

Killeen Independent School District
Hay Branch Elementary 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.




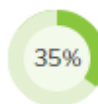
Performance Objective 1: By June 2023, we will increase academic achievement for all students in all student groups by 10%.






Evaluation Data Sources: Students will demonstrate 30% growth in CIRCLE (PK) from 21-22 . MAP (K-5) from BOY to EOY overall growth of 75% for each grade level ; 70 % meeting at least Approaches Standard on STAAR (3-5 Reading, Math, Writing, Science); 75% passing of all unit common assessments.






Strategy 1 Details	Reviews	
<p>Strategy 1: Teachers will utilize district planning process and curriculum documents to collaboratively plan aligned lessons incorporating high yield strategies.</p> <p>Strategy's Expected Result/Impact: Increase academic proficiency for all students</p> <p>Staff Responsible for Monitoring: Campus Leadership, Classroom Teachers</p> <p>TEA Priorities: Build a foundation of reading and math</p> <p>Problem Statements: Student Learning 1, 2, 3, 4, 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: Students will utilize technology-based programs to support core curriculum and as response-to-intervention.</p> <p>Strategy's Expected Result/Impact: Increased percent of students meeting at least one year's growth and proficiency in all core content areas (reading, writing, math, science, and social studies)</p> <p>Staff Responsible for Monitoring: Campus Leadership, Classroom Teachers, Instructional Aides</p> <p>Title I: 2.4</p> <p>- TEA Priorities: Build a foundation of reading and math</p> <p>- Additional Targeted Support Strategy</p> <p>Problem Statements: Demographics 1 - Student Learning 1, 2, 3, 4, 5, 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 3 Details	Reviews	
<p>Strategy 3: PLCs will be intentional and based on the four Dufour PLC questions, data driven (Math, Reading, Writing, Science) and focused on a continued learning cycle.</p> <p>Strategy's Expected Result/Impact: Improved assessment scores and academic performance</p> <p>Staff Responsible for Monitoring: Leadership Team, Campus Instructional Specialists</p> <p>TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math</p> <p>Problem Statements: Student Learning 1, 2, 3, 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 4 Details	Reviews	
<p>Strategy 4: The campus will provide targeted intervention during the school day as well as after-school tutoring to At-Risk and struggling students in the areas of reading, writing, math, and science.</p> <p>Strategy's Expected Result/Impact: Increased academic growth and proficiency in reading, math, and writing.</p> <p>Staff Responsible for Monitoring: Principal, CIS, Teachers</p> <p>Title I: 2.5, 2.6</p> <p>- TEA Priorities: Build a foundation of reading and math</p> <p>Problem Statements: Demographics 1</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: The campus will provide accelerated and differentiated instruction for GT students with project-based learning that will meet their learning needs.</p> <p>Strategy's Expected Result/Impact: Increased student achievement</p> <p>Staff Responsible for Monitoring: Principal, CIS, GT Coordinator, GT Teachers</p> <p>Problem Statements: Student Learning 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 6 Details	Reviews	
<p>Strategy 6: Campus instructional specialist will proactively develop GT instruction with teachers to meet individual student needs.</p> <p>Strategy's Expected Result/Impact: More students identified for Gifted and Talented services</p> <p>Staff Responsible for Monitoring: Principal, guidance counselors, CIS</p> <p>Problem Statements: Student Learning 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 7 Details	Reviews	
<p>Strategy 7: The campus will provide in person field trip experiences to teach and reinforce concepts that are difficult to duplicate in the classroom setting and support field based learning. Grade level teams will decide field trip and connection to learning.</p> <p>Strategy's Expected Result/Impact: Increased student achievement</p> <p>Staff Responsible for Monitoring: Principal, CIS, Teachers</p> <p>TEA Priorities: Build a foundation of reading and math</p> <p>Problem Statements: Demographics 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>Mar</p>	<p>March Evidence of Progress</p>
	<p>June</p>	<p>June Evidence of Progress</p>

Strategy 8 Details	Reviews	
<p>Strategy 8: The campus will hire part-time retired teachers to provide small group instruction in reading and math for at-risk 3rd-5th grade students during the intervention block.</p> <p>Strategy's Expected Result/Impact: Decrease in student deficits and an increase in the percent of students meeting at least a year's growth and proficiency</p> <p>Staff Responsible for Monitoring: Campus Leadership, Classroom Teachers</p> <p>Title I: 2.6</p> <p>- TEA Priorities: Build a foundation of reading and math</p> <p>- Additional Targeted Support Strategy</p> <p>Problem Statements: Demographics 1 - Student Learning 1, 2, 3, 4</p>	<p>Nov</p> 	<p>November Evidence of Progress</p>
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	<p>June</p>	<p>June Evidence of Progress</p>
Strategy 9 Details	Reviews	
<p>Strategy 9: The campus will hire instructional aides to provide instructional support for At-Risk and struggling students in the classroom and during intervention time.</p> <p>Strategy's Expected Result/Impact: Decrease in achievement gap between student groups, increase in student growth and proficiency</p> <p>Staff Responsible for Monitoring: Campus Leadership, Classroom Teachers</p> <p>Title I: 2.6</p> <p>- TEA Priorities: Build a foundation of reading and math</p> <p>- Additional Targeted Support Strategy</p> <p>Problem Statements: Demographics 1 - Student Learning 1, 2, 3, 4</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>





Strategy 10 Details	Reviews	
<p>Strategy 10: The campus will support literacy and the development of academic vocabulary by providing a rich print environment and utilizing anchor charts and notebooking as a key component of instruction, spiral review, and student visual reference.</p> <p>Strategy's Expected Result/Impact: Increased achievement in core content areas with an emphasis on reading.</p> <p>Staff Responsible for Monitoring: Campus Leadership, Classroom Teachers</p> <p>Title I: 2.4</p> <p>Problem Statements: Demographics 1 - Student Learning 1</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 11 Details	Reviews	
<p>Strategy 11: Participate in Regions 12 Effective Schools Framework (ESF) program to provide a clear vision for what districts and schools across the state do to ensure an excellent education for all Texas students. ESF provides the basis for school diagnostics and for aligning resources and support to the needs of our school</p> <p>Strategy's Expected Result/Impact: Support an effective framework for student achievement in all areas of learning.</p> <p>Staff Responsible for Monitoring: Administration, CIS, Teachers</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 12 Details	Reviews	
<p>Strategy 12: Participate in Region 12 "Lead Like a Champion Leadership Series" focused on student culture. This will support developing a vision of excellence by establishing systems that enable the learning community to maximize their capabilities.</p> <p>Strategy's Expected Result/Impact: Increase campus capacity to support learners resulting in increased student achievement.</p> <p>Problem Statements: School Processes & Programs 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 13 Details	Reviews	
<p>Strategy 13: The campus will utilize the RtI process for academics and behavior. Additional targeted support will be provided to students in reading, language, and mathematics through targeted interventions and technology-based programs to increase academic achievement.</p> <p>Strategy's Expected Result/Impact: Better meet student needs, decrease inappropriate behaviors.</p> <p>Staff Responsible for Monitoring: Campus Leadership, Curriculum Instructional Specialist, Classroom Teacher</p> <p>ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments - Additional Targeted Support Strategy</p> <p>Problem Statements: Demographics 1 - Student Learning 1, 2, 3, 4, 5 - School Processes & Programs 1</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 June of 2023, we will increase academic performance in Reading from 58% scoring at Approaches Grade Level Standard to 70% scoring at Approaches Grade Level Standard. Additionally, the percent scoring at Meets and Masters will increase from 30% to 50%.

Evaluation Data Sources: STAAR Reading Results

Strategy 1 Details	Reviews	
<p>Strategy 1: The ELL teacher and regular classroom teachers will collaborate and plan using the English Language Proficiency Standards so that differentiated strategies are implemented in core subject areas . They will focus on the use of academic vocabulary and language. Instruction will occur through an inclusion and "pull out" model and will be supported through the use of technology.</p> <p>Strategy's Expected Result/Impact: Increase the percentage of students meeting grade level standard on common assessments, universal screenings, TELPAS and STAAR assessments.</p> <p>Staff Responsible for Monitoring: Classroom Teachers, ELL Teacher, Curriculum Instructional Specialist, Campus Leadership</p> <p>Title I: 2.6</p> <p>- TEA Priorities: Build a foundation of reading and math</p> <p>Problem Statements: Student Learning 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: The campus will implement Comprehension at the Core Toolkit lessons/ strategies to increase student reading achievement and support cross-curricular learning.</p> <p>Strategy's Expected Result/Impact: Increase student reading achievement</p> <p>Staff Responsible for Monitoring: Principal, Assistant Principals, CIS</p> <p>Title I: 2.4</p> <p>- TEA Priorities: Build a foundation of reading and math</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>Mar</p>	<p>March Evidence of Progress</p>
	<p>June</p>	<p>June Evidence of Progress</p>





Strategy 3 Details	Reviews	
<p>Strategy 3: The campus will implement all components of the Balanced Literacy Model during reading instruction. Students will read, converse, write and interact with authentic text across multiple genres and cross-curricular.</p> <p>Strategy's Expected Result/Impact: Increased student achievement in reading</p> <p>Staff Responsible for Monitoring: Principal, CIS, APs</p> <p>Title I: 2.4</p> <p>- TEA Priorities: Build a foundation of reading and math</p> <p>Problem Statements: Demographics 1 - Student Learning 1</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 will implement the Empowering Writers process in a balanced literacy approach to support reading.</p> <p>Strategy's Expected Result/Impact: Increased student achievement in reading and writing.</p> <p>Staff Responsible for Monitoring: Principal, AP, CIS</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>Mar</p>	<p>March Evidence of Progress</p>
	<p>June</p>	<p>June Evidence of Progress</p>



















Strategy 5 Details	Reviews								
<p>Strategy 5: The librarian will provide small group support for students who are struggling in reading. This includes integrating the use of visual aides, academic vocabulary games and hands-on reading based tasks.</p> <p>Strategy's Expected Result/Impact: Increased student achievement in reading and writing.</p> <p>Staff Responsible for Monitoring: Principal, APs, CIS</p> <p>Title I: 2.6</p> <p>Problem Statements: Student Learning 1</p>	<table border="1"> <tr> <td data-bbox="1253 318 1451 456"> <p>Nov</p>  </td> <td data-bbox="1451 318 2024 456"> <p>November Evidence of Progress</p> </td> </tr> <tr> <td data-bbox="1253 456 1451 610"> <p>Jan</p>  </td> <td data-bbox="1451 456 2024 610"> <p>January Evidence of Progress</p> </td> </tr> <tr> <td data-bbox="1253 610 1451 683"> <p>Mar</p> </td> <td data-bbox="1451 610 2024 683"> <p>March Evidence of Progress</p> </td> </tr> <tr> <td data-bbox="1253 683 1451 769"> <p>June</p> </td> <td data-bbox="1451 683 2024 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>
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<p>Mar</p>	<p>March 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 3: By June of 2023, we will increase academic performance in mathematics from 48% scoring at Approaches Grade Level Standard to 70% scoring at Approaches Grade Level Standard. Additionally, the percent scoring at the Meets and Masters will increase from 14% to 35%.

Evaluation Data Sources: STAAR Math Results





Strategy 1 Details	Reviews	
<p>Strategy 1: Teachers will provide additional instruction for math problem solving by implementing number sense, fluency, hands on problem solving strategies, work explanation and explicit instruction in guided groups.</p> <p>Strategy's Expected Result/Impact: Students will be able implement a sound understanding of math concepts.</p> <p>Staff Responsible for Monitoring: Teachers, CIS, Campus Administration</p> <p>Title I: 2.4</p> <p>- TEA Priorities: Build a foundation of reading and math</p> <p>Problem Statements: Student Learning 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: Students will participate in hands-on mathematics lessons using manipulatives and objects in the natural environment.</p> <p>Strategy's Expected Result/Impact: Students will be able to apply mathematical concepts and increase their performance on math benchmarks.</p> <p>Staff Responsible for Monitoring: Teachers, CIS, Campus Leadership</p> <p>Title I: 2.4</p> <p>- TEA Priorities: Build a foundation of reading and math</p> <p>Problem Statements: Student Learning 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: Teachers will be trained and then implement the Lead 4Ward scaffolding process.</p> <p>Strategy's Expected Result/Impact: Students will increase foundational understanding of needed concepts to support math learning</p> <p>Staff Responsible for Monitoring: Administration and CIS</p> <p>Problem Statements: Student Learning 2 - School Processes & Programs 1</p>	<table border="1"> <tr> <td data-bbox="1253 272 1457 423"> <p>Nov</p>  </td> <td data-bbox="1457 272 2024 423"> <p>November Evidence of Progress</p> </td> </tr> <tr> <td data-bbox="1253 423 1457 574"> <p>Jan</p>  </td> <td data-bbox="1457 423 2024 574"> <p>January Evidence of Progress</p> </td> </tr> <tr> <td data-bbox="1253 574 1457 639"> <p>Mar</p> </td> <td data-bbox="1457 574 2024 639"> <p>March Evidence of Progress</p> </td> </tr> <tr> <td data-bbox="1253 639 1457 722"> <p>June</p> </td> <td data-bbox="1457 639 2024 722"> <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>
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 No Progress	 Accomplished	 Continue/Modify	 Discontinue						

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 June of 2023, we will increase academic performance in science from 42% scoring at Approaches Grade Level Standard to 65% scoring at Approaches Grade Level Standard. Additionally, the percent scoring at Meets and Masters will increase from 14% to 35%.

Evaluation Data Sources: 2022 STAAR Science Results





Strategy 1 Details	Reviews	
<p>Strategy 1: Classroom and outdoor investigations will be facilitated 80% of time in K-1, 60% of time in 2-3, and 50% of time in 4-5.</p> <p>Strategy's Expected Result/Impact: Increased science proficiency on science assessments for all students</p> <p>Staff Responsible for Monitoring: Campus Leadership, Campus Instructional Specialist, Classroom Teachers</p> <p>Title I: 2.5</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: 3rd, 4th & 5th grade students will participate in the Science Olympiad club after school and compete in the district level competition in May.</p> <p>Strategy's Expected Result/Impact: Percent of students scoring at least Approaching Grade Level Standard will increase on STAAR science and campus benchmarks.</p> <p>Staff Responsible for Monitoring: 3rd-5th grade Teachers assisting as coaches Leadership Team Campus Instructional Specialist</p> <p>Title I: 2.5</p> <p>Problem Statements: Student Learning 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 3 Details	Reviews	
<p>Strategy 3: Teachers will provide explicit instruction on critical science vocabulary using research-based instructional strategies for vocabulary development.</p> <p>Strategy's Expected Result/Impact: Increase performance on all science assessments for all students Pre-K through Grade 5</p> <p>Staff Responsible for Monitoring: Classroom teachers, CIS, Campus Leadership</p> <p>Title I: 2.4</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 4 Details	Reviews	
<p>Strategy 4: Training will occur with the Stemscoapes instructional platform to support seamless implementation in classroom to drive science instruction in grades 3-5.</p> <p>Strategy's Expected Result/Impact: Vertical alignment of learning and increased skills and knowledge in science.</p> <p>Staff Responsible for Monitoring: Teachers, CIS, and Admin Team.</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>		

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: By June 2023, 100% of staff and additional intervention support will participate in professional development opportunities that enhance the KISD adopted curriculum.

Evaluation Data Sources: Artifacts of professional development learning during early out PD sessions, PD week, in-service day, after school sessions, PLC artifacts; walkthroughs, T-TESS observations, and faculty meeting agendas



Strategy 1 Details	Reviews	
<p>Strategy 1: The campus will hire a Curriculum Instructional Specialist to provide support to campus teachers conducting PLCs, coaching instruction, seeking resources, data collection and analysis, etc.</p> <p>Strategy's Expected Result/Impact: Increased teacher efficacy and effectiveness; reduction in teacher turnover, increased student achievement</p> <p>Staff Responsible for Monitoring: Campus Leadership</p> <p>TEA Priorities: Recruit, support, retain teachers and principals</p> <p>Problem Statements: Demographics 1 - Student Learning 1, 2, 3, 4, 5 - School Processes & Programs 1, 2, 3</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>
Strategy 2 Details	Reviews	
<p>Strategy 2: Campus leadership will provide professional development to enable teachers to better understand the STAAR accountability system, universal screener, and Teacher Incentive Allotment to empower staff and improve instruction.</p> <p>Strategy's Expected Result/Impact: Increase teacher effectiveness and improve writing scores for all students</p> <p>Staff Responsible for Monitoring: Leadership Team Campus Instructional Specialist</p> <p>TEA Priorities: Recruit, support, retain teachers and principals</p> <p>Problem Statements: Demographics 2 - Student Learning 1, 2, 3, 4, 5 - School Processes & Programs 2, 3</p>	<p>Nov</p> 	<p>November Evidence of Progress</p>
	<p>Jan</p> 	<p>January Evidence of Progress</p>
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
Strategy 3 Details	Reviews								
<p>Strategy 3: The campus will celebrate all staff members aligned with the districts staff appreciation calendar throughout the school year to foster a positive inclusive environment.</p> <p>Strategy's Expected Result/Impact: Create positive school culture</p> <p>Staff Responsible for Monitoring: Campus Leadership, Campus Staff</p> <p>TEA Priorities: Recruit, support, retain teachers and principals</p> <p>Problem Statements: School Processes & Programs 2</p>	<table border="1"> <tr> <td data-bbox="1253 318 1457 464"> <p>Nov</p>  </td> <td data-bbox="1457 318 2024 464"> <p>November Evidence of Progress</p> </td> </tr> <tr> <td data-bbox="1253 464 1457 610"> <p>Jan</p>  </td> <td data-bbox="1457 464 2024 610"> <p>January Evidence of Progress</p> </td> </tr> <tr> <td data-bbox="1253 610 1457 675"> <p>Mar</p> </td> <td data-bbox="1457 610 2024 675"> <p>March Evidence of Progress</p> </td> </tr> <tr> <td data-bbox="1253 675 1457 768"> <p>June</p> </td> <td data-bbox="1457 675 2024 768"> <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>
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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 3: Killeen ISD will engage in transparent, timely communication with all stakeholders to build positive, supportive relationships with the community.







Performance Objective 1: By June 2023, both the number of campus led parent events and parental involvement will increase by 25%. HBES will foster a respectful and collaborative partnership with students, parents, and colleagues so that we attain community-wide participation.

Evaluation Data Sources: Campus event attendance rosters; sign-in sheets; an increase in teacher & parent participation and representation; parent feedback/input from various events

Strategy 1 Details	Reviews	
<p>Strategy 1: The campus will continue to fund a Parent Liaison to assist with increasing parental engagement opportunities to bridge the home and school relationship through various campus functions. Parents will be given the opportunity to learn strategies that will help them help their children to be academically successful. Parenting opportunities will occur on different days and at different times to accommodate parents' schedules and promote maximum participation.</p> <p>Strategy's Expected Result/Impact: Positive relationships between parents and the school</p> <p>Staff Responsible for Monitoring: Campus Leadership, Parent Liaison</p> <p>Title I: 4.2 - TEA Priorities: Build a foundation of reading and math</p> <p>Problem Statements: School Processes & Programs 1 - Perceptions 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 2 Details	Reviews
<p>Strategy 2: The Parent Liaison and ESL teacher will provide parental engagement opportunities for the parents and family members of our Emergent Bilingual (EB) students. Parents of our EB students will learn information and strategies to help support their child's acquisition of the English language and success in school. Parenting opportunities will occur on different days and at different times to accommodate parents' schedules and promote maximum participation.</p> <p>Strategy's Expected Result/Impact: Positive relationships between parents and the school</p> <p>Staff Responsible for Monitoring: Campus Leadership, Parent Liaison</p> <p>Title I: 4.2</p> <p>- TEA Priorities: Build a foundation of reading and math</p> <p>Problem Statements: School Processes & Programs 1 - Perceptions 1</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="margin: 5px 0;">  </div> <div style="display: flex; justify-content: space-between; width: 100%;"> Jan January Evidence of Progress </div> <div style="margin: 5px 0;">  </div> <div style="display: flex; justify-content: space-between; width: 100%;"> Mar March Evidence of Progress </div> <div style="margin: 5px 0;">  </div> <div style="display: flex; justify-content: space-between; width: 100%;"> June June Evidence of Progress </div> </div>
Strategy 3 Details	Reviews
<p>Strategy 3: Parent Liaison will provide learning opportunities for parents with toddlers, as well as pre-school students through our early literacy program, Hawk Eyes Academy.</p> <p>Strategy's Expected Result/Impact: Increased parental engagement in academic programming; increased readiness for PK students</p> <p>Staff Responsible for Monitoring: Campus Leadership, Parent Liaison</p> <p>TEA Priorities: Build a foundation of reading and math</p> <p>Problem Statements: Perceptions 1</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="margin: 5px 0;">  </div> <div style="display: flex; justify-content: space-between; width: 100%;"> Jan January Evidence of Progress </div> <div style="margin: 5px 0;">  </div> <div style="display: flex; justify-content: space-between; width: 100%;"> Mar March Evidence of Progress </div> <div style="margin: 5px 0;">  </div> <div style="display: flex; justify-content: space-between; width: 100%;"> June June Evidence of Progress </div> </div>





Strategy 4 Details	Reviews	
<p>Strategy 4: Teachers will communicate regularly and effectively with parents. Each teacher will keep a communication log with documentation of contact made with their students' parents. Positive mailings will be sent home. Teachers will hold parent conferences 3 times a year (BOY, MOY, EOY).</p> <p>Strategy's Expected Result/Impact: Increased parental engagement in academic programming</p> <p>Staff Responsible for Monitoring: Campus Leadership, Classroom Teacher</p> <p>Problem Statements: 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 5 Details	Reviews	
<p>Strategy 5: The campus will increase parent communication through the use of campus and grade level newsletters . Mass Comm call out system will be used for important upcoming campus events / district information / emergency situations.</p> <p>Strategy's Expected Result/Impact: Increased clear and concise communication between home and school</p> <p>Staff Responsible for Monitoring: Campus Leadership</p> <p>Problem Statements: 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: Parent and staff surveys will be generated by parent liaison and admin team to drive program planning, implementation and evaluation of campus needs.</p> <p>Strategy's Expected Result/Impact: Increase staff and parental engagement in campus processes.</p> <p>Staff Responsible for Monitoring: Principal, AP</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>Mar</p> <p>June</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: By June 2023, HBES will decrease serious discipline offenses by 40% creating a safe and welcoming environment that fosters student success through academic and social instruction.





Evaluation Data Sources: Discipline data; Student, Parent, Committees, and Staff Survey Feedback ; Student incentives for positive behavior and academic success; Student Clubs; Bully Reporter









Strategy 1 Details	Reviews	
<p>Strategy 1: The campus will practice safety drills in accordance with district policy. We also utilize a buddy system so that students are not walking alone in any area of the school building.</p> <p>Strategy's Expected Result/Impact: Increased effectiveness in responding to unsafe situations or conditions</p> <p>Staff Responsible for Monitoring: Campus Leadership, All Staff</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: The campus will implement evidence-based three-tiered framework to improve and integrate all of the data, systems, and practices affecting student outcomes every day. (PBIS)</p> <p>Strategy's Expected Result/Impact: Increase the display of appropriate student behavior, decrease in negative behavior incidents</p> <p>Staff Responsible for Monitoring: Counselors</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 3 Details	Reviews	
<p>Strategy 3: The campus will acknowledge and reinforce academic success and positive behavior.</p> <p>Strategy's Expected Result/Impact: Increase in student participation</p> <p>Staff Responsible for Monitoring: Campus Leadership Team, Classroom Teachers</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: The campus will track and immediately investigate all incidents identified as bullying through Bully Reporter.</p> <p>Strategy's Expected Result/Impact: Decrease in bullying incidents</p> <p>Staff Responsible for Monitoring: Campus Administration</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: The campus will provide various after school student enrichment clubs/teams. These clubs will promote social growth, build self esteem, encourage positive student behavior, grow leaders, as well as, emphasize higher order thinking skills and the ability to problem solve.</p> <p>Strategy's Expected Result/Impact: Increase in positive attitudes towards school, decrease in negative behavior incidents</p> <p>Staff Responsible for Monitoring: Campus Leadership, Curriculum Instructional Specialist, Assigned Club Teachers</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 leadership will ensure the district's early mental health intervention, threat assessments and suicide prevention protocols are followed by counselors when a student threatens self-harm.</p> <p>Strategy's Expected Result/Impact: Documentation of incidents and input from parent/guardian</p> <p>Staff Responsible for Monitoring: Counselors, Campus Leadership</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 campus will review and practice de-escalation techniques and appropriate responses for student misbehavior.</p> <p>Strategy's Expected Result/Impact: Immediate and effective response to acting out behavior</p> <p>Staff Responsible for Monitoring: Campus Leadership, Counselors, Members of Support Team / Support Teachers / Crisis Team, and SPED Teachers</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 8 Details	Reviews	
<p>Strategy 8: Campus leadership will provide opportunities throughout the school year to gather feedback from stakeholders through various surveys and through the Path Uniting Learning, Students and Engagement (PULSE) committee.</p> <p>Strategy's Expected Result/Impact: Create a positive school culture; Provide timely assistance in problem areas</p> <p>Staff Responsible for Monitoring: Campus Leadership Team</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 9 Details	Reviews	
<p>Strategy 9: Assistant Principals, and the PBIS teacher team when appropriate, will provide professional development on Classroom Management and Positive Behavior Intervention Systems. Teachers will attend district offerings for classroom management.</p> <p>Strategy's Expected Result/Impact: Decrease negative student behavior incidents</p> <p>Staff Responsible for Monitoring: Counselor Classroom Teachers Administration</p> <p>TEA Priorities: Recruit, support, retain teachers and principals</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 10 Details	Reviews	
<p>Strategy 10: The campus will hire a .5 Counselor allocation (to add to the local .5 allocation to create an additional full-time position) to provide social and emotional support to all students.</p> <p>Strategy's Expected Result/Impact: Positive school culture; reduction of serious behavior incidents; increase number of students identified as GT; increase student achievement</p> <p>Staff Responsible for Monitoring: Principal</p> <p>TEA Priorities: Recruit, support, retain teachers and principals</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 11 Details	Reviews	
<p>Strategy 11: The staff will implement portions of Restorative Practices framework with fidelity.</p> <p>Strategy's Expected Result/Impact: Promote inclusiveness, relationship-building and problem-solving, that will result in a reduction of behavior referrals</p> <p>Staff Responsible for Monitoring: Principal, Assistant Principals, Counselors</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 12 Details	Reviews	
<p>Strategy 12: All staff will receive PBIS training a multi-tiered approach to social, emotional and behavior support and practice throughout years. School wide signage and expectations will support initiative.</p> <p>Strategy's Expected Result/Impact: Foster a systematic approach to behavior support.</p> <p>Staff Responsible for Monitoring: PBIS Teams, Admin, Teachers.</p> <p>Problem Statements: Demographics 2 - School Processes & Programs 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>		

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: By June 2022, HBES will increase the opportunities for students and staff to engage in health and fitness activities.



Evaluation Data Sources: BOY and EOY Fitness Gram











Strategy 1 Details	Reviews								
<p>Strategy 1: HBES students will meet the state's required time in PE. Students will also participate in Hoops for Hearts, fitness gram, and the after school fitness club.</p> <p>Strategy's Expected Result/Impact: Increase percent of students meeting healthy standards on the Fitness Gram Assessment</p> <p>Staff Responsible for Monitoring: PE teachers, Campus Leadership</p>	<table border="1"> <tr> <td data-bbox="1255 532 1457 688"> <p>Nov</p>  </td> <td data-bbox="1457 532 2020 688"> <p>November Evidence of Progress</p> </td> </tr> <tr> <td data-bbox="1255 688 1457 844"> <p>Jan</p>  </td> <td data-bbox="1457 688 2020 844"> <p>January Evidence of Progress</p> </td> </tr> <tr> <td data-bbox="1255 844 1457 899"> <p>Mar</p> </td> <td data-bbox="1457 844 2020 899"> <p>March Evidence of Progress</p> </td> </tr> <tr> <td data-bbox="1255 899 1457 980"> <p>June</p> </td> <td data-bbox="1457 899 2020 980"> <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>
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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 5: Killeen ISD will efficiently manage and allocate district resources to maximize student learning opportunities.

Performance Objective 1: By June 2022, 100% resources will be allocated to address the deficits identified in campus data and monitored through evaluation by campus leadership.

Evaluation Data Sources: Master schedule designed to protect and maximize instructional time; classroom information visits; T-TESS walk throughs; PLC meetings; professional development sessions



Strategy 1 Details	Reviews	
<p>Strategy 1: The campus will provide each grade level team with 1/2 day or full day planning sessions at the end of the 2nd and 3rd marking periods.</p> <p>Additionally, PLCs will collaboratively plan instructional units using the district planning process twice a week.</p> <p>Strategy's Expected Result/Impact: Improved planning; improved teaching and learning</p> <p>Staff Responsible for Monitoring: Campus Leadership, Curriculum Instructional Specialist, Classroom Teachers</p> <p>TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math</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: Vertical Teams will collaborate to develop plans of action that will help improve student achievement through allocation of resources, planning campus-wide instructional initiatives, and campus family engagement events (Science Night, Math Night, & Literacy Night).</p> <p>Strategy's Expected Result/Impact: Increased parental engagement in academics, increased student achievement</p> <p>Staff Responsible for Monitoring: Leadership Team Teacher Facilitators</p> <p>TEA Priorities: Build a foundation of reading and math</p>	<table border="1"> <tr> <td data-bbox="1253 354 1507 516"> <p>Nov</p>  <p>30%</p> </td> <td data-bbox="1507 354 2024 516"> <p>November Evidence of Progress</p> </td> </tr> <tr> <td data-bbox="1253 516 1507 678"> <p>Jan</p>  <p>25%</p> </td> <td data-bbox="1507 516 2024 678"> <p>January Evidence of Progress</p> </td> </tr> <tr> <td data-bbox="1253 678 1507 727"> <p>Mar</p> </td> <td data-bbox="1507 678 2024 727"> <p>March Evidence of Progress</p> </td> </tr> <tr> <td data-bbox="1253 727 1507 808"> <p>June</p> </td> <td data-bbox="1507 727 2024 808"> <p>June Evidence of Progress</p> </td> </tr> </table>	<p>Nov</p>  <p>30%</p>	<p>November Evidence of Progress</p>	<p>Jan</p>  <p>25%</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>30%</p>	<p>November Evidence of Progress</p>								
<p>Jan</p>  <p>25%</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>									

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

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

Evaluation Data Sources: Tutoring Logs; State and Local Assessment Data

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 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: The campus will create various committees (SBDM, CEAC, CCC, Hospitality) for all staff members to participate in and communicate the needs of the campus (budget, employee advocacy, campus conduct for students and staff, and morale). A parent, community leader, and business leaders will be included in the SBDM committee.</p> <p>Strategy's Expected Result/Impact: Create positive school culture where everyone feels valued</p> <p>Staff Responsible for Monitoring: Campus Leadership, Classroom Teachers</p> <p>Problem Statements: Perceptions 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>
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>		