staff Responsible for Monitoring:</b> Administration</p> <p><b>Problem Statements:</b> Demographics 2 - Student Learning 1, 2, 5 - School Processes &amp; Programs 3</p>                          | <div data-bbox="1281 284 2005 690"> <p><b>Nov</b>                      <b>November Evidence of Progress</b></p>  <p>20%</p> <p><b>Jan</b>                      <b>January Evidence of Progress</b></p> <p>Teachers are supported through walk throughs, PLC's and Planning Lab.</p>  <p>40%</p> <p><b>Mar</b>                      <b>March Evidence of Progress</b></p> <p><b>June</b>                      <b>June Evidence of Progress</b></p> </div> |
| <div data-bbox="462 738 1638 787">  No Progress       Accomplished       Continue/Modify       Discontinue </div> |  |













**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 the end of the 2022-2023 school year, STAAR Reading scores will increase by 10% at the Approaches category and 5% at the Meets and Masters categories.

RMS will provide targeted support in reading for all students at Rancier to raise the target score from 32 to 44.

**Evaluation Data Sources:** STAAR - Domain 3



| Strategy 1 Details   | Reviews   |   |
|--|---|---|
| <p><b>Strategy 1:</b> Staff in all content areas will promote literacy and academic vocabulary through Talk Read Talk Write and Sheltered Instruction instructional strategies, library events, and campus-wide reading program.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase student reading fluency.</p> <p><b>Staff Responsible for Monitoring:</b> Librarian<br/>Curriculum Instructional Specialist</p> <p><b>Problem Statements:</b> Student Learning 1</p> | <p><b>Nov</b></p>    | <p><b>November Evidence of Progress</b></p>   |
|  | <p><b>Jan</b></p>    | <p><b>January Evidence of Progress</b></p> <p>All students work on reading skills in intervention, staff uses Talk Read Talk Write strategies in class.</p> |
|  | <p><b>Mar</b></p>   | <p><b>March Evidence of Progress</b></p>  |
|  | <p><b>June</b></p>  | <p><b>June Evidence of Progress</b></p>   |
| Strategy 2 Details   | Reviews   |   |
| <p><b>Strategy 2:</b> A supplemental teacher will provide targeted ELA interventions to students who received a Not Met score on the STAAR test.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase on the Student Growth domain on STAAR.</p> <p><b>Staff Responsible for Monitoring:</b> Administration</p> <p><b>ESF Levers:</b><br/>Lever 5: Effective Instruction</p> <p><b>Problem Statements:</b> Student Learning 1</p>   | <p><b>Nov</b></p>   | <p><b>November Evidence of Progress</b></p>   |
|  | <p><b>Jan</b></p>  | <p><b>January Evidence of Progress</b></p>  |
|  | <p><b>Mar</b></p>   | <p><b>March Evidence of Progress</b></p>  |
|  | <p><b>June</b></p>  | <p><b>June Evidence of Progress</b></p>   |





| Strategy 3 Details   | Reviews  |
|--|--|
| <p><b>Strategy 3:</b> A supplemental teacher will lower student teacher-ratio in ELA courses.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase on the Student Growth domain on STAAR</p> <p><b>Staff Responsible for Monitoring:</b> Administration</p> <p><b>ESF Levers:</b><br/>Lever 5: Effective Instruction</p> <p><b>Problem Statements:</b> Student Learning 1</p>   | <div data-bbox="1281 300 2026 438"> <p><b>Nov</b> <b>November Evidence of Progress</b></p>  </div> <div data-bbox="1281 454 2026 592"> <p><b>Jan</b> <b>January Evidence of Progress</b></p> <p>Several ELA classes are filled to capacity, this has been hard to achieve.</p>  </div> <div data-bbox="1281 609 2026 657"> <p><b>Mar</b> <b>March Evidence of Progress</b></p> </div> <div data-bbox="1281 665 2026 714"> <p><b>June</b> <b>June Evidence of Progress</b></p> </div> |
| <div style="display: flex; justify-content: space-around; align-items: center;"> <div data-bbox="462 755 661 812">  No Progress         </div> <div data-bbox="756 755 976 812">  Accomplished         </div> <div data-bbox="1071 755 1333 812">  Continue/Modify         </div> <div data-bbox="1428 755 1627 812">  Discontinue         </div> </div> |  |

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

**Performance Objective 5:** By the end of the 2022-2023 school year, STAAR Math scores will increase by 10% at the Approaches category and 5% at the Meets and Masters categories. Targeted support will be provided for all students, to include (African American, Hispanic, White, Asian Two or More Races & Eco. Disadvantaged) Our goal is to raise our Targeted score from 43% to 47%.

**Evaluation Data Sources:** STAAR











| Strategy 1 Details   | Reviews  |   |
|--|--|---|
| <p><b>Strategy 1:</b> Teachers will engage students in differentiated learning using a math workshop/station teaching model. Previously taught concepts will be reviewed regularly to enable students to engage with content in multiple formats and in a variety of ways.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase in student growth shown in their academic performance in meets and masters on STAAR assessment in reading and math.</p> <p><b>Staff Responsible for Monitoring:</b> Curriculum Instructional Specialist</p> <p><b>ESF Levers:</b><br/>Lever 5: Effective Instruction</p> <p><b>Problem Statements:</b> Student Learning 1 - School Processes &amp; Programs 3</p> | <p><b>Nov</b></p>  <p><b>Jan</b></p>  <p><b>Mar</b></p> <p><b>June</b></p> | <p><b>November Evidence of Progress</b></p><br><p><b>January Evidence of Progress</b><br/>Students engage in math strategies during intervention and math teachers are using Measuring Up Live to help provide individualized math review.</p><br><p><b>March Evidence of Progress</b></p><br><p><b>June Evidence of Progress</b></p> |

| Strategy 2 Details   | Reviews  |
|--|--|
| <p><b>Strategy 2:</b> A supplemental teacher will provide math interventions to students who received a Not Met score on the STAAR test. We will also provide support through the Boy's and Girl's Club ACE program, use of Imagine Math during the intervention period .</p> <p><b>Strategy's Expected Result/Impact:</b> To support the students as they develop a better understanding of the the hard to teach concepts(TEKS), and see an increase on the Student Growth domain on STAAR.</p> <p><b>Staff Responsible for Monitoring:</b> Administration</p> <p><b>ESF Levers:</b><br/>Lever 5: Effective Instruction</p> <p><b>Problem Statements:</b> Student Learning 1</p> | <p><b>Nov</b> <b>November Evidence of Progress</b><br/>Students attend RMS &amp; B/G Club tutoring Monday - Thursday.</p> <p><b>Jan</b> <b>January Evidence of Progress</b><br/>Students attend RMS &amp; B/G Club tutoring Monday - Thursday.</p> <p><b>Mar</b> <b>March Evidence of Progress</b></p> <p><b>June</b> <b>June Evidence of Progress</b></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 6:** By the end of the 2022-2023 school year, STAAR Science scores will increase by 10% at the Approaches category and 5% at the Meets and Masters categories.







**Evaluation Data Sources:** STAAR

| Strategy 1 Details   | Reviews  |   |   |   |  |                   |  |                    |   |
|--|--|---|---|---|--|-------------------|--|--------------------|---|
| <p><b>Strategy 1:</b> Teachers will engage students in differentiated learning using a workshop/station teaching model. Opportunities for students to engage with science concepts in multiple formats, to include digital learning, hands on experiences, and rigorous learning tasks, will be provided.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase academic performance in meets and masters on STAAR assessment in reading and math.</p> <p><b>Staff Responsible for Monitoring:</b> Curriculum Instructional Specialist</p> <p><b>ESF Levers:</b><br/>Lever 5: Effective Instruction</p> <p><b>Problem Statements:</b> Student Learning 2 - School Processes &amp; Programs 3</p> | <table border="1"> <tr> <td data-bbox="1262 639 1381 781"> <p><b>Nov</b></p>  </td> <td data-bbox="1381 639 2018 781"> <p><b>November Evidence of Progress</b></p> </td> </tr> <tr> <td data-bbox="1262 781 1381 922"> <p><b>Jan</b></p>  </td> <td data-bbox="1381 781 2018 922"> <p><b>January Evidence of Progress</b></p> </td> </tr> <tr> <td data-bbox="1262 922 1381 997"> <p><b>Mar</b></p> </td> <td data-bbox="1381 922 2018 997"> <p><b>March Evidence of Progress</b></p> </td> </tr> <tr> <td data-bbox="1262 997 1381 1089"> <p><b>June</b></p> </td> <td data-bbox="1381 997 2018 1089"> <p><b>June Evidence of Progress</b></p> </td> </tr> </table> | <p><b>Nov</b></p>  | <p><b>November Evidence of Progress</b></p> | <p><b>Jan</b></p>  | <p><b>January Evidence of Progress</b></p> | <p><b>Mar</b></p> | <p><b>March Evidence of Progress</b></p> | <p><b>June</b></p> | <p><b>June Evidence of Progress</b></p> |
| <p><b>Nov</b></p>   | <p><b>November Evidence of Progress</b></p>  |   |   |   |  |                   |  |                    |   |
| <p><b>Jan</b></p>   | <p><b>January Evidence of Progress</b></p>   |   |   |   |  |                   |  |                    |   |
| <p><b>Mar</b></p>  | <p><b>March Evidence of Progress</b></p>   |   |   |   |  |                   |  |                    |   |
| <p><b>June</b></p>   | <p><b>June Evidence of Progress</b></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:** By the end of the 2022-2023 school year, STAAR History scores will increase by 10% at the Approaches category and 5% at the Meets and Masters categories.



**Evaluation Data Sources:** STAAR









| Strategy 1 Details   | Reviews  |
|--|--|
| <p><b>Strategy 1:</b> History teachers will engage students in project based learning, using traveling trunks from local museums, guest speakers, and breakout activities.</p> <p><b>Strategy's Expected Result/Impact:</b> Increased 8 Grade Social Studies STAAR achievement at the Meets level.</p> <p><b>Staff Responsible for Monitoring:</b> Curriculum Instructional Specialist</p> <p><b>ESF Levers:</b><br/>Lever 5: Effective Instruction</p> <p><b>Problem Statements:</b> Student Learning 2 - School Processes &amp; Programs 3</p>   | <div style="text-align: center;"> <p><b>Nov</b>                      <b>November Evidence of Progress</b></p>  <p>25%</p> </div> <div style="text-align: center;"> <p><b>Jan</b>                      <b>January Evidence of Progress</b></p>  <p>25%</p> <p>Teachers have not used traveling trunks, but have done a hands on lesson with the Alamo reenactment.</p> </div> <div style="text-align: center;"> <p><b>Mar</b>                      <b>March Evidence of Progress</b></p> </div> <div style="text-align: center;"> <p><b>June</b>                      <b>June Evidence of Progress</b></p> </div> |
| <div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  <p>0% No Progress</p> </div> <div style="text-align: center;">  <p>100% Accomplished</p> </div> <div style="text-align: center;">  <p>Continue/Modify</p> </div> <div style="text-align: center;">  <p>Discontinue</p> </div> </div> |  |

**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:** 100% of staff will engage in personalized job-embedded professional development.

**Evaluation Data Sources:** Sign In Sheets  
Eduphoria Workshop Credit



| Strategy 1 Details  | Reviews   |
|---|---|
| <p><b>Strategy 1:</b> Bi-monthly PLC led by Lead Teachers and Curriculum Instructional Specialist will focus on effective classroom rigor by breaking down the state standards, creating rigorous lessons, data analysis, formative assessment, and ensuring effective execution in the classroom.</p> <p><b>Strategy's Expected Result/Impact:</b> Increased student achievement<br/>Increased effectiveness of instruction<br/>Increased effectiveness of PLC teams</p> <p><b>Staff Responsible for Monitoring:</b> Administration<br/>Curriculum Instructional Specialist<br/>Team Leads</p> <p><b>ESF Levers:</b><br/>Lever 5: Effective Instruction</p> <p><b>Problem Statements:</b> Demographics 2</p> | <p><b>Nov</b> <b>November Evidence of Progress</b></p>  <p><b>Jan</b> <b>January Evidence of Progress</b><br/>Bi weekly PLC is held for all staff members, we have also incorporated a twice a week, teacher Planning Lab to help teachers with planning and lesson plans.</p> <p><b>Mar</b> <b>March Evidence of Progress</b></p> <p><b>June</b> <b>June Evidence of Progress</b></p> |
| Strategy 2 Details  | Reviews   |
| <p><b>Strategy 2:</b> Provide Lead Teacher professional development through book study and leadership opportunities (lead department PLC and grade level RTI meetings). These trainings will help our Lead Teachers grow and mentor our new, and younger teachers.</p> <p><b>Strategy's Expected Result/Impact:</b> Lead teachers will lead PLCs and provide professional development on campus resulting in an increase of student knowledge and skills demonstrated on their formal assessments.</p> <p><b>Staff Responsible for Monitoring:</b> Administration</p> <p><b>Problem Statements:</b> Demographics 2</p>  | <p><b>Nov</b> <b>November Evidence of Progress</b></p>  <p><b>Jan</b> <b>January Evidence of Progress</b><br/>A Lead Teacher meeting is held prior to all PLC's. The Lead teachers have been taking responsibility for leading their departments' PLCs.</p> <p><b>Mar</b> <b>March Evidence of Progress</b></p> <p><b>June</b> <b>June Evidence of Progress</b></p>                   |






| Strategy 3 Details   | Reviews   |  |
|--|---|--|
| <p><b>Strategy 3:</b> Develop Peer Coaching Model and offer micro PD sessions throughout the year.</p> <p><b>Strategy's Expected Result/Impact:</b> Campus and District initiatives will be implemented with fidelity fostering increased student achievement on MAP and STAAR assessments.</p> <p><b>Staff Responsible for Monitoring:</b> Curriculum Instructional Specialist</p> <p><b>Problem Statements:</b> Demographics 2 - School Processes &amp; Programs 3</p>   | <p><b>Nov</b></p>    | <p><b>November Evidence of Progress</b></p>  |
|  | <p><b>Jan</b></p>    | <p><b>January Evidence of Progress</b></p>   |
|  | <p><b>Mar</b></p>   | <p><b>March Evidence of Progress</b></p>   |
|  | <p><b>June</b></p>  | <p><b>June Evidence of Progress</b></p>  |
| Strategy 4 Details   | Reviews   |  |
| <p><b>Strategy 4:</b> Administration and Teachers will engage in professional development to support student academic and social-emotional growth through fostering a positive school culture with explicit behavior expectations and management systems, student support services, and aligned vision, mission, and goals.</p> <p><b>Strategy's Expected Result/Impact:</b> Staff retention will increase.</p> <p><b>Staff Responsible for Monitoring:</b> Administration</p> <p><b>ESF Levers:</b><br/>Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture</p> <p><b>Problem Statements:</b> Demographics 3 - School Processes &amp; Programs 1, 2, 3</p> | <p><b>Nov</b></p>    | <p><b>November Evidence of Progress</b></p> <p>Most staff members have been trained in restorative discipline. New teachers will be trained throughout the year. E3 Alliance has been working with RMS since August on school culture and student support.</p> |
|  | <p><b>Jan</b></p>  | <p><b>January Evidence of Progress</b></p> <p>New teachers have been trained in restorative discipline. We have had 2 follow ups with E3 Alliance.</p>   |
|  | <p><b>Mar</b></p>   | <p><b>March Evidence of Progress</b></p>   |
|  | <p><b>June</b></p>  | <p><b>June Evidence of Progress</b></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:** Rancier Middle School staff will strive to provide opportunities for stakeholders to have involvement in campus.





| Strategy 1 Details  | Reviews  |
|---|--|
| <p><b>Strategy 1:</b> Campus will communicate through monthly newsletter, social media, and have a parent section on the school's website to communicate schoolwide procedures. The school will advertise volunteer opportunities throughout the year.</p> <p><b>Strategy's Expected Result/Impact:</b> Increased parent volunteers on campus.</p> <p><b>Staff Responsible for Monitoring:</b> Administration</p> <p><b>ESF Levers:</b><br/>Lever 3: Positive School Culture</p> <p><b>Problem Statements:</b> Perceptions 1, 2</p> | <p><b>Nov</b> <b>November Evidence of Progress</b><br/>  Monthly news letters are sent out, as well as weekly FB posts.</p> <p><b>Jan</b> <b>January Evidence of Progress</b><br/>  Monthly news letters are sent out, as well as weekly FB posts.</p> <p><b>Mar</b> <b>March Evidence of Progress</b></p> <p><b>June</b> <b>June Evidence of Progress</b></p> |









| Strategy 2 Details   | Reviews  |
|--|--|
| <p><b>Strategy 2:</b> Rancier Middle School will host parent workshops such as, school-wide policies orientation, supporting academic success, social media awareness, and drug &amp; alcohol awareness. The parents and families of our Emergent Bilingual students will be invited to attend sessions that address their needs and equip them to be active participants in their child's learning.</p> <p><b>Strategy's Expected Result/Impact:</b> Increased parent participation of on campus events.</p> <p><b>Staff Responsible for Monitoring:</b> Counselors</p> <p><b>ESF Levers:</b><br/>Lever 3: Positive School Culture</p> <p><b>Problem Statements:</b> Student Learning 4 - School Processes &amp; Programs 1 - Perceptions 2</p> | <div data-bbox="1297 370 2003 764"> <p><b>Nov</b> <b>November Evidence of Progress</b></p>  <p><b>Jan</b> <b>January Evidence of Progress</b><br/>EB parents attended our parent outreach meeting, that was combined with our Day of the Dead Celebration.</p> <p><b>Mar</b> <b>March Evidence of Progress</b></p> <p><b>June</b> <b>June Evidence of Progress</b></p> </div> |
| <div data-bbox="468 824 1629 873">  No Progress  Accomplished  Continue/Modify  Discontinue </div>   |  |

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

**Performance Objective 1:** By the end of the 2022-2023 school year, student discipline referrals will decrease by 10% from the previous school year.

**Evaluation Data Sources:** eSchool Plus Discipline Reports

| Strategy 1 Details  | Reviews  |  |
|---|--|--|
| <p><b>Strategy 1:</b> Teachers will engage students in social emotional learning programs, college &amp; career activities, restorative discipline, and celebrate student behavior and academic growth during advisory period.</p> <p><b>Strategy's Expected Result/Impact:</b> Positive campus culture.<br/>Reduced discipline referrals.<br/>Increased Student Achievement.</p> <p><b>Staff Responsible for Monitoring:</b> Administration<br/>Counselors</p> <p><b>ESF Levers:</b><br/>Lever 3: Positive School Culture</p> <p><b>Problem Statements:</b> School Processes &amp; Programs 1, 2 - Perceptions 3</p> | <p><b>Nov</b></p>  <p><b>Jan</b></p>  <p><b>Mar</b></p> <p><b>June</b></p>     | <p><b>November Evidence of Progress</b></p> <p><b>January Evidence of Progress</b><br/>8th students in College &amp; Career Readiness explore career paths, and all 8th students visit the Career Center. The 8th grade students who applied for Early College High School (ECHS) attended a tour of the ECHS and CTC campuses.</p> <p><b>March Evidence of Progress</b></p> <p><b>June Evidence of Progress</b></p> |
| Strategy 2 Details  | Reviews  |  |
| <p><b>Strategy 2:</b> Campus will develop behavior RTI program to include mentor program for at-risk students during the school day.</p> <p><b>Strategy's Expected Result/Impact:</b> Reduce recidivism in DAEP placements.<br/>Decrease number of students failing core courses on report card.</p> <p><b>Staff Responsible for Monitoring:</b> At-Risk Counselor</p> <p><b>ESF Levers:</b><br/>Lever 3: Positive School Culture</p> <p><b>Problem Statements:</b> Demographics 3 - School Processes &amp; Programs 1, 2, 3</p>  | <p><b>Nov</b></p>  <p><b>Jan</b></p>  <p><b>Mar</b></p> <p><b>June</b></p> | <p><b>November Evidence of Progress</b><br/>All students returning from DAEP are assigned a mentor on campus.</p> <p><b>January Evidence of Progress</b><br/>All students returning from DAEP are assigned a mentor on campus.</p> <p><b>March Evidence of Progress</b></p> <p><b>June Evidence of Progress</b></p>  |


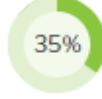




| Strategy 3 Details   | Reviews   |   |
|--|---|---|
| <p><b>Strategy 3:</b> Counselors and Administration will host monthly coffee talks to gather parent input and provide information on timely topics.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase Parent Engagement</p> <p><b>Staff Responsible for Monitoring:</b> Administration<br/>Counselors</p> <p><b>ESF Levers:</b><br/>Lever 3: Positive School Culture</p> <p><b>Problem Statements:</b> Perceptions 1, 2</p>  | <p><b>Nov</b></p>    | <p><b>November Evidence of Progress</b></p>   |
|  | <p><b>Jan</b></p>    | <p><b>January Evidence of Progress</b></p>  |
|  | <p><b>Mar</b></p>   | <p><b>March Evidence of Progress</b></p>  |
|  | <p><b>June</b></p>  | <p><b>June Evidence of Progress</b></p>   |
| Strategy 4 Details   | Reviews   |   |
| <p><b>Strategy 4:</b> Staff will provide students meaningful opportunities to for student involvement and recognition. Administration will encourage staff to sponsor a student organization such as student council, National Jr Honor Society, or student clubs. Students will be recognized for academic growth, character traits, and positive behaviors.</p> <p><b>Strategy's Expected Result/Impact:</b> Foster Positive Campus Culture<br/>Decrease in Student Discipline Referrals</p> <p><b>Staff Responsible for Monitoring:</b> Administration</p> <p><b>ESF Levers:</b><br/>Lever 3: Positive School Culture</p> <p><b>Problem Statements:</b> School Processes &amp; Programs 3 - Perceptions 3</p> |   |   |
|  | <p><b>Nov</b></p>   | <p><b>November Evidence of Progress</b></p>   |
|  | <p><b>Jan</b></p>  | <p><b>January Evidence of Progress</b></p> <p>AB honor roll students are given free dress passes for each 9 weeks. Students are also rewarded with Ka- Roo Pride tickets by teachers for recognition of positive behaviors. Their cards are drawn weekly at lunch for a free snack.</p> |
|  | <p><b>Mar</b></p>   | <p><b>March Evidence of Progress</b></p>  |
|  | <p><b>June</b></p>  | <p><b>June Evidence of Progress</b></p>   |
| <p style="text-align: center;">  No Progress       Accomplished       Continue/Modify       Discontinue </p>   |   |   |

**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:** Students will engage in healthy activities throughout the year.

**HB3 Goal**




**Evaluation Data Sources:** FitnessGram data tracking trends and changes in fitness levels over time will increase.





| Strategy 1 Details   | Reviews  |
|--|--|
| <p><b>Strategy 1:</b> Eligible students will be assessed for wellness under the FitnessGram program, engage in nutrition lessons, and CPR lessons.</p> <p><b>Strategy's Expected Result/Impact:</b> All students will engage in healthy activities throughout the school year.</p> <p><b>Staff Responsible for Monitoring:</b> PE Teachers<br/>Curriculum Instructional Specialist</p> <p><b>Problem Statements:</b> School Processes &amp; Programs 2</p>             | <p><b>Nov</b> <b>November Evidence of Progress</b></p> <p> All students enrolled in PE actively participate in well structured PE classes.</p> <p><b>Jan</b> <b>January Evidence of Progress</b></p> <p> FitnessGram has not started, will take place later in the Spring. All students enrolled in PE actively participate in well structured PE classes.</p> <p><b>Mar</b> <b>March Evidence of Progress</b></p> <p><b>June</b> <b>June Evidence of Progress</b></p> |
| <p>  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p> |  |

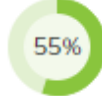




**Goal 5:** Killeen ISD will efficiently manage and allocate district resources to maximize student learning opportunities.

**Performance Objective 1:** By the end of the 2022-2023 school year, Rancier Middle School will provide effective management of available resources (People, Money, Instructional Supplies) to impact instruction.

**Evaluation Data Sources:** Sign In Sheet  
 Financial Audit Results  
 Library Check Out

| Strategy 1 Details   | Reviews  |
|--|--|
| <p><b>Strategy 1:</b> SBDM will review campus progress and needs throughout the year, adjusting the Campus Improvement Plan as needed to meet the needs of students.</p> <p><b>Strategy's Expected Result/Impact:</b> Campus goals and CIP are aligned to support the instructional process.</p> <p><b>Staff Responsible for Monitoring:</b> Administration</p> <p><b>ESF Levers:</b><br/>           Lever 1: Strong School Leadership and Planning</p> <p><b>Problem Statements:</b> Student Learning 1, 2, 3, 4, 5</p> | <p><b>Nov</b> <b>November Evidence of Progress</b></p>  <p><b>Jan</b> <b>January Evidence of Progress</b><br/>           SBDM has been reviewing the CIP, and will begin to offer suggestions and changes at our meetings this Spring.</p> <p><b>Mar</b> <b>March Evidence of Progress</b></p> <p><b>June</b> <b>June Evidence of Progress</b></p>  |
| Strategy 2 Details   | Reviews  |
| <p><b>Strategy 2:</b> All staff members who collect or deposit activity money will attend activity fund training.</p> <p><b>Strategy's Expected Result/Impact:</b> District financial policies are followed. No audit findings.</p> <p><b>Staff Responsible for Monitoring:</b> Administration</p>   | <p><b>Nov</b> <b>November Evidence of Progress</b><br/>           All club sponsors and staff that handles money attended training by accounting in August.</p>  <p><b>Jan</b> <b>January Evidence of Progress</b><br/>           All club sponsors and staff that handles money attended training by accounting in August.</p>  <p><b>Mar</b> <b>March Evidence of Progress</b></p> <p><b>June</b> <b>June Evidence of Progress</b></p> |

| Strategy 3 Details  | Reviews   |   |
|---|---|---|
| <p><b>Strategy 3:</b> Faculty will develop processes for SPED/504 Behavior Intervention Plan &amp; Accommodation tracking.</p> <p><b>Strategy's Expected Result/Impact:</b> Required documentation will be completed on time.</p> <p><b>Staff Responsible for Monitoring:</b> Administration</p> <p><b>ESF Levers:</b><br/>Lever 1: Strong School Leadership and Planning</p> <p><b>Problem Statements:</b> Student Learning 5 - School Processes &amp; Programs 1</p>                    | <p><b>Nov</b></p>  | <p><b>November Evidence of Progress</b></p>   |
|   | <p><b>Jan</b></p>  | <p><b>January Evidence of Progress</b></p> <p>Our SPED lead teacher works with her department and all staff members to ensure all SPED paperwork is handled in a timely manner.</p> |
|   | <p><b>Mar</b></p>   | <p><b>March Evidence of Progress</b></p>  |
|   | <p><b>June</b></p>  | <p><b>June Evidence of Progress</b></p>   |
| Strategy 4 Details  | Reviews   |   |
| <p><b>Strategy 4:</b> Staff will review campus safety and school-wide procedures to ensure consistency of implementation throughout the year.</p> <p><b>Strategy's Expected Result/Impact:</b> School will conduct all required emergency drills during the school year.</p> <p><b>Staff Responsible for Monitoring:</b> Administration</p> <p><b>ESF Levers:</b><br/>Lever 1: Strong School Leadership and Planning</p> <p><b>Problem Statements:</b> Student Learning 1, 2, 3, 4, 5</p> | <p><b>Nov</b></p>  | <p><b>November Evidence of Progress</b></p>   |
|   | <p><b>Jan</b></p>  | <p><b>January Evidence of Progress</b></p> <p>All school drills are conducted as required, school lock down is done at least once a semester.</p>                                   |
|   | <p><b>Mar</b></p>   | <p><b>March Evidence of Progress</b></p>  |
|   | <p><b>June</b></p>  | <p><b>June Evidence of Progress</b></p>   |

| Strategy 5 Details  | Reviews   |
|---|---|
| <p><b>Strategy 5:</b> An After School Learning Academy will be established to provide tutoring and instructional support to struggling students and to those experiencing learning gaps as result of the COVID-19 pandemic.</p> <p><b>Strategy's Expected Result/Impact:</b> Increased student achievement.</p> <p><b>Staff Responsible for Monitoring:</b> Admin<br/>CIS</p> <p><b>Title I:</b><br/>2.5</p> <p><b>Problem Statements:</b> Student Learning 6</p> | <p><b>Nov</b> <b>November Evidence of Progress</b></p> <p> 55%</p> <p><b>Jan</b> <b>January Evidence of Progress</b></p> <p>There are several options for students to receive additional instructional support. We offer a RMS tutoring lab, B/G Club has tutoring as well as individual teachers offer after school tutoring.</p> <p><b>Mar</b> <b>March Evidence of Progress</b></p> <p><b>June</b> <b>June Evidence of Progress</b></p> |
| <p>  No Progress       Accomplished       Continue/Modify       Discontinue </p>  |   |