

Killeen Independent School District
Manor Middle School
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: The percentage of students approaching grade level standards on STAAR reading will increase in all grade levels from 30% to 70% to reach the district performance rate.

Evaluation Data Sources: STAAR 2023 data



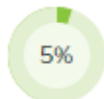
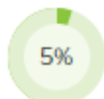
Strategy 1 Details	Reviews	
<p>Strategy 1: Additional Targeted Support will be provided to all students through small group interventions during the school day and extended-day tutoring sessions after school. Various STAAR supplemental review materials will be used with our At-Risk, ELL and SPED populations to increase the number of students approaching grade level standard on STAAR.</p> <p>Strategy's Expected Result/Impact: An increase in academic performance and achievement on state tests.</p> <p>Staff Responsible for Monitoring: Interventionists/Lead Teachers/Admin Team/LPAC Coordinator/ELL Teacher</p> <p>TEA Priorities: Build a foundation of reading and math, Improve low-performing schools - Additional Targeted Support Strategy</p> <p>Problem Statements: Student Learning 1</p>	<p>Nov</p> 	<p>November Evidence of Progress</p>
	<p>Jan</p> 	<p>January Evidence of Progress</p> <p>MOY MAP data has been used to identify students and their specific academic needs to create small groups for targeted support. Teachers, interventionists and paras will work with these students specifically in math and reading during the intervention period and after school.</p>
	<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 needing additional interventions will be identified using STAAR, CUA data, teacher observation and classroom performance data. Teachers and aides will assess students, create plans and work with identified students during the school day and after school to provide extensive academic support.</p> <p>Strategy's Expected Result/Impact: Academic growth of one year or more.</p> <p>Staff Responsible for Monitoring: Admin Team/Teachers/Para-professionals</p> <p>Problem Statements: Student Learning 1</p>	<p>Nov November Evidence of Progress</p> <p> 30%</p> <p>Jan January Evidence of Progress</p> <p>MOY MAP and CUA data has been used to identify students and their specific academic needs to create small groups for targeted support. A plan has been developed for teachers, interventionists and paras to work with these students during the intervention period and after school.</p> <p>Mar March Evidence of Progress</p> <p>June June Evidence of Progress</p>
Strategy 3 Details	Reviews
<p>Strategy 3: Off-campus and virtual field-based instructional experiences will be provided to teach and reinforce concepts that are difficult to duplicate in the classroom setting. Virtual field-based instruction affords all students the opportunity to participate in field-based instruction. It will also increase the level of student engagement due to the experience being in a controlled environment.</p> <p>Strategy's Expected Result/Impact: Increase in student performance and academic achievement on campus, district and state assessments through relevant learning experiences.</p> <p>Staff Responsible for Monitoring: Lead Teachers/Admin</p> <p>Problem Statements: Demographics 2 - Student Learning 1, 5</p>	<p>Nov November Evidence of Progress</p> <p> 10%</p> <p>Jan January Evidence of Progress</p> <p> 10%</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: The percentage of students approaching grade level standards on STAAR math will increase in all grade levels from 31% to 59% to at a minimum, reach the district performance rate.

Evaluation Data Sources: STAAR 2023 data



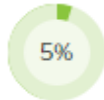

Strategy 1 Details	Reviews	
<p>Strategy 1: Additional Targeted Support will be provided to all students through small group interventions during the school day and extended-day tutoring sessions after school. Various STAAR supplemental review materials will be used with our At-Risk, ELL and SPED populations to increase the number of students approaching grade level standard on STAAR.</p> <p>Strategy's Expected Result/Impact: An increase in academic performance and achievement on state tests.</p> <p>Staff Responsible for Monitoring: Interventionists/Lead Teachers/Admin Team/LPAC Coordinator/ELL Teacher</p> <p>Problem Statements: Student Learning 1, 5</p>	<p>Nov</p> 	<p>November Evidence of Progress</p>
	<p>Jan</p> 	<p>January Evidence of Progress MOY MAP data has been used to identify students and their specific academic needs to create small groups for targeted support. Teachers, interventionists and paras will work with these students specifically in math and reading during the intervention period and after school.</p>
	<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: Elevate instructional rigor through the increased use of project-based learning in math.</p> <p>Strategy's Expected Result/Impact: Increase in academic performance on classroom, campus and district assessments.</p> <p>Staff Responsible for Monitoring: Core Content Teachers/CIS</p> <p>Problem Statements: Student Learning 1, 2</p>	<p>Nov</p> 	<p>November Evidence of Progress</p>
	<p>Jan</p> 	<p>January Evidence of Progress</p>
	<p>Mar</p>	<p>March Evidence of Progress</p>
	<p>June</p>	<p>June Evidence of Progress</p>







Strategy 3 Details	Reviews
<p>Strategy 3: Students needing additional interventions will be identified using STAAR, CUA data, teacher observation and classroom performance data. Teachers, interventionists and aides will assess students, create plans and work with identified students during the school day and after school to provide extensive academic support.</p> <p>Strategy's Expected Result/Impact: Academic growth of one year or more.</p> <p>Staff Responsible for Monitoring: Admin Team/Teachers/Interventionists/Para-professionals</p> <p>Problem Statements: Student Learning 1, 5</p>	<div style="text-align: center;"> <p>Nov November Evidence of Progress</p>  <p>30%</p> </div> <div style="text-align: center;"> <p>Jan January Evidence of Progress</p>  <p>50%</p> <p>MOY MAP and CUA data has been used to identify students and their specific academic needs to create small groups for targeted support. A plan has been developed for teachers, interventionists and paras to work with these students during the intervention period and after school.</p> </div> <div style="text-align: center;"> <p>Mar March Evidence of Progress</p> </div> <div style="text-align: center;"> <p>June June Evidence of Progress</p> </div>
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  <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 1: Killeen ISD will provide relevant, rigorous, and engaging learning opportunities to achieve academic success and graduate future-ready students.

Performance Objective 3: The percentage of students approaching grade level standards on STAAR social studies will increase in all grade levels from 29% to 53% to reach the district performance rate.

Evaluation Data Sources: STAAR 2023 data





Strategy 1 Details	Reviews	
<p>Strategy 1: Off-campus and virtual field-based instructional experiences will be provided to teach and reinforce concepts that are difficult to duplicate in the classroom setting. Virtual field-based instruction affords all students the opportunity to participate in field-based instruction. It will also increase the level of student engagement due to the experience being in a controlled environment. Field-based instruction will include but not be limited to the following: Perot Museum (Dallas), The Alamo (San Antonio), Bob Bullock Museum (Austin)</p> <p>Strategy's Expected Result/Impact: Increase in student performance and academic achievement on campus, district and state assessments due to having experiences to connect the learning to.</p> <p>Staff Responsible for Monitoring: Lead Teachers/Admin</p> <p>Problem Statements: Demographics 2 - Student Learning 1, 4</p>	<p>Nov</p>  <p>Jan</p>  <p>Mar</p> <p>June</p>	<p>November Evidence of Progress</p> <p>January Evidence of Progress Conversations are being had in Social Studies and Science PLCs relative to the types of field based instructional experiences will bring concrete understanding and relevancy to concepts students struggle to grasp.</p> <p>March Evidence of Progress</p> <p>June Evidence of Progress</p>
Strategy 2 Details	Reviews	
<p>Strategy 2: Elevate instructional rigor through the increased use of project-based learning.</p> <p>Strategy's Expected Result/Impact: Increase in academic performance on classroom, campus and district assessments.</p> <p>Staff Responsible for Monitoring: Core Content Teachers/CIS</p> <p>Problem Statements: Student Learning 1</p>	<p>Nov</p>  <p>Jan</p>  <p>Mar</p> <p>June</p>	<p>November Evidence of Progress</p> <p>January Evidence of Progress</p> <p>March Evidence of Progress</p> <p>June Evidence of Progress</p>











Strategy 3 Details	Reviews
<p>Strategy 3: Additional Targeted Support will be provided to all students through small group interventions during the school day and extended-day tutoring sessions after school. Various STAAR supplemental review materials will be used with our At-Risk, ELL and SPED populations to increase the number of students approaching grade level standard on STAAR.</p> <p>Strategy's Expected Result/Impact: An increase in academic performance and achievement on state tests.</p> <p>Staff Responsible for Monitoring: Interventionists/Lead Teachers/Admin Team/LPAC Coordinator/ELL Teacher</p> <p>Problem Statements: Student Learning 1, 5</p>	<p>Nov November Evidence of Progress</p> <p> 25%</p> <p>Jan January Evidence of Progress</p> <p> 25% CUA data has been used to identify students and their specific academic needs relative to social studies to create small groups for targeted support. A plan has been discussed for teachers, interventionists and paras to work with students after school.</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: The percentage of 8th grade students approaching grade level standards on STAAR science will reach 72% or higher.

Evaluation Data Sources: STAAR 2023 data





Strategy 1 Details	Reviews	
<p>Strategy 1: Off-campus and virtual field-based instructional experiences will be provided to teach and reinforce concepts that are difficult to duplicate in the classroom setting. Virtual field-based instruction affords all students the opportunity to participate in field-based instruction. It will also increase the level of student engagement due to the experience being in a controlled environment. Field-based instruction will include but not be limited to the following: Challenger Museum (Waco), Space Center (Houston), Inner Space Cavern (Georgetown)</p> <p>Strategy's Expected Result/Impact: Increase in student performance and academic achievement on campus, district and state assessments due to having experiences to connect the learning to.</p> <p>Staff Responsible for Monitoring: Lead Teacher/Admin</p> <p>Problem Statements: Demographics 2 - Student Learning 1, 5</p>	<p>Nov</p>  <p>Jan</p>  <p>Mar</p> <p>June</p>	<p>November Evidence of Progress</p> <p>January Evidence of Progress Conversations are being had in Social Studies and Science PLCs relative to the types of field based instructional experiences will bring concrete understanding and relevancy to concepts students struggle to grasp.</p> <p>March Evidence of Progress</p> <p>June Evidence of Progress</p>
Strategy 2 Details	Reviews	
<p>Strategy 2: Elevate instructional rigor through the increased use of project-based learning.</p> <p>Strategy's Expected Result/Impact: Increase in academic performance on classroom, campus and district assessments.</p> <p>Staff Responsible for Monitoring: Core Content Teachers/CIS</p> <p>Problem Statements: Student Learning 1</p>	<p>Nov</p>  <p>Jan</p>  <p>Mar</p> <p>June</p>	<p>November Evidence of Progress</p> <p>January Evidence of Progress PBLs are consistently conducted in sixth-grade science classes.</p> <p>March Evidence of Progress</p> <p>June Evidence of Progress</p>









Strategy 3 Details	Reviews								
<p>Strategy 3: Online programs will be used to engage students and enhance instruction by enabling teachers to model concepts difficult to replicate in a classroom setting. Students will utilize programs to extend learning and receive additional intervention and remediation support.</p> <p>Strategy's Expected Result/Impact: increase in academic performance on campus, district and state assessments.</p> <p>Staff Responsible for Monitoring: Core Content Teachers/CIS</p> <p>Problem Statements: Demographics 4 - Student Learning 1, 3</p>	<table border="1"> <tr> <td data-bbox="1262 315 1381 456"> <p>Nov</p>  </td> <td data-bbox="1381 315 2030 456"> <p>November Evidence of Progress</p> </td> </tr> <tr> <td data-bbox="1262 456 1381 613"> <p>Jan</p>  </td> <td data-bbox="1381 456 2030 613"> <p>January Evidence of Progress</p> </td> </tr> <tr> <td data-bbox="1262 613 1381 678"> <p>Mar</p> </td> <td data-bbox="1381 613 2030 678"> <p>March Evidence of Progress</p> </td> </tr> <tr> <td data-bbox="1262 678 1381 769"> <p>June</p> </td> <td data-bbox="1381 678 2030 769"> <p>June Evidence of Progress</p> </td> </tr> </table>	<p>Nov</p> 	<p>November Evidence of Progress</p>	<p>Jan</p> 	<p>January Evidence of Progress</p>	<p>Mar</p>	<p>March Evidence of Progress</p>	<p>June</p>	<p>June Evidence of Progress</p>
<p>Nov</p> 	<p>November 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>								
<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: Manor students will earn a percent score of 75% or higher on core department CUAs.

Evaluation Data Sources: CUA data



Strategy 1 Details	Reviews	
<p>Strategy 1: Core content area teachers at all grade levels will utilize Common Unit Assessments (CUA) created by the district. CUAs will allow us to collect data for evaluative purposes. Through this data we will be able to intentionally recognize TEKS students are having success with and TEKS that students struggle with.</p> <p>Strategy's Expected Result/Impact: -Teachers developing tailored/targeted instruction for students -Students' percent scores at 75% or higher on CUAs.</p> <p>Staff Responsible for Monitoring: Lead Teachers/Admin Team/Content Area Teachers</p> <p>Problem Statements: Student Learning 1 - School Processes & Programs 1</p>	<p>Nov</p> 	<p>November Evidence of Progress</p>
	<p>Jan</p> 	<p>January Evidence of Progress</p> <p>Teachers consistently use PLC meetings to perform data analysis of CUA data to determine areas/TEKS students are struggling with.</p>
	<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: Through purposeful planning in PLCs, teachers will create lessons that challenge students to a greater depth and complexity of the required State standards.</p> <p>Strategy's Expected Result/Impact: -100% CUA participation -The expectation is an increase in CUA scores with students percent passing rate rising to 75% or higher on all CUAs.</p> <p>Staff Responsible for Monitoring: All staff</p> <p>Problem Statements: School Processes & Programs 1</p>	<p>Nov</p> 	<p>November Evidence of Progress</p>
	<p>Jan</p> 	<p>January Evidence of Progress</p> <p>Teachers consistently use PLC meetings to perform data analysis of CUA data to determine areas/TEKS students are struggling with. They are also using the PLC time to plan and prep lessons and find activities to use to address the areas/TEKS that are challenging for students.</p>
	<p>Mar</p>	<p>March Evidence of Progress</p>
	<p>June</p>	<p>June Evidence of Progress</p>


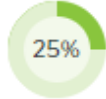




Strategy 3 Details	Reviews
<p>Strategy 3: Teachers will provide academic support to At-Risk and ELL students specifically in the area of Literacy with emphasis on vocabulary. Teachers will implement learned strategies and lessons so At-Risk and ELL students will build their academic vocabulary in the content areas.</p> <p>Strategy's Expected Result/Impact: -An increase in academic performance specifically in reading with students reading at or above grade level -An increase in academic performance on classroom, campus and district assessment.</p> <p>Staff Responsible for Monitoring: All Teachers, ELL Teachers, Lead Teachers, Admin Team</p> <p>ESF Levers: Lever 5: Effective Instruction</p> <p>Problem Statements: Demographics 3 - Student Learning 2 - School Processes & Programs 2</p>	<p>Nov November Evidence of Progress</p> <p> 10%</p> <p>Jan January Evidence of Progress</p> <p> 25% Interventionists, the Instructional coach, CISs, RLA, and Social Studies lead teachers have identified the need to address the struggles students are having with academic vocabulary. Plans have been created to incorporate activities during the instructional day and during tutoring to address these struggles.</p> <p>Mar March Evidence of Progress</p> <p>June June Evidence of Progress</p>
Strategy 4 Details	Reviews
<p>Strategy 4: With teacher observation, classroom performance data, STAAR and CUA data we will identify students in need of additional interventions.</p> <p>Strategy's Expected Result/Impact: Academic growth of one year or more.</p> <p>Staff Responsible for Monitoring: Admin Team, Teachers, Interventionists, Para-professionals</p> <p>Problem Statements: Demographics 3 - School Processes & Programs 1</p>	<p>Nov November Evidence of Progress</p> <p> 25%</p> <p>Jan January Evidence of Progress</p> <p> 50% MOY MAP and CUA data has been used to identify students and their specific academic needs to create small groups for targeted support. A plan has been developed for teachers, interventionists and paras to work with these students during the intervention period and after school.</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 6: MMS will work to increase the number of students who are prepared for high school, college, meaningful work, and active citizenship through increasing enrollment in rigorous coursework throughout all three years of middle school to 50%.

Evaluation Data Sources: Student enrollment in AVID , Honors courses and high school credit courses, student surveys, report card data

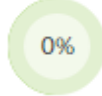

Strategy 1 Details	Reviews
<p>Strategy 1: Teachers will assist MMS students in developing self-management, self-regulation, writing, inquiry, collaboration, organizational critical reading skills and test-taking skills for future readiness. They'll assist students through the implementation of resources and strategies gained from their attendance of various PD sessions to include but not limited to AVID PD and content specific PD sessions offered through Region 12 and/or other approved agencies.</p> <p>Strategy's Expected Result/Impact: -An increase of students outside of those enrolled in the AVID course exhibiting organizational, self-managing and test-taking skills. -At minimum, 75% of teachers will be trained in AVID strategies.</p> <p>Staff Responsible for Monitoring: AVID Coordinator/AVID Site Team/Admin Team/Teachers</p> <p>Problem Statements: School Processes & Programs 2 - Perceptions 3, 4</p>	<p>Nov November Evidence of Progress</p>  <p>Jan January Evidence of Progress Writing collaborative PD has been provided to RLA teachers. Strategies from the PD are being implemented in RLA classes.</p> <p>Mar March Evidence of Progress</p> <p>June June Evidence of Progress</p>
Strategy 2 Details	Reviews
<p>Strategy 2: MMS will host virtual and/or in-person Career Day (with emphasis on military careers and trades), College Week, virtual and/or physical college campus visits, guest speakers, college t-shirt day each month and other activities that incorporate helping students pursue interests and goals upon graduation.</p> <p>Strategy's Expected Result/Impact: Increased college and career awareness/readiness for both students and parents.</p> <p>Staff Responsible for Monitoring: AVID Coordinator/AVID Site Team/CIS/CCMR teacher/Counselors</p> <p>Problem Statements: Demographics 2</p>	<p>Nov November Evidence of Progress</p>  <p>Jan January Evidence of Progress College shirt day is recognized the third Thursday of each month. A college visit to ICW and a career fair has been scheduled for the Spring.</p> <p>Mar March Evidence of Progress</p> <p>June June Evidence of Progress</p>

Strategy 3 Details	Reviews
<p>Strategy 3: MMS will use AVID (Advancement Via Individual Determination) as a support system to build students' capacity for the rigor of high school and college readiness.</p> <p>Strategy's Expected Result/Impact: Increased college and career awareness/ readiness</p> <p>Staff Responsible for Monitoring: AVID coordinator/AVID site team/CIS/Counselors</p> <p>Problem Statements: School Processes & Programs 2</p>	<div data-bbox="1276 282 2030 418"> <p>Nov November Evidence of Progress</p>  </div> <div data-bbox="1276 435 2030 571"> <p>Jan January Evidence of Progress</p> <p>AVID is active on campus. Plans for recruitment and retention of AVID students for next year are being developed.</p>  </div> <div data-bbox="1276 587 2030 630"> <p>Mar March Evidence of Progress</p> </div> <div data-bbox="1276 646 2030 688"> <p>June June Evidence of Progress</p> </div>
<div style="display: flex; justify-content: space-around; align-items: center;"> <div data-bbox="470 743 663 782">  No Progress </div> <div data-bbox="768 743 982 782">  Accomplished </div> <div data-bbox="1083 743 1335 782">  Continue/Modify </div> <div data-bbox="1440 743 1629 782">  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 7: GT students at MMS will achieve masters status on STAAR assessment in their identified area of giftedness.

Evaluation Data Sources: 2023 STAAR data

Strategy 1 Details	Reviews	
<p>Strategy 1: Off-campus/in-person and virtual field-based instructional experiences will be provided to teach and reinforce concepts that are difficult to duplicate in the classroom setting. Virtual field-based instruction affords all students the opportunity to participate in field-based instruction. It will also increase the level of student engagement due to the experience being in a controlled environment.</p> <p>Strategy's Expected Result/Impact: Increase in students' ability to connect and apply learning to the real-world</p> <p>Staff Responsible for Monitoring: GT Teachers, CISs and GT Coordinator</p> <p>Problem Statements: Student Learning 4</p>	<p>Nov</p> 	<p>November Evidence of Progress</p>
	<p>Jan</p> 	<p>January Evidence of Progress</p>
	<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: Additional Targeted Support will be provided to GT students through enrichment sessions during the school day and outside of the traditional school day.</p> <p>Strategy's Expected Result/Impact: Increase in STAAR performance</p> <p>Staff Responsible for Monitoring: GT teachers, CIS's, GT Coordinator</p> <p>Problem Statements: Student Learning 4</p>		

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Nov

November Evidence of Progress



Jan

January Evidence of Progress



GT students have been scheduled within the same intervention period so that they receive targeted support for enrichment.

Mar

March Evidence of Progress

June

June Evidence of Progress



No Progress



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: Campus administration and teaching staff will attend and participate in virtual and/or in person PD that allows them to address the specific needs of our At-Risk student population. The intent of PD attended off-campus or virtually will be to share and implement what is learned with the campus.

Evaluation Data Sources: T-TESS; T-PESS; Campus walk-through data; PLC efficacy


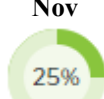
Strategy 1 Details	Reviews
<p>Strategy 1: Teachers and staff will engage in PD that focus on:</p> <ul style="list-style-type: none"> -Restorative Practice -Classroom Management -Professional book studies -Increasing student engagement -Differentiation -Strategies for engaging At-Risk students -Engaging students through technology -Data analysis and interpretation <p>Strategy's Expected Result/Impact: To provide teachers with additional resources and support which will in turn enhance the quality of instruction and improve student outcomes.</p> <p>Staff Responsible for Monitoring: Admin/CIS/Lead Teachers</p> <p>Problem Statements: Demographics 2 - School Processes & Programs 2, 3 - Perceptions 4</p>	<div style="display: flex; flex-direction: column; align-items: center;"> <div style="display: flex; justify-content: space-between; width: 100%;"> Nov November Evidence of Progress </div> <div style="display: flex; align-items: center; justify-content: center; margin: 10px 0;">  </div> <div style="display: flex; justify-content: space-between; width: 100%;"> Jan January Evidence of Progress </div> <div style="display: flex; align-items: center; justify-content: center; margin: 10px 0;">  <div style="margin-left: 20px;"> <p>A Restorative Practices representative has come to observe teachers and model various strategies for teachers to incorporate in their classrooms.</p> </div> </div> <div style="display: flex; justify-content: space-between; width: 100%;"> Mar March Evidence of Progress </div> <div style="display: flex; justify-content: space-between; width: 100%;"> June June Evidence of Progress </div> </div>






Strategy 2 Details	Reviews
<p>Strategy 2: Administrative leaders and teachers will attend and participate in in-person and/or virtual professional development to increase literacy, fluency and vocabulary acquisition and strategies to assist in closing academic gaps in learning for At-Risk and ELL students.</p> <p>Strategy's Expected Result/Impact: An increase in student performance and student achievement.</p> <p>Staff Responsible for Monitoring: Admin Team and Lead teachers</p> <p>Problem Statements: Student Learning 2 - School Processes & Programs 2</p>	<p>Nov November Evidence of Progress</p> <p> 20%</p> <p>Jan January Evidence of Progress</p> <p> 20%</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 2: Manor MS will purposefully create structures that permit PLCs to flourish through various endeavors. By the end of the 2022-2023 school year teachers will have developed an efficient method of conducting PLCs that includes common planning, CUA analysis and highlighting best instructional practices. This will increase teacher content knowledge and efficacy which will ultimately increase student achievement.

Evaluation Data Sources: Lesson plans, CUA data, walk-through data, STAAR data



Strategy 1 Details	Reviews	
<p>Strategy 1: Provide instructional support to strengthen teacher capacity through PLCs, modeling, and lesson planning.</p> <p>Strategy's Expected Result/Impact: -Improved student academic performance -Increased PLC efficiency and effectiveness</p> <p>Staff Responsible for Monitoring: Admin Team/Lead Teachers/Teachers/Instructional Coach</p> <p>Problem Statements: School Processes & Programs 1</p>	<p>Nov</p> 	<p>November Evidence of Progress</p>
<p>Strategy 2: During PLCs teachers will be provided with further assistance from peers, Lead Teachers and Admin Team on how to plan effective instruction based on the components of balanced literacy, student engagement and the GRR model. Weekly review and monitoring of lesson plans will occur in order to maintain consistency. Feedback will be provided in PLC's or in writing.</p> <p>Strategy's Expected Result/Impact: Teacher observation and evaluation of instructional practices which show growth in identified areas or refinement.</p> <p>Staff Responsible for Monitoring: Admin Team/Lead Teachers/Teachers/District ELAR Coach</p> <p>Problem Statements: School Processes & Programs 1, 2</p>	<p>Jan</p> 	<p>January Evidence of Progress</p> <p>CISs, Lead Teachers and the Instructional Coach have been collaborating to model effective lesson planning strategies during PLCs.</p>
	<p>Mar</p>	<p>March Evidence of Progress</p>
	<p>June</p>	<p>June Evidence of Progress</p>






Strategy 3 Details	Reviews
<p>Strategy 3: An additional Curriculum Instructional Specialist will provide teacher support through coaching, modeling, facilitating collaborative discussions and examinations of data.</p> <p>Strategy's Expected Result/Impact: Improved teacher performance and student achievement.</p> <p>Staff Responsible for Monitoring: Principal</p> <p>Problem Statements: School Processes & Programs 1</p>	<p>Nov November Evidence of Progress</p> <p> 90%</p> <p>Jan January Evidence of Progress A third CIS has been added to the team. CISs consistently work together to compile and analyze data and develop plans for 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 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: MMS will seek to hire and retain effective teaching staff with the capacity to effectively instruct and grow At-Risk students.

Evaluation Data Sources: STAAR data, CUA data, classroom academic performance



Strategy 1 Details	Reviews
<p>Strategy 1: MMS will continue to be committed to the team approach for interviewing. This puts candidates at ease and allows the team to assess fit.</p> <p>Strategy's Expected Result/Impact: To recruit and retain quality educators.</p> <p>Staff Responsible for Monitoring: Admin Team</p>	<p>Nov November Evidence of Progress</p>  <p>Jan January Evidence of Progress Various teams of staff have been created to participate in interviews for various positions.</p>  <p>Mar March Evidence of Progress</p> <p>June June Evidence of Progress</p>







Strategy 2 Details	Reviews
<p>Strategy 2: MMS will practice a Buddy-Teacher system to provide additional support to all teachers on campus.</p> <p>Strategy's Expected Result/Impact: To increase teacher retention of quality teachers.</p> <p>Staff Responsible for Monitoring: CIS</p>	<p>Nov November Evidence of Progress</p> <p> 90%</p> <p>Jan January Evidence of Progress</p> <p>Waiver teachers and first year teachers have been assigned a mentor. Teachers new to the campus but not new to the profession has been assigned a buddy teacher for assistance with getting acclimated to the campus culture.</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: Manor MS will increase its efforts at parental outreach by offering multiple opportunities for parents to be active participants in the Manor community. Manor MS will make it a priority to partner with all stakeholders to strengthen relationships through communication, education and involvement.

Evaluation Data Sources: Parent/community organization participation, attendance (virtual or in-person) at Title 1 parent meetings/workshops; feedback and evaluations relative to communication and interaction with parents, surveys, 8th graders 4 year plans





Strategy 1 Details	Reviews	
<p>Strategy 1: Quarterly parent meetings will be held on a variety of topics to include but not limited to: Understanding the transition to adolescence, Home Access Center, Parent/Teacher Conference, College Readiness, HB 5, Career Planning, Circle Up w/ APs, Social-Media Safety, Understanding STAAR for Parents, Literacy, Core Academic and STEM nights for parents and students. Additional meetings will be held for parents of ELL students to address their specific needs.</p> <p>Strategy's Expected Result/Impact: 1) Positive feedback from parents from surveys at the end of sessions.</p> <p>2) Increased positive parental involvement in students' academic and social endeavors.</p> <p>3) Increase levels of positive engagement of parents in campus endeavors.</p> <p>Staff Responsible for Monitoring: Counselors/Admin Team/Communities in School Coordinator/PTO/CIT</p> <p>Problem Statements: Perceptions 1</p>	<p>Nov</p> 	<p>November Evidence of Progress</p>
	<p>Jan</p> 	<p>January Evidence of Progress</p> <p>We have hosted three parent nights to inform parents about state tests, various campus operations, financial literacy, career planning, and Early College HS. A science exploration night has been held that brought parents and students together to engage in various science labs. Additional meetings have been scheduled for the spring to inform parents of our ELL students about the importance of TELPAS.</p>
	<p>Mar</p> <p>June</p>	<p>March Evidence of Progress</p> <p>June Evidence of Progress</p>







Strategy 2 Details	Reviews
<p>Strategy 2: Create partnerships with the local agencies, businesses, and organizations to increase services and opportunities offered to students and community members</p> <p>Strategy's Expected Result/Impact: Increased positive school and community interactions.</p> <p>Staff Responsible for Monitoring: Counselors/Admin Team/Communities in School Coordinator/PTO</p> <p>Problem Statements: Perceptions 1</p>	<p>Nov November Evidence of Progress</p> <p> 25%</p> <p>Jan January Evidence of Progress</p> <p> 30%</p> <p>We have business representatives attend and participate in our SBDM meetings. We have also partnered with Navy Federal Credit Union to educate our students and families on financial literacy.</p> <p>Mar March Evidence of Progress</p> <p>June June Evidence of Progress</p>
<p>  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 1: Manor MS will focus on the social/emotional, physical and academic well-being of all students specifically those failing multiple classes. The emphasis will be on class failures being under 20%.

Evaluation Data Sources: Failure lists, analysis of interventions; discipline referrals; counselor referrals






Strategy 1 Details	Reviews	
<p>Strategy 1: MMS will positively shift the culture of the campus by instituting the following:</p> <ul style="list-style-type: none"> - Weekly SEL lessons through Ram Fam (Intervention period) - Restorative Circles w/ staff and students - Rites of Passage - Community Mentors program through the district's Community Relations Department. Through this program students perspective will be shifted towards their future versus their current circumstance. - Additional mentoring programs will be evaluated for both efficacy and implementation. <p>Strategy's Expected Result/Impact: Increased student academic achievement, increased student attendance reduction in student failure rate and discipline referrals.</p> <p>Staff Responsible for Monitoring: Admin Team/Teachers/Counselors/Attendance Secretary</p> <p>Problem Statements: School Processes & Programs 3, 4 - Perceptions 2, 3</p>	<p>Nov</p> 	<p>November Evidence of Progress</p>
	<p>Jan</p> 	<p>January Evidence of Progress Regular events hosted by Rites of Passage are held on our campus for our students.</p>
	<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: Develop a parent communication process for keeping parents informed and ensuring that students attend tutorials and other opportunities for accelerated instruction that may extend beyond the school day (via Campus Newsletter, Campus Calendar, MMS website, MMS Facebook page, Connect Ed calls, texts and/or email).</p> <p>Strategy's Expected Result/Impact: - Increased parental support, involvement and engagement</p> <ul style="list-style-type: none"> - A healthy school, family and community partnership <p>Staff Responsible for Monitoring: Counselors/Admin Team//Teachers</p> <p>Problem Statements: Perceptions 1</p>	<p>Nov</p> 	<p>November Evidence of Progress</p>
	<p>Jan</p> 	<p>January Evidence of Progress Weekly calls, texts, emails and social media posts consistently inform parents and families of upcoming events and/or changes on campus.</p>
	<p>Mar</p>	<p>March Evidence of Progress</p>
	<p>June</p>	<p>June Evidence of Progress</p>






Strategy 3 Details	Reviews
<p>Strategy 3: Implement a mentoring program to motivate students towards academic, social and behavioral growth.</p> <p>Strategy's Expected Result/Impact: Increased student academic achievement, increased student attendance reduction in student failure rate and discipline referrals.</p> <p>Staff Responsible for Monitoring: Admin Team/Teachers/Counselors/Attendance Secretary</p> <p>Problem Statements: Perceptions 2, 3, 4</p>	<div style="text-align: right;"> <p>November Evidence of Progress</p> <p>Nov</p>  <p>10%</p> </div> <div style="text-align: right;"> <p>January Evidence of Progress</p> <p>Jan</p>  <p>25%</p> <p>Lunch detention has been reformed to Restorative Lunch where counselors are meeting with students to motivate students and help them develop plans to that will eliminate undesired behaviors and move them towards academic and behavioral growth.</p> </div> <div style="text-align: right;"> <p>March Evidence of Progress</p> <p>Mar</p> </div> <div style="text-align: right;"> <p>June Evidence of Progress</p> <p>June</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 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: Manor MS will provide meaningful opportunities for students to be successful in both social and academic pursuits. 100% of Manor students will be connected to areas outside of the academic classroom, therefore enhancing their agency and attendance at MMS.

Evaluation Data Sources: Campus-wide discipline management plans, discipline referrals, counselor referrals, student participation in leadership opportunities, failure lists, UIL lists, attendance statistics.







Strategy 1 Details	Reviews	
<p>Strategy 1: Design and/or revamp programs/clubs so that all Manor students will be afforded opportunities to meet the mandated health and physical education requirements. There will also be additional opportunities for students to become socially, academically and athletically connected to our campus.</p> <p>Strategy's Expected Result/Impact: 100% of students connected to at least one area outside of the academic classroom.</p> <p>100% of students participating in the campus's required physical activities.</p> <p>Staff Responsible for Monitoring: Counselors/Athletic Director & Co-Director/Admin Team/AVID Site Team/Communities in Schools Liaison</p> <p>Problem Statements: Perceptions 2</p>	<p>Nov</p> 	<p>November Evidence of Progress</p>
<p>Strategy 2: MMS will provide students with opportunities to celebrate and be recognized for positive behavior and academic achievements.</p> <p>Strategy's Expected Result/Impact: Improved campus culture and increased number of students being honored throughout the year</p> <p>Staff Responsible for Monitoring: Counselors/Athletic Director & Co-Director/Admin Team/AVID Site Team/Communities in Schools Liaison</p> <p>Problem Statements: Perceptions 2, 3</p>	<p>Nov</p> 	<p>November Evidence of Progress</p>
	<p>Jan</p> 	<p>January Evidence of Progress</p> <p>The Chess club has been created to provide a means of connecting students to the campus who may not be athletically inclined.</p>
	<p>Mar</p>	<p>March Evidence of Progress</p>
	<p>June</p>	<p>June Evidence of Progress</p>
Strategy 2 Details	Reviews	
	<p>Nov</p> 	<p>November Evidence of Progress</p>
	<p>Jan</p> 	<p>January Evidence of Progress</p> <p>Plans and dates have been scheduled for events to celebrate students' achievements.</p>
	<p>Mar</p>	<p>March Evidence of Progress</p>
	<p>June</p>	<p>June Evidence of Progress</p>

Strategy 3 Details	Reviews
<p>Strategy 3: Students and staff will participate in various campus and community- based mentoring programs and endeavors the demonstrate school pride. to include but not limited to:</p> <ul style="list-style-type: none"> -Community Mentors program through the district's Community Relations Department. Through this program students perspective will be shifted towards their future versus their current circumstance. - Additional mentoring programs that will be evaluated for both efficacy and implementation. <p>Strategy's Expected Result/Impact: Increased positive social interaction with peers for both students and adults on campus</p> <p>Staff Responsible for Monitoring: Admin Team/Communities in Schools Coordinator/Counselors/ Teachers</p> <p>Problem Statements: Perceptions 2</p>	<div style="display: flex; flex-direction: column; align-items: center;"> <div style="display: flex; justify-content: space-between; width: 100%;"> Nov November Evidence of Progress </div> <div style="display: flex; align-items: center; margin: 10px 0;">  <div style="margin-left: 20px;"> <p data-bbox="1535 540 1892 566">January Evidence of Progress</p> <p data-bbox="1415 574 2018 695">Rites of Passage events have been held to encourage students to demonstrate school pride and help shift their perspectives towards their future and not focus on their current circumstances.</p> </div> </div> <div style="display: flex; justify-content: space-between; width: 100%; margin: 10px 0;"> Mar March Evidence of Progress </div> <div style="display: flex; justify-content: space-between; width: 100%; margin: 10px 0;"> June June Evidence of Progress </div> </div>
<div style="display: flex; justify-content: space-around; align-items: center;"> <div data-bbox="468 862 663 911">  No Progress </div> <div data-bbox="764 862 980 911">  Accomplished </div> <div data-bbox="1081 862 1331 911">  Continue/Modify </div> <div data-bbox="1434 862 1629 911">  Discontinue </div> </div>	

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

Performance Objective 1: Manor MS will increase technology solutions in order to increase electronic instructional capacity.

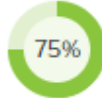





Evaluation Data Sources: Student access to computer/iPad; Teacher lab calendars, failure lists, MAP data, CUA data

Strategy 1 Details	Reviews
<p>Strategy 1: Technology resources will be expanded which may include additional laptops, iPads, and online subscriptions, and other resources as needed to enhance instruction, extend student learning, and/or provide intervention and remediation.</p> <p>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.</p> <p>Staff Responsible for Monitoring: CIT/CIS /Lead Teachers/Teachers</p> <p>Problem Statements: Student Learning 3</p>	<div style="display: flex; flex-direction: column; align-items: center;"> <div style="display: flex; justify-content: space-between; width: 100%;"> Nov November Evidence of Progress </div> <div style="display: flex; align-items: center; justify-content: center; width: 100%;">  0% </div> <div style="display: flex; justify-content: space-between; width: 100%;"> Jan January Evidence of Progress </div> <div style="display: flex; align-items: center; justify-content: center; width: 100%;">  15% </div> <div style="display: flex; justify-content: space-between; width: 100%;"> Mar March Evidence of Progress </div> <div style="display: flex; justify-content: space-between; width: 100%;"> June June Evidence of Progress </div> </div> <p style="margin-left: 20px;">Technology resources to enhance instruction have been ordered.</p>
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="display: flex; align-items: center;">  No Progress </div> <div style="display: flex; align-items: center;">  Accomplished </div> <div style="display: flex; align-items: center;">  Continue/Modify </div> <div style="display: flex; align-items: center;">  Discontinue </div> </div>	

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

Performance Objective 2: By June 2023, Manor MS will effectively manage resources, and operations 100% of the time so that learning time is maximized.

Evaluation Data Sources: Tutoring logs

Strategy 1 Details	Reviews
<p>Strategy 1: 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>Strategy's Expected Result/Impact: Increased student achievement. Reduction in learning gaps.</p> <p>Staff Responsible for Monitoring: Admin CIS</p> <p>Title I: 2.5</p> <p>Problem Statements: Student Learning 5</p>	<p>Nov November Evidence of Progress</p> <p> 75%</p> <p>Jan January Evidence of Progress</p> <p> 75% The Learning Lounge is held at least three days a week. Students attend to receive additional support from gaps created as a result of COVID-19.</p> <p>Mar March Evidence of Progress</p> <p>June June Evidence of Progress</p>
<p>  No Progress  Accomplished  Continue/Modify  Discontinue </p>	