

Killeen Independent School District
Eastern Hills Middle School
2023-2024 Formative Review with Notes



Mission Statement

Teach so all students can learn to their maximum potential.

Vision

Eastern Hills Middle School is

a community of *integrity* and learning.

Where teachers and administrators mentor and inspire students,
and each other,

to embrace a growth mindset.

Where students are challenged to act with *humility* and *resilience*

as they develop skills that will prepare them to be
lifelong learners and productive members of society.

Where every individual feels safe and contributes
to our culture of pride, competitiveness,
and belonging.

Value Statement

Core Values

Integrity ~ Humility ~ Resilience

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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.



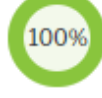


Performance Objective 1: By using proven high-yield instructional strategies, making data-driven decisions, and formulating timely and appropriate interventions, EHMS students (as measured in each indicator) will improve STAAR Reading scores from the 2022-2023 school year by the following percentages:



- * Approaches: 15% improvement
- * Meets: 10% improvement
- * Masters: 5% improvement







Evaluation Data Sources: Spring 2024 STAAR Results

Strategy 1 Details	Reviews
<p>Strategy 1: The ELA department will document in their lesson plans and use AVID instructional strategies weekly, to include: KWLA charts, Think-Alouds and Structured Dialogue, Depth and Complexity Thinking Tools, Reading Across Costa's Levels of Thinking, Purposeful Rereading to Deepen Comprehension and Retention, Higher Order Discussion Techniques, and Socratic Seminars. Additional targeted support will be provided to at-risk students (with a focus on African American, Hispanic, white, and two or more races).</p> <p>Strategy's Expected Result/Impact: Improved scores in each subject as evidenced by report card grades, reduction of failures each nine weeks, final STAAR scores, MAP testing scores, CUA improvement and walkthrough observations. The desired impact is to increase the percentage of students whose academic achievement status meets grade level standard in reading by 10% from the previous year.</p> <p>Staff Responsible for Monitoring: CIS and Administration Teacher Leader to support efforts District Literacy Coach</p> <p>Title I: 2.4, 2.6</p> <p>- TEA Priorities: Recruit, support, retain teachers and principals</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 4: High-Quality Instructional Materials and Assessments</p> <p>- Additional Targeted Support Strategy</p> <p>Problem Statements: Demographics 2 - Student Learning 1, 5, 6, 7 - School Processes & Programs 3, 4, 5, 6</p>	<p>Nov November Evidence of Progress  Lesson plans contain AVID strategies. AVID Weekly has been purchased but not utilized in lessons.</p> <p>Jan January Evidence of Progress  AVID Weekly is being used by the campus in AVID, RLA, and Panther Power Up.</p> <p>Mar March Evidence of Progress</p> <p>June June Evidence of Progress</p>

Strategy 2 Details	Reviews
<p>Strategy 2: The ELA department will use the Comprehension Strategy Cards to promote lead4ward engaging lessons to reach special population students (At-Risk, SpEd, 504, EB, GT, and Honors). These cards will help with planning lessons and activities that will promote better retention of content material. Teachers will bring these to PLC weekly to discuss comprehension strategies and activities to implement in their classroom.</p> <p>Strategy's Expected Result/Impact: Improve STAAR Scores Close learning Gaps</p> <p>Staff Responsible for Monitoring: Teachers CIS Administration</p> <p>Title I: 2.4, 2.6</p> <p>- TEA Priorities: Build a foundation of reading and math</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction</p> <p>Problem Statements: Student Learning 1, 5 - School Processes & Programs 1, 3, 4, 5, 6</p>	<p>Nov November Evidence of Progress N/A</p> <p>Jan January Evidence of Progress  ELA Lead is the process of obtaining 3 quotes.</p> <p>Mar March Evidence of Progress</p> <p>June June Evidence of Progress</p>
Strategy 3 Details	Reviews
<p>Strategy 3: EHMS will conduct a "Panther Boot Camp" every 9 weeks to support classroom instruction and prepare students for the Reading STAAR test on Saturday.</p> <p>Strategy's Expected Result/Impact: Students will be more prepared and feel more confident when taking STAAR tests.</p> <p>Staff Responsible for Monitoring: Campus Lead Teachers Administration Tested Subject Area teachers</p> <p>Title I: 2.4, 2.6</p> <p>- TEA Priorities: Build a foundation of reading and math</p> <p>- ESF Levers: Lever 3: Positive School Culture, Lever 5: Effective Instruction</p> <p>Problem Statements: Student Learning 1, 5, 6 - School Processes & Programs 6</p>	<p>Nov November Evidence of Progress </p> <p>Jan January Evidence of Progress  Panther Boot Campus began after school on January 29th and is held Monday, Tuesday, Thursday, and Friday. Saturday Campus will begin after Spring Break.</p> <p>Mar March Evidence of Progress</p> <p>June June Evidence of Progress</p>

Strategy 4 Details	Reviews
<p>Strategy 4: EHMS will host a Family Reading Night in the fall geared towards helping students and parents learn test taking strategies and ways to support student enrichment at home.</p> <p>Strategy's Expected Result/Impact: Students will be more prepared and feel more confident when taking STAAR tests.</p> <p>Staff Responsible for Monitoring: Campus lead teacher Administration</p> <p>TEA Priorities: Build a foundation of reading and math</p> <p>- ESF Levers: Lever 3: Positive School Culture, Lever 5: Effective Instruction</p> <p>Problem Statements: Demographics 3 - Student Learning 1, 6, 7 - Perceptions 1</p>	<p>Nov November Evidence of Progress Fall Family Reading Night planned for December 5, 2023.</p> <p> 75%</p> <p>Jan January Evidence of Progress  100%</p> <p>Mar March Evidence of Progress  100%</p> <p>June June Evidence of Progress</p>
Strategy 5 Details	Reviews
<p>Strategy 5: 6th grade at-risk students enrolled in reading and 7th and 8th grade at-risk students enrolled in the accelerated reading classes will have access to iLit. Students will access iLit on iPads with keyboards for written responses.</p> <p>Strategy's Expected Result/Impact: Increased reading levels on MAP testing.</p> <p>Staff Responsible for Monitoring: CIS Administration ELAR Lead teacher ACC Reading teacher</p> <p>Title I: 2.4, 2.6</p> <p>- TEA Priorities: Build a foundation of reading and math</p> <p>- ESF Levers: Lever 5: Effective Instruction</p>	<p>Nov November Evidence of Progress Ipads have been received from district. The campus is waiting on cases.</p> <p> 50%</p> <p>Jan January Evidence of Progress The campus is waiting on cases.  50%</p> <p>Mar March Evidence of Progress</p> <p>June June Evidence of Progress</p>

Strategy 6 Details	Reviews	
<p>Strategy 6: Students will receive supplemental instruction through intervention reading classes, as well as from an at-risk intervention aide to support our at-risk population in reading classes throughout the school day. Additional Targeted Support will be provided to identified At-Risk Students (with a focus on African American, Hispanic, white, and two or more races) in reading through accelerated instruction, in order to increase all students' academic achievement status to meet grade level standard in reading. Interventions will be provided to struggling readers through a variety of interventions, including iLit20, iLit45, intervention period, and special sessions using technology within the school day.</p> <p>Strategy's Expected Result/Impact: Students will show growth through improved classroom grades, growth on MAP testing and growth on the STAAR assessments.</p> <p>Staff Responsible for Monitoring: Teacher of student Intervention Aide Intervention Teachers CIS</p> <p>Title I: 2.4, 2.6</p> <p>- TEA Priorities: Build a foundation of reading and math</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction</p> <p>- Additional Targeted Support Strategy</p> <p>Problem Statements: Student Learning 1, 5, 6, 7</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 7 Details	Reviews	
<p>Strategy 7: The ELA department will meet weekly to plan out engaging lessons that reach all modalities of learning (visual, hearing, interactive, etc.) and higher-level questioning to improve students' engagement and promote differentiation within the classroom using Keeping the Wonder strategies. This will address the special populations (At-Risk, SpEd, 504, EB, GT, and Honors) students who have statistically been shown to struggle with growth.</p> <p>Strategy's Expected Result/Impact: Support Differentiation Improve rigor in the classroom Improve student learning</p> <p>Staff Responsible for Monitoring: CIS AP Lead Teacher</p> <p>Title I: 2.4, 2.6</p> <p>- TEA Priorities: Build a foundation of reading and math</p> <p>- ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments</p> <p>Problem Statements: Student Learning 1, 5, 6 - School Processes & Programs 3, 4, 5, 6, 8</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>
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>		



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


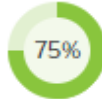
Performance Objective 2: By using proven high-yield instructional strategies, making data-driven decisions, and formulating timely and appropriate interventions, EHMS students (as measured in each indicator) will improve STAAR Math scores from the 2022-2023 school year by the following percentages:



- * Approaches: 15% improvement
- * Meets: 15% improvement
- * Masters: 10% improvement





Evaluation Data Sources: Spring 2024 STAAR Results

Strategy 1 Details	Reviews	
<p>Strategy 1: The Math department will document in their lesson plans and use AVID instructional strategies weekly, to include: KWLA charts, Think-Alouds and Structured Dialogue, Depth and Complexity Thinking Tools, and WICOR. Additional targeted support will be provided to at-risk students (with a focus on African American, Hispanic, white, and two or more races).</p> <p>Strategy's Expected Result/Impact: Improved scores in each subject as evidenced by report card grades, reduction of failures each nine weeks, final STAAR scores, MAP testing scores, CUA improvement and walkthrough observations. The desired impact is to increase the percentage of students whose academic achievement status meets grade level standard in reading to at least 40%.</p> <p>Staff Responsible for Monitoring: CIS and Administration Teacher Leader to support efforts District Literacy Coach</p> <p>Title I: 2.4, 2.6 - TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction - Additional Targeted Support Strategy</p> <p>Problem Statements: Demographics 2 - Student Learning 2, 5, 7, 8 - School Processes & Programs 2, 3, 4, 6</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: EHMS will conduct a "Panther Boot Camp" every 9 weeks to support student learning and growth on STAAR on Saturday.</p> <p>Strategy's Expected Result/Impact: Students will be more prepared and feel more confident when taking STAAR tests.</p> <p>Staff Responsible for Monitoring: Campus Lead Teachers Administration Tested Subject Area teachers</p> <p>Title I: 2.4, 2.6</p> <p>- TEA Priorities: Build a foundation of reading and math</p> <p>- ESF Levers: Lever 5: Effective Instruction</p> <p>Problem Statements: Student Learning 2, 5, 7, 8 - School Processes & Programs 3, 5</p>	<p>Nov</p>  <p>10%</p>	<p>November Evidence of Progress</p>
	<p>Jan</p>  <p>30%</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: EHMS will host a Family Math Night geared towards helping students and parents learn test taking strategies and ways to support student enrichment at home.</p> <p>Strategy's Expected Result/Impact: Students will be more prepared and feel more confident when taking STAAR tests.</p> <p>Staff Responsible for Monitoring: Campus lead teacher Administration</p> <p>Title I: 2.4, 2.6, 4.2</p> <p>- TEA Priorities: Build a foundation of reading and math</p> <p>- ESF Levers: Lever 5: Effective Instruction</p> <p>Problem Statements: Demographics 3 - Perceptions 1</p>	<p>Nov N/A</p>	<p>November Evidence of Progress In planning phase.</p>
	<p>Jan N/A</p>	<p>January Evidence of Progress In planning phase.</p>
	<p>Mar</p>	<p>March Evidence of Progress</p>
	<p>June</p>	<p>June Evidence of Progress</p>

Strategy 4 Details	Reviews	
<p>Strategy 4: 7th and 8th grade at-risk students enrolled in the accelerated math classes will have access to online interventions. Students will access online intervention using iPads. 8th grade students will use TI Inspire calculators to support interventions.</p> <p>Strategy's Expected Result/Impact: Increased math levels on MAP testing.</p> <p>Staff Responsible for Monitoring: CIS Administration Math Lead teacher ACC Math teacher</p> <p>Title I: 2.4, 2.6</p> <p>- TEA Priorities: Build a foundation of reading and math</p> <p>- ESF Levers: Lever 5: Effective Instruction</p>	<p>Nov</p> 	<p>November Evidence of Progress</p> <p>Ipads have been recieved from district. The campus is waiting on cases. TI Inspire calculators are no longer needed.</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 5 Details	Reviews	
<p>Strategy 5: EHMS will send teachers of at-risk and/or ELL students to the STAAR Redesign Training through Region XII to learn more about how to respond and redesign our classroom instruction to encompass the demands the new item types to include, instructional strategies for differentiation, using collaboration in the classroom, designing engaging lessons, intervention, and STAAR strategies. Teachers will implement best practice instructional strategies for differentiation to engage all learners and address targeted learning needs during interventions and instruction.</p> <p>Strategy's Expected Result/Impact: Improve STAAR scores Improve classroom lessons and design</p> <p>Staff Responsible for Monitoring: CIS Admin Lead Teacher</p> <p>Title I: 2.4, 2.6</p> <p>- TEA Priorities: Build a foundation of reading and math</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction</p> <p>Problem Statements: Demographics 2 - Student Learning 2, 5, 7, 8 - School Processes & Programs 3, 5, 8</p>	<p>Nov N/A</p>	<p>November Evidence of Progress</p>
	<p>Jan N/A</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 6 Details	Reviews	
<p>Strategy 6: EHMS will send Math teachers to CAMT professional development to learn more about instructional strategies for differentiation, using collaboration in the classroom, designing engaging lessons, intervention, and STAAR strategies. Teachers will implement best practice instructional strategies for differentiation to engage all learners and address targeted learning needs during interventions and instruction.</p> <p>Strategy's Expected Result/Impact: Improved STAAR Scores Student Growth Differentiation in the classroom Improved classroom engagement</p> <p>Staff Responsible for Monitoring: CIS Lead Teacher Admin Team</p> <p>Title I: 2.4, 2.6</p> <p>Problem Statements: Demographics 2 - Student Learning 2, 7, 8 - School Processes & Programs 3, 5, 6</p>	<p>Nov N/A</p> <p>Jan N/A</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 7 Details	Reviews	
<p>Strategy 7: To improve student achievement and close gaps our students will receive supplemental instruction through intervention math classes as well as from an at-risk intervention aide to support our at-risk population. Additional Targeted Support will be provided to identified At-Risk Students (with a focus on African American, Hispanic, white, and two or more races) in math through accelerated instruction, in order to increase all students' academic achievement status to meet grade level standard in math. Interventions will be provided to students below grade level in math through a variety of interventions, including Imagine Math, tutorials, and special sessions using technology within the school day and/or after school and on weekends. Healthy snacks will be provided in after school tutorials.</p> <p>Strategy's Expected Result/Impact: Students will show growth through improved classroom grades, growth on MAPS testing and growth on the STAAR assessments.</p> <p>Staff Responsible for Monitoring: Teacher of student Intervention Aide Intervention Teachers CIS</p> <p>Title I: 2.4, 2.6</p> <p>- TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction</p> <p>Problem Statements: Student Learning 2, 5, 7, 8</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 8 Details	Reviews	
<p>Strategy 8: After-school tutoring and weekly remediation opportunities will be provided to at-risk students through the Delta Math program which allows teachers to access students performance data, analyze their progress, and create ad hoc assignments for remedial work and to provide more practice.</p> <p>Strategy's Expected Result/Impact: Increased success on CUA Improved STAAR Scores Differentiation in the classroom</p> <p>Staff Responsible for Monitoring: CIS Admin Teacher Lead</p> <p>Title I: 2.4, 2.6</p> <p>- TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction</p> <p>Problem Statements: Student Learning 2, 5, 7, 8 - School Processes & Programs 5, 6, 8</p>	<p>Nov N/A</p> <p>Jan N/A</p> <p>Mar</p> <p>June</p>	<p>November Evidence of Progress</p> <p>January Evidence of Progress Delta Math was not approved for purchase.</p> <p>March Evidence of Progress</p> <p>June Evidence of Progress</p>
<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 3: By using proven high-yield instructional strategies, making data-driven decisions, and formulating timely and appropriate interventions, EHMS students (as measured in each indicator) will improve STAAR Social Studies scores from the 2022-2023 school year by the following percentages:

- * Approaches: 20% improvement
- * Meets: 15% improvement
- * Masters: 10% improvement

Evaluation Data Sources: Spring 2024 STAAR Results

Strategy 1 Details	Reviews	
<p>Strategy 1: The Social Studies department will document in their lesson plans and use AVID instructional strategies weekly, to include: KWLA charts, Think-Alouds and Structured Dialogue, Depth and Complexity Thinking Tools, Reading Across Costa's Levels of Thinking, Purposeful Rereading to Deepen Comprehension and Retention, Higher Order Discussion Techniques, and Socratic Seminars. Additional targeted support will be provided to at-risk students (with a focus on African American, Hispanic, white, and two or more races).</p> <p>Strategy's Expected Result/Impact: Improved scores in Social Studies as evidenced by report card grades; reduction of failures each nine weeks, final STAAR scores and walkthrough observations. The desired impact is to increase the percentage of students whose academic achievement status meets grade level standard in reading to at least 50%.</p> <p>Staff Responsible for Monitoring: CIS and Administration Teacher Leader to support efforts</p> <p>Title I: 2.4, 2.6 - ESF Levers: Lever 5: Effective Instruction - Additional Targeted Support Strategy</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: EHMS will conduct a "Panther Boot Camp" once a 9 weeks to refine and reinforce TEKS and test-taking strategies.</p> <p>Strategy's Expected Result/Impact: Students will be more prepared and feel more confident when taking STAAR tests.</p> <p>Staff Responsible for Monitoring: Campus Lead Teachers Administration Tested Subject Area teachers</p> <p>Title I: 2.4, 2.6</p> <p>- ESF Levers: Lever 3: Positive School Culture, Lever 5: Effective Instruction</p> <p>Problem Statements: Student Learning 3, 5, 7</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: EHMS will host a Family Social Studies Night geared towards helping students and parents learn test taking strategies and ways to support student enrichment at home.</p> <p>Strategy's Expected Result/Impact: Students will be more prepared and feel more confident when taking STAAR tests.</p> <p>Staff Responsible for Monitoring: Campus lead teacher Administration</p> <p>Title I: 2.4, 2.6, 4.2</p> <p>- ESF Levers: Lever 5: Effective Instruction</p> <p>Problem Statements: Student Learning 3, 5, 7</p>	<p>Nov</p> 	<p>November Evidence of Progress</p>
	<p>Jan</p> 	<p>January Evidence of Progress In the planning phase.</p>
	<p>Mar</p>	<p>March Evidence of Progress</p>
	<p>June</p>	<p>June Evidence of Progress</p>



Strategy 4 Details	Reviews	
<p>Strategy 4: EHMS will send teachers of at-risk and/or ELL students to the TXCSS Conference for History to learn more about instructional strategies for differentiation, using collaboration in the classroom, designing engaging lessons, intervention, and STAAR strategies. Teachers will implement best practice instructional strategies for differentiation to engage all learners and address targeted learning needs during interventions and instruction.</p> <p>Strategy's Expected Result/Impact: Improve STAAR scores Improve classroom lessons and design</p> <p>Staff Responsible for Monitoring: CIS Admin Teacher Lead</p> <p>Title I: 2.4, 2.6</p> <p>Problem Statements: Student Learning 3, 5, 7 - School Processes & Programs 1, 4, 5, 6, 8</p>	<p>Nov N/A</p>	<p>November Evidence of Progress</p>
	<p>Jan N/A</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 style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>		





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









Performance Objective 4: By using proven high-yield instructional strategies, making data-driven decisions, and formulating timely and appropriate interventions, EHMS students (as measured in each indicator) will improve STAAR Science scores from the 2022-2023 school year by the following percentages:

- * Approaches: 20% improvement
- * Meets: 15% improvement
- * Masters: 10% improvement

Evaluation Data Sources: Spring 2024 STAAR Results

Strategy 1 Details	Reviews	
<p>Strategy 1: The Science department will document in their lesson plans and use AVID instructional strategies weekly, to include: KWLA charts, Think-Alouds and Structured Dialogue, Depth and Complexity Thinking Tools, Reading Across Costa's Levels of Thinking, Purposeful Rereading to Deepen Comprehension and Retention, Higher Order Discussion Techniques, and Socratic Seminars. Additional targeted support will be provided to at-risk students (with a focus on African American, Hispanic, white, and two or more races).</p> <p>Strategy's Expected Result/Impact: Improved scores in Science as evidenced by report card grades; reduction of failures each nine weeks, final STAAR scores and walkthrough observations. The desired impact is to increase the percentage of students whose academic achievement status meets grade level standard in science to at least 50%.</p> <p>Staff Responsible for Monitoring: CIS and Administration Teacher Leader to support efforts</p> <p>Title I: 2.4, 2.6</p> <p>- ESF Levers: Lever 5: Effective Instruction</p> <p>- Additional Targeted Support Strategy</p> <p>Problem Statements: Student Learning 4, 7 - School Processes & Programs 1, 3, 4, 5, 6, 8</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>



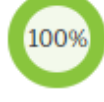
Strategy 2 Details	Reviews	
<p>Strategy 2: EHMS will conduct a "Panther Boot Camp" prior to the Science STAAR tests to refine and reinforce TEKS and test-taking strategies.</p> <p>Strategy's Expected Result/Impact: Students will be more prepared and feel more confident when taking STAAR tests.</p> <p>Staff Responsible for Monitoring: Campus Lead Teachers Administration Tested Subject Area teachers</p> <p>Title I: 2.4, 2.6, 4.2 - ESF Levers: Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</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: EHMS will host a Family Science Night geared towards helping students and parents learn test taking strategies and ways to support student enrichment at home.</p> <p>Strategy's Expected Result/Impact: Students will be more prepared and feel more confident when taking STAAR tests.</p> <p>Staff Responsible for Monitoring: Campus lead teacher Administration</p> <p>Title I: 2.4, 2.6, 4.2 - ESF Levers: Lever 5: Effective Instruction</p>	<p>Nov</p>  <p>Jan</p>  <p>Mar</p> <p>June</p>	<p>November Evidence of Progress</p> <p>January Evidence of Progress Science Family Night is scheduled for February 29th.</p> <p>March Evidence of Progress</p> <p>June Evidence of Progress</p>






Strategy 4 Details	Reviews	
<p>Strategy 4: Science team will emphasize teaching all students critical thinking skills, drawing conclusions, and making connections on charts, graphs, and tables to pre-teach vocabulary at the beginning of each unit.</p> <p>Strategy's Expected Result/Impact: Improved scores in Science as evidenced by report card grades; reduction of failures each nine weeks, final STAAR scores and walkthrough observations. The desired impact is to increase the percentage of students whose academic achievement status meets grade level standard in science to at least 50%.</p> <p>Staff Responsible for Monitoring: CIS Campus Admin</p> <p>Title I: 2.4, 2.6</p> <p>- TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction</p> <p>Problem Statements: Student Learning 4, 5, 7 - School Processes & Programs 3, 4, 5, 6</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 5 Details	Reviews	
<p>Strategy 5: Science units will be structured so that at least 30% of the instruction will be spent with students engaging in hands-on experiments in a lab setting.</p> <p>Strategy's Expected Result/Impact: Improve student engagement in lessons Improved CUA scores Improve student understanding</p> <p>Staff Responsible for Monitoring: CIS Campus Admin Lead teacher</p> <p>Title I: 2.4, 2.6</p> <p>- TEA Priorities: Recruit, support, retain teachers and principals</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction</p> <p>Problem Statements: Student Learning 4, 7 - School Processes & Programs 5</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>
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>		







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

Performance Objective 5: By the end of the 2023-2024 school year, Emergent Bilingual students will increase STAAR scores by 15% at the approaches category, 10% in the Meets and 5% in the Masters categories in all tested areas.

Evaluation Data Sources: MAP Testing, CUA Scores, STAAR Scores

Strategy 1 Details	Reviews	
<p>Strategy 1: Teachers will receive training on best practices through on going professional development to ensure success for Emergent Bilingual (EB) students.</p> <p>Strategy's Expected Result/Impact: TELPAS scores will improve by at least one proficiency level per student STAAR Reading scores will reflect at least 60% of students at "approaches" grade level or above.</p> <p>Staff Responsible for Monitoring: ESL Teacher LPAC Coordinator CIS Administration</p> <p>Title I: 2.4, 2.6</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p> <p>Problem Statements: Student Learning 5, 7 - School Processes & Programs 3, 5</p>	<p>Nov</p> 	<p>November Evidence of Progress</p>
	<p>Jan</p> 	<p>January Evidence of Progress Training was conducted on January 8th.</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: ESL teacher will document in lesson plans and use AVID instructional strategies weekly, to include: KWLA charts, Think-Alouds and Structured Dialogue, Depth and Complexity Thinking Tools, Reading Across Costa's Levels of Thinking, Purposeful Rereading to Deepen Comprehension and Retention, Higher Order Discussion Techniques, and Socratic Seminars.</p> <p>Strategy's Expected Result/Impact: Improved scores in each subject as evidenced by report card grades, reduction of failures each nine weeks, final STAAR scores, MAP testing scores, CUA improvement and walkthrough observations.</p> <p>The desired impact is to increase the percentage of students whose academic achievement status meets grade level standard in reading by 10% from the previous year.</p> <p>Staff Responsible for Monitoring: CIS Campus admin ESL Teacher</p> <p>Title I: 2.4, 2.6</p> <p>- TEA Priorities: Build a foundation of reading and math</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction</p> <p>Problem Statements: Student Learning 1, 2, 5, 7 - School Processes & Programs 4, 5, 6</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: An EB Family Night will be held during each semester to model literacy strategies for families so that they can better help their students learning at home and build a stronger home/school connection.</p> <p>Strategy's Expected Result/Impact: Community and family connections to campus Improved student academic success</p> <p>Staff Responsible for Monitoring: LPAC Coordinator Campus Admin</p> <p>Title I: 2.4, 2.6, 4.2</p> <p>- TEA Priorities: Build a foundation of reading and math</p> <p>- ESF Levers: Lever 3: Positive School Culture, Lever 5: Effective Instruction</p> <p>Problem Statements: Demographics 3 - Student Learning 5, 7 - Perceptions 1</p>	<p>Nov</p> 	<p>November Evidence of Progress Family Night was held on November 29th.</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 4 Details	Reviews	
<p>Strategy 4: An After School Learning Academy will be established to provide tutoring and instructional support to EB students in Reading and Math.</p> <p>Strategy's Expected Result/Impact: Improved scores in each subject as evidenced by report card grades, reduction of failures each nine weeks, final STAAR scores, MAP testing scores, CUA improvement and walkthrough observations.</p> <p>The desired impact is to increase the percentage of students whose academic achievement status meets grade level standard in reading by 10% from the previous year.</p> <p>Staff Responsible for Monitoring: ESL Teacher CIS</p> <p>Title I: 2.4, 2.5, 2.6</p> <p>- TEA Priorities: Build a foundation of reading and math</p> <p>- ESF Levers: Lever 5: Effective Instruction</p> <p>Problem Statements: Student Learning 5, 7</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>
<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>		

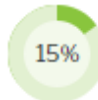





Goal 1: Killeen ISD will provide relevant, rigorous, and engaging learning opportunities to achieve academic success and graduate future-ready students.

Performance Objective 6: 75% of our GT students will achieve meets or masters for the STAAR tests that they are identified as GT in.

Evaluation Data Sources: CUA Data
 MAP Scores
 STAAR Scores

Strategy 1 Details	Reviews
<p>Strategy 1: EHMS will include a section in their weekly Principal Newsletter outlining important GT information and upcoming activities.</p> <p>Strategy's Expected Result/Impact: Increase campus GT numbers.</p> <p>Staff Responsible for Monitoring: Administration CIS</p> <p>Title I: 2.4, 2.6, 4.2</p> <p>- TEA Priorities: Recruit, support, retain teachers and principals</p> <p>- ESF Levers: Lever 5: Effective Instruction</p> <p>Problem Statements: Student Learning 1, 2, 3, 4 - School Processes & Programs 2</p>	<p>Nov November Evidence of Progress</p>  <p>Jan January Evidence of Progress Upcoming activities have been added to the Newsletter.</p>  <p>Mar March Evidence of Progress</p> <p>June June Evidence of Progress</p>





Strategy 2 Details	Reviews
<p>Strategy 2: EHMS will hold a GT summit once per semester. GT students will participate in a pull-out enrichment day which will focus on critical thinking, problem-solving and activities which promote a high-level of rigor.</p> <p>Strategy's Expected Result/Impact: Meets and Mastery levels on STAAR scores will increase.</p> <p>Staff Responsible for Monitoring: Teachers CIS Administration</p> <p>Title I: 2.4</p> <p>- TEA Priorities: Build a foundation of reading and math</p> <p>- ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p> <p>- Additional Targeted Support Strategy</p> <p>Problem Statements: School Processes & Programs 2</p>	<p>Nov November Evidence of Progress</p>  <p>Jan January Evidence of Progress</p>  <p>Mar March Evidence of Progress</p> <p>June June Evidence of Progress</p>
Strategy 3 Details	Reviews
<p>Strategy 3: Virtual and in person field-based instructional experiences aligned with the TEKS for GT students will be provided to teach, reinforce and extend knowledge of concepts that are being taught in the classroom.</p> <p>Strategy's Expected Result/Impact: Increase meets and masters scores on STAAR; Improvement on CUA scores</p> <p>Staff Responsible for Monitoring: GT Teachers CIS</p> <p>Title I: 2.4, 2.5</p> <p>- ESF Levers: Lever 5: Effective Instruction</p> <p>Problem Statements: School Processes & Programs 2</p>	<p>Nov November Evidence of Progress N/A</p> <p>Jan January Evidence of Progress N/A</p> <p>Mar March Evidence of Progress</p> <p>June June Evidence of Progress</p>









Strategy 4 Details	Reviews	
<p>Strategy 4: GT teachers will engage in on-going professional development throughout the school year to better support their student's learning effectively.</p> <p>Strategy's Expected Result/Impact: GT teachers will be able to provide enrichment activities to facilitate GT students' growth to obtain masters level on STAAR.</p> <p>Staff Responsible for Monitoring: CIS</p> <p>Title I: 2.4, 2.6</p> <p>- TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math</p> <p>Problem Statements: Demographics 2 - School Processes & Programs 2, 4, 5, 6</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>
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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 2023-2024 school year, the Reading and Math STAAR scores of all at-risk students will increase by 15% at the approaches category, 10% for Meets, and 5% for Masters.





Evaluation Data Sources: 2024 STAAR scores, CUA scores, MAP growth, 4th 9-weeks grades

Strategy 1 Details	Reviews	
<p>Strategy 1: An After School Learning Academy (25 weeks) and Saturday Panther Boot Camps (4) will be established to provide tutoring and instructional support to struggling students and to those experiencing continuous learning gaps.</p> <p>Strategy's Expected Result/Impact: Increased student achievement. Reduction in learning gaps.</p> <p>Staff Responsible for Monitoring: CIS Campus Admin</p> <p>Title I: 2.4, 2.5, 2.6</p> <p>- TEA Priorities: Build a foundation of reading and math</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction</p> <p>Problem Statements: Student Learning 1, 2, 3, 4, 5, 6, 7, 8</p>	<p>Nov</p> 	<p>November Evidence of Progress</p>
	<p>Jan</p> 	<p>January Evidence of Progress Began on January 20th</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 will track their MAP, CUA, Interim, and academic progress throughout the school year through their advisory period. Students will create academic goals for the year and document them in their data tracking folder.</p> <p>Strategy's Expected Result/Impact: Increased student achievement.</p> <p>Staff Responsible for Monitoring: CIS Advisory teachers</p> <p>Title I: 2.6</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning</p> <p>Problem Statements: Student Learning 5 - School Processes & Programs 3, 9</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: Teachers and select administration will attend AVID professional development to learn how to integrate literacy in every lesson, engage their students 90% or more of the time, strategies for teaching academic language and making content comprehensible to learners.</p> <p>Strategy's Expected Result/Impact: Student engagement will increase as evidenced by walkthroughs. STAAR scores in all content areas will increase especially at the "meets" and "masters" levels. Improvement in UIL eligibility and academic progress in the classroom.</p> <p>Staff Responsible for Monitoring: AVID Coordinator CIS Campus Lead Teachers Administration</p> <p>Title I: 2.4, 2.5, 2.6</p> <p>Problem Statements: Student Learning 1, 2, 3, 4, 5, 6, 7, 8</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 4 Details	Reviews	
<p>Strategy 4: Teachers of at-risk students will participate in two full day planning sessions to evaluate student data, plan instruction, and design common formative assessments in order to improve achievement in all sub-populations (at-risk African Americans, at-risk SPED, at-risk Economically Disadvantaged, and ELL). Substitutes will be provided for teachers.</p> <p>Strategy's Expected Result/Impact: Improvement in lesson planning; increased student engagement</p> <p>Staff Responsible for Monitoring: CIS Campus admin Lead teachers</p> <p>Title I: 2.4, 2.5, 2.6</p> <p>- TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction</p> <p>Problem Statements: Demographics 2 - Student Learning 1, 2, 3, 4, 5, 6, 7, 8</p>	<p>Nov</p> 	<p>November Evidence of Progress</p>
	<p>Jan</p> 	<p>January Evidence of Progress Planning days were in January</p>
	<p>Mar</p>	<p>March Evidence of Progress</p>
	<p>June</p>	<p>June Evidence of Progress</p>
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>		

Strategy 2 Details	Reviews	
<p>Strategy 2: EHMS will send teachers of at-risk and/or ELL students and campus admin to professional development to learn more about instructional strategies for differentiation, using collaboration in the classroom, designing engaging lessons, intervention, and STAAR strategies. Teachers will implement best practice instructional strategies for differentiation to engage all learners and address targeted learning needs during interventions and instruction.</p> <p>Strategy's Expected Result/Impact: Teachers will have more strategies for providing targeted instruction for At-Risk students. Student achievement will improve.</p> <p>Staff Responsible for Monitoring: CIS Campus Lead Teachers Administration</p> <p>Title I: 2.4, 2.6</p> <p>- ESF Levers: Lever 5: Effective Instruction</p> <p>Problem Statements: Demographics 2 - School Processes & Programs 1, 3, 4, 5, 6</p>	<p>Nov N/A</p> <p>Jan N/A</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: Lead teachers will meet monthly with campus admin to focus on AVID instructional strategies in the classroom and student data from CUA, MAP, and Interim tests.</p> <p>Strategy's Expected Result/Impact: Lead teachers will lead PLC and professional development on campus.</p> <p>Staff Responsible for Monitoring: Administration CIS</p> <p>Title I: 2.4, 2.6</p> <p>- TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 5: Effective Instruction</p> <p>Problem Statements: Demographics 2 - School Processes & Programs 1, 3, 4, 5, 6, 8</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 4 Details	Reviews	
<p>Strategy 4: AVID site team will meet once a month to discuss AVID strategies in the classroom.</p> <p>Strategy's Expected Result/Impact: Teachers will have more strategies for providing targeted instruction for At-Risk students. Student achievement will improve.</p> <p>Staff Responsible for Monitoring: CIS Campus Admin</p> <p>Title I: 2.4, 2.6</p> <p>- TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 5: Effective Instruction</p> <p>Problem Statements: Demographics 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 5 Details	Reviews	
<p>Strategy 5: EHMS will provide its staff with continual professional development opportunities for supporting Deaf and Hard of Hearing students in the classroom.</p> <p>Strategy's Expected Result/Impact: Increased knowledge of DHH program More staff awareness of DHH students' needs</p> <p>Staff Responsible for Monitoring: Campus Admin Facilitator</p> <p>Title I: 2.6</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture</p> <p>Problem Statements: Demographics 4</p>	<p>Nov N/A</p>	<p>November Evidence of Progress</p>
	<p>Jan N/A</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 6 Details	Reviews	
<p>Strategy 6: Teachers and select administration will attend the TEKS Resource system conference to collaborate with other educators and learn innovative and new best practices and discover new ways to spark change and enhance curriculum.</p> <p>Strategy's Expected Result/Impact: Student engagement will increase as evidenced by walkthroughs. STAAR scores in all content areas will increase especially at the "meets" and "masters" levels. New ways to differentiate instruction for all learners on campus.</p> <p>Staff Responsible for Monitoring: CIS Campus Admin</p> <p>Title I: 2.4, 2.5, 2.6 - TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction</p> <p>Problem Statements: Demographics 2 - Student Learning 5 - School Processes & Programs 1, 3, 4, 5, 6</p>	<p>Nov N/A</p> <p>Jan N/A</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>
<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 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: EHMS will develop a family culture focused on Panther Pride, value, compassion, and joy that will be measured by 90% or better on campus culture survey.

Evaluation Data Sources: Staff surveys
 Teacher feedback
 Newsletter Kudos from staff members







Strategy 1 Details	Reviews	
<p>Strategy 1: We will continue to include a section in the weekly staff newsletter to celebrate staff and keep staff informed of upcoming events.</p> <p>Strategy's Expected Result/Impact: Staff will be aware of what's happening on campus. Staff will be recognized publicly.</p> <p>Staff Responsible for Monitoring: Administration</p> <p>Title I: 4.2</p> <p>- TEA Priorities: Recruit, support, retain teachers and principals</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture</p> <p>Problem Statements: Perceptions 3</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: We will hold a minimum of 2 social gatherings for staff per year.</p> <p>Strategy's Expected Result/Impact: Staff will get to know each other and spend social time together.</p> <p>Staff Responsible for Monitoring: Administration</p> <p>TEA Priorities: Recruit, support, retain teachers and principals</p> <p>- ESF Levers: Lever 3: Positive School Culture</p> <p>Problem Statements: Perceptions 3</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: Staff members will be spotlighted several times throughout the month: Staff members of the month, Weekly spotlights on Panther Pride videos and social media, and weekly ignite moments.</p> <p>Strategy's Expected Result/Impact: Improve campus morale.</p> <p>Staff Responsible for Monitoring: Administration Lead Teachers</p> <p>TEA Priorities: Recruit, support, retain teachers and principals</p> <p>- ESF Levers: Lever 3: Positive School Culture</p> <p>Problem Statements: Perceptions 3</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>
<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 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: EHMS will continue to use a collaborative/team approach to support campus personnel to meet the needs of our staff, to understand and share our campus values, mission, and goals, as well as provide continued PD to all new personnel throughout the school year.





Evaluation Data Sources: T-Tess
Walkthroughs
Coaching Walks
Surveys



Strategy 1 Details	Reviews	
<p>Strategy 1: New teachers will meet monthly with CIS, mentors, buddies, and campus administrators for on going professional development, support, and familiarity of campus procedures and expectations.</p> <p>Strategy's Expected Result/Impact: Quicker familiarity to campus for new teachers. Better support for new teachers to grow.</p> <p>Staff Responsible for Monitoring: CIS Lead Teachers Administration</p> <p>TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 3: Positive School Culture</p> <p>Problem Statements: Demographics 2 - School Processes & Programs 1, 3, 4 - Perceptions 3</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>
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>		





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





Performance Objective 1: All members of the Eastern Hills school wide team will actively seek to include parents and community members as partners in the support and function of our campus and strive to seek input and participation of parents and community members in campus activities at least three times per year.

Evaluation Data Sources: End of year participation data will indicate a quantifiable increase in membership/participation based on tickets sales, sign-in sheets at parent nights, and a positive response on the end of year parent survey.

Strategy 1 Details	Reviews	
<p>Strategy 1: 5th Grade Panther Night: EHMS will host an informational night in the Spring for all future Panther 6th grade students. Students will be able to tour the campus and learn about different extra-curricular, fine arts, and elective programs.</p> <p>Strategy's Expected Result/Impact: Allow future students and families to feel welcomed to our campus.</p> <p>Staff Responsible for Monitoring: Campus Leadership Team</p> <p>Title I: 4.2</p> <p>- ESF Levers: Lever 3: Positive School Culture</p> <p>- Additional Targeted Support Strategy</p> <p>Problem Statements: Demographics 3 - Perceptions 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 2 Details	Reviews	
<p>Strategy 2: Parents of ELL students will be invited to participate in 2 parent workshops focused on supporting their children with academic, social and emotional issues.</p> <p>Strategy's Expected Result/Impact: Parents of ELL students will be supported in their efforts to support their students.</p> <p>Staff Responsible for Monitoring: ELL teacher Counselor Parent Liaison</p> <p>Title I: 2.6, 4.2</p> <p>- ESF Levers: Lever 3: Positive School Culture</p> <p>Problem Statements: School Processes & Programs 10 - Perceptions 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: Parent Liaison will facilitate the connection between home and school by overseeing and managing all aspects of parent engagement and communication including workshops, meetings, volunteer coordination and feedback collection and analysis.</p> <p>Strategy's Expected Result/Impact: Parent participation will increase as parents are provided with increased opportunities to engage in their students' education.</p> <p>Staff Responsible for Monitoring: Parent Liaison Administration Counselors</p> <p>Title I: 2.6, 4.2 - ESF Levers: Lever 3: Positive School Culture</p> <p>Problem Statements: School Processes & Programs 10 - Perceptions 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 4 Details	Reviews	
<p>Strategy 4: Parent Liaison will work with campus admin to develop a mentorship program led by parents and community members to support students' social-emotional needs.</p> <p>Strategy's Expected Result/Impact: Develop a community mentorship program. Increased community support and awareness on campus. Reduce disciplinary issues on campus.</p> <p>Staff Responsible for Monitoring: Parent Liaison Administration</p> <p>Title I: 2.6, 4.2 - ESF Levers: Lever 3: Positive School Culture</p> <p>Problem Statements: School Processes & Programs 10 - Perceptions 2</p>	<p>Nov N/A</p>	<p>November Evidence of Progress</p>
	<p>Jan N/A</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 5 Details	Reviews	
<p>Strategy 5: Our Adopt-a-Unit soldiers will visit our campus bi-monthly for campus support and to create meaningful learning experiences for our students and parents.</p> <p>Strategy's Expected Result/Impact: Develop a community mentorship program. Increased community support and awareness on campus. Reduce disciplinary issues on campus</p> <p>Staff Responsible for Monitoring: Parent Liaison</p> <p>ESF Levers: Lever 3: Positive School Culture</p> <p>Problem Statements: School Processes & Programs 10 - Perceptions 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 6 Details	Reviews	
<p>Strategy 6: Per Title I guidelines, parents will be invited to attend specific parent engagement meetings. The fall meeting will seek to educate parents regarding our Title I status and seek input and feedback for the allocation of funds. The spring meeting will focus on the Parent Engagement Policy and Home-School Compact and will seek input and feedback on those policies.</p> <p>Strategy's Expected Result/Impact: More parents will become engaged in the educational process of their student and the campus will benefit from the increased parent feedback.</p> <p>Staff Responsible for Monitoring: Parent Liaison Administration Title I Campus Coordinator</p> <p>Title I: 4.1, 4.2</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning</p> <p>Problem Statements: School Processes & Programs 10 - Perceptions 1, 2</p>	<p>Nov</p> 	<p>November Evidence of Progress Title I Parent meeting is complete 10-18-2023.</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 7 Details	Reviews	
<p>Strategy 7: EHMS will establish DHH parent support groups and host one information night for parents or families of DHH students.</p> <p>Strategy's Expected Result/Impact: Increased knowledge of DHH program More staff awareness of DHH students' needs</p> <p>Staff Responsible for Monitoring: Parent liaison Facilitator Campus Admin</p> <p>Title I: 2.6</p> <p>- ESF Levers: Lever 3: Positive School Culture</p> <p>Problem Statements: Demographics 4 - School Processes & Programs 10 - Perceptions 2</p>	<p>Nov N/A</p> <p>Jan N/A</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 8 Details	Reviews	
<p>Strategy 8: Parents will be invited to 3 student led parent conferences, where students will share their data tracking forms with their parents.</p> <p>Strategy's Expected Result/Impact: Communication with parents Student academic success</p> <p>Staff Responsible for Monitoring: CIS Campus admin</p> <p>Title I: 2.6, 4.2</p> <p>- ESF Levers: Lever 3: Positive School Culture</p> <p>Problem Statements: School Processes & Programs 10 - Perceptions 2</p>	<p>Nov N/A</p> <p>Jan N/A</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>
<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 1: The Eastern Hills School Wide Team will formulate and implement a comprehensive plan of action to assure that students and staff members are connected to the campus; that an atmosphere of learning and scholarship are maintained; and that students, staff and visitors feel welcomed and safe while on campus.

Evaluation Data Sources: Year end discipline data indicating a static or decrease in discipline occurrences. Disciplinary Alternative Education Placements will be limited to mandatory placements and less than 1% of total student population discretionary placements.

Strategy 1 Details	Reviews	
<p>Strategy 1: Eastern Hills faculty, staff members and students will collaboratively create a Treatment Agreements and follow the agreement throughout the school year.</p> <p>Strategy's Expected Result/Impact: Classroom culture which is respectful and safe for all students as evidenced by walkthroughs. Discipline referrals that reflect proactive strategies in place and are appropriate per the SCOC.</p> <p>Staff Responsible for Monitoring: Teachers Administration Discipline Lead</p> <p>TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture</p> <p>Problem Statements: School Processes & Programs 7</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: Counselors will create a watch list of students who are struggling due to social-emotional circumstances and provide support through parent contact, monthly parent coffee talks, newsletters, daily/weekly check-ins with students and individual counseling with students.</p> <p>Strategy's Expected Result/Impact: Listed students will show evidence of improvement in area of need.</p> <p>Staff Responsible for Monitoring: Counselors At-risk counselor Administration</p> <p>TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 3: Positive School Culture</p> <p>Problem Statements: Demographics 3 - School Processes & Programs 7, 9 - Perceptions 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: ISS will be structured to provide social/emotional support and learning for students, restorative practices, and conflict resolution. ISS will support students in learning from their infraction so that they can make better decisions moving forward.</p> <p>Strategy's Expected Result/Impact: ISS/OSS assignments will decrease. Students will take responsibility for their actions.</p> <p>Staff Responsible for Monitoring: Restorative Practice Aide At-risk counselor Discipline Lead Administration Teachers</p> <p>TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 3: Positive School Culture</p> <p>Problem Statements: Demographics 3 - School Processes & Programs 7</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>

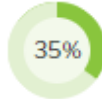





Strategy 4 Details	Reviews	
<p>Strategy 4: EHMS administration with collaboration from teachers will increase awareness and create and maintain systems and processes to maintain order and maximum adult supervision to support violence prevention and safety for all students. All teachers will be in the hallways during passing periods to monitor students.</p> <p>Strategy's Expected Result/Impact: Students will understand campus safety and behavior expectations. Adult presence and supervision will decrease the number of incidents which are unsafe. Students will alert staff members to potential unsafe situations at school or within the home.</p> <p>Staff Responsible for Monitoring: Administration Counseling department Teachers</p> <p>TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture</p> <p>Problem Statements: Demographics 3 - School Processes & Programs 7 - Perceptions 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 5 Details	Reviews	
<p>Strategy 5: Our Social Emotional Learning Specialist will serve as the transition counselor for those students returning from DAEP placement. This counselor will set up mentoring, counseling, and motivational activities for the returning students to transition and reintegrate them back to our campus.</p> <p>Strategy's Expected Result/Impact: Decrease in number of students returning to the DAEP setting. Increased positive relationships for students on campus.</p> <p>Staff Responsible for Monitoring: At-risk counselor</p> <p>ESF Levers: Lever 3: Positive School Culture</p> <p>Problem Statements: Demographics 3 - School Processes & Programs 7 - Perceptions 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 6 Details	Reviews	
<p>Strategy 6: Campus admin will include weekly Restorative Practice strategies and reminders in our weekly newsletter. A monthly faculty meeting will be held where Restorative Practice strategies are reviewed.</p> <p>Strategy's Expected Result/Impact: Teachers will increase their capacity to build relationships with students which will increase levels of relevance and rigor with their students through initial training provided by the district. Campus Lead teachers and At-Risk Counselor who have already received initial training will continue to build on the restorative foundations and extend concepts to student responsibility through additional professional development.</p> <p>Staff Responsible for Monitoring: Administration CIS At-Risk Counselor</p> <p>Title I: 2.6</p> <p>- TEA Priorities: Recruit, support, retain teachers and principals</p> <p>- ESF Levers: Lever 3: Positive School Culture</p> <p>- Additional Targeted Support Strategy</p> <p>Problem Statements: Demographics 3 - School Processes & Programs 7</p>	<p>Nov N/A</p> <p>Jan N/A</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>
<p style="text-align: center;">  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: Stakeholders and decision-making entities at Eastern Hills will use resources (both financial and personnel) to maximize and support classroom instruction and student success which will result in a 10% increase in student scores on STAAR.

Evaluation Data Sources: Year-end budget summaries

Strategy 1 Details	Reviews	
<p>Strategy 1: Through various campus committees, SBDM committee meetings, Title I Staff and Parent information sessions and Title I Parent Engagement meetings, EHMS will insure all stakeholders are provided an opportunity to review achievement data and provide input on spending and budget planning.</p> <p>Strategy's Expected Result/Impact: Meeting minutes and execution of planned activities. Survey feedback at year end.</p> <p>Staff Responsible for Monitoring: SBDM Committee Title I Coordinator Administration Climate Team Committee</p> <p>ESF Levers: Lever 3: Positive School Culture</p> <p>Problem Statements: School Processes & Programs 10 - Perceptions 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>
<p>  No Progress  Accomplished  Continue/Modify  Discontinue </p>		