

**Killeen Independent School District**  
**Trimmier Elementary School**  
**2023-2024 Formative Review with Notes**



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# Goals




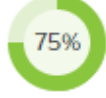
**Goal 1:** Killeen ISD will provide relevant, rigorous, and engaging learning opportunities to achieve academic success and graduate future-ready students.








**Performance Objective 1:** According to the MAP growth summary report, the percentage of students in EACH grade level (K-5) that showed at least a years of growth in reading and math will increase by 3% by the end of the 2023-24 school year. The EOY Circle data will increase by 3% in the area of phonemic awareness and math by the end of the 2023-24 school year.

**Evaluation Data Sources:** CIRCLE, and MAP

Strategy 1 Details	Reviews	
<b>Strategy 1:</b> Teachers will utilize the unit planning process to plan engaging and rigorous experiences, according to grade level TEKS. <b>Strategy's Expected Result/Impact:</b> Teachers will prepare rigorous and engaging lessons based on desegregated data and according to state standards. <b>Staff Responsible for Monitoring:</b> Principal and CIS  <b>Problem Statements:</b> Student Learning 2, 3	<b>Nov</b> 	<b>November Evidence of Progress</b>
	<b>Jan</b> 	<b>January Evidence of Progress</b>
	<b>Mar</b>	<b>March Evidence of Progress</b>
	<b>June</b>	<b>June Evidence of Progress</b>

Strategy 2 Details	Reviews	
<p><b>Strategy 2:</b> Systematic targeted interventions will be provided by intervention aides.</p> <p><b>Strategy's Expected Result/Impact:</b> Students who receive Tier 2 and Tier 3 interventions will increase their reading levels as measured by MAP and Fountas and Pinnell assessments. This increase will reduce the gaps in reading levels as compared to their peers.</p> <p><b>Staff Responsible for Monitoring:</b> CISs</p> <p><b>Problem Statements:</b> Student Learning 1, 2, 3, 6</p>	<p><b>Nov</b></p> 	<p><b>November Evidence of Progress</b></p>
	<p><b>Jan</b></p> 	<p><b>January Evidence of Progress</b></p>
	<p><b>Mar</b></p>	<p><b>March Evidence of Progress</b></p>
	<p><b>June</b></p>	<p><b>June Evidence of Progress</b></p>
Strategy 3 Details	Reviews	
<p><b>Strategy 3:</b> An additional CIS will support teachers in the instructional process to help teachers plan, analyze data and model lesson delivery.</p> <p><b>Strategy's Expected Result/Impact:</b> The CIS will work with teachers to increase their knowledge and awareness of pedagogical delivery, best practices, and effective use of instructional resources on campus.</p> <p><b>Staff Responsible for Monitoring:</b> Principal</p> <p><b>Problem Statements:</b> Demographics 3</p>	<p><b>Nov</b></p> 	<p><b>November Evidence of Progress</b></p>
	<p><b>Jan</b></p> 	<p><b>January Evidence of Progress</b></p>
	<p><b>Mar</b></p> 	<p><b>March Evidence of Progress</b></p>
	<p><b>June</b></p>	<p><b>June Evidence of Progress</b></p>





Strategy 4 Details	Reviews	
<p><b>Strategy 4:</b> A bilingual aide will provide additional support to our 1st grade and 2nd grade students by providing additional small group interventions and student inclusion support.</p> <p><b>Strategy's Expected Result/Impact:</b> The percentage of students who master each skill as assessed on MAP will increase by 3%.</p> <p><b>Staff Responsible for Monitoring:</b> Principal and CISs</p> <p><b>Problem Statements:</b> Demographics 4 - Student Learning 5</p>	<b>Nov</b> 	<b>November Evidence of Progress</b>
	<b>Jan</b> 	<b>January Evidence of Progress</b>
	<b>Mar</b>	<b>March Evidence of Progress</b>
	<b>June</b>	<b>June Evidence of Progress</b>
Strategy 5 Details	Reviews	
<p><b>Strategy 5:</b> GT teachers will provide differentiated instruction and challenging learning experiences for gifted and talented students. Supplies will be purchased to support the GT students with their TPSP projects as well as logic puzzles/brainteasers and STEM kits to foster the differentiation during stations and interventions.</p> <p><b>Strategy's Expected Result/Impact:</b> GT students that make a year's worth of growth as measured by MAP will increase by 3%.</p> <p><b>Staff Responsible for Monitoring:</b> Admin, CISs</p>	<b>Nov</b> 	<b>November Evidence of Progress</b>
	<b>Jan</b> 	<b>January Evidence of Progress</b>
	<b>Mar</b>	<b>March Evidence of Progress</b>
	<b>June</b>	<b>June Evidence of Progress</b>







Strategy 6 Details	Reviews	
<p><b>Strategy 6:</b> An additional certified teacher will be hired as an interventionist to work students. The interventionist will help with guided math and reading groups as well as provide additional support to students during intervention times.</p> <p><b>Strategy's Expected Result/Impact:</b> Students will make a years worth of growth as measured by MAP will increase by 3%</p> <p><b>Staff Responsible for Monitoring:</b> Principal, CIS</p> <p><b>Problem Statements:</b> Student Learning 11</p>	<b>Nov</b> 	<b>November Evidence of Progress</b>
	<b>Jan</b> 	<b>January Evidence of Progress</b>
	<b>Mar</b> 	<b>March Evidence of Progress</b>
	<b>June</b>	<b>June Evidence of Progress</b>
<div>  No Progress            Accomplished            Continue/Modify            Discontinue         </div>		

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

**Performance Objective 2:** By May 2024, 50% of the LEP cohort groups moving from one grade level to another will progress so that the number of students who raise their English proficiency by one proficiency level will increase by 3% .

**Evaluation Data Sources:** Telpas Summary Report

Strategy 1 Details	Reviews	
<p><b>Strategy 1:</b> Sessions will be offered for parents of ELL students about how to help their children academically at home. There will be a library of take home materials that can be checked out by parents to support LEP students at home and involve parents in the learning process.</p> <p><b>Strategy's Expected Result/Impact:</b> The materials that students can check out will support LEP students' learning and parental academic involvement at home.</p> <p><b>Staff Responsible for Monitoring:</b> Principal</p> <p><b>Problem Statements:</b> Student Learning 5</p>	Nov	November Evidence of Progress
		
	Jan	January Evidence of Progress
		
	Mar	March Evidence of Progress
	June	June Evidence of Progress
Strategy 2 Details	Reviews	
<p><b>Strategy 2:</b> Teachers of ELL/Bilingual students will design lessons and activities that address the ELPS in addition to TEK based comprehension and vocabulary skills across content areas.</p> <p><b>Strategy's Expected Result/Impact:</b> Students will have a more accurate conceptual understanding of the content specific vocabulary and be able to comprehend at deeper levels to include cognitively rigorous comprehension.</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Assistant Principals, CISs</p> <p><b>Problem Statements:</b> Student Learning 6</p>	Nov	November Evidence of Progress
		
	Jan	January Evidence of Progress
		
	Mar	March Evidence of Progress
	June	June Evidence of Progress





Strategy 3 Details	Reviews	
<p><b>Strategy 3:</b> Trimmier will send a team of teachers and administrators to PD opportunities that will give strategies and processes that will help increase English language development.</p> <p><b>Strategy's Expected Result/Impact:</b> Teachers will gain knowledge on the implementation of a dual language program that increases student success on TELPAS.</p> <p><b>Staff Responsible for Monitoring:</b> Principal</p> <p><b>Problem Statements:</b> Student Learning 4, 5, 6</p>	<b>Nov</b>	<b>November Evidence of Progress</b>
		
	<b>Jan</b>	<b>January Evidence of Progress</b>
		
	<b>Mar</b>	<b>March Evidence of Progress</b>
	<b>June</b>	<b>June Evidence of Progress</b>
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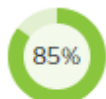











**Goal 1:** Killeen ISD will provide relevant, rigorous, and engaging learning opportunities to achieve academic success and graduate future-ready students.

**Performance Objective 3:** In correlation to the revision of the STAAR writing assessment (STAAR 2.0), we will work to provide writing instruction that prepares students to construct quality written responses in all content areas. We will see an improvement in rubric scores for constructed responses on CUAs and STAAR in 2023-24 as compared to 2022-23.

**Evaluation Data Sources:** CUA's & STAAR

Strategy 1 Details	Reviews	
<b>Strategy 1:</b> Teachers will utilize Empowering Writers to enhance student writing. <b>Strategy's Expected Result/Impact:</b> Increase the quality of student writing. <b>Staff Responsible for Monitoring:</b> Admin and CISs	<b>Nov</b>	<b>November Evidence of Progress</b>
		
	<b>Jan</b>	<b>January Evidence of Progress</b>
		
	<b>Mar</b>	<b>March Evidence of Progress</b>
	<b>June</b>	<b>June Evidence of Progress</b>
Strategy 2 Details	Reviews	
<b>Strategy 2:</b> Teachers will use the writers workshop approach in their ELAR block and across the curriculum. <b>Strategy's Expected Result/Impact:</b> Students will become more proficient in the writing process. <b>Staff Responsible for Monitoring:</b> Admin	<b>Nov</b>	<b>November Evidence of Progress</b>
		
	<b>Jan</b>	<b>January Evidence of Progress</b>
		
	<b>Mar</b>	<b>March Evidence of Progress</b>
	<b>June</b>	<b>June Evidence of Progress</b>






Strategy 3 Details	Reviews	
<p><b>Strategy 3:</b> Teachers in grades pre-k 2nd grade will utilize explicit phonics instructions to teach conventions in order to enhance student writing.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase the quality of student writing.</p> <p><b>Staff Responsible for Monitoring:</b> Admin. and CIsS</p>	<p><b>Nov</b></p> 	<p><b>November Evidence of Progress</b></p>
	<p><b>Jan</b></p> 	<p><b>January Evidence of Progress</b></p>
	<p><b>Mar</b></p>	<p><b>March Evidence of Progress</b></p>
	<p><b>June</b></p>	<p><b>June Evidence of Progress</b></p>
Strategy 4 Details	Reviews	
<p><b>Strategy 4:</b> Teachers will have the opportunity to attend a phonics centered PD to increase student reading levels</p> <p><b>Strategy's Expected Result/Impact:</b> Teachers will leave with strategies to effectively teach authentic grammar instruction.</p> <p><b>Staff Responsible for Monitoring:</b> Principal</p>	<p><b>Nov</b></p> 	<p><b>November Evidence of Progress</b></p>
	<p><b>Jan</b></p> 	<p><b>January Evidence of Progress</b></p>
	<p><b>Mar</b></p>	<p><b>March Evidence of Progress</b></p>
	<p><b>June</b></p>	<p><b>June Evidence of Progress</b></p>


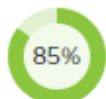


Strategy 5 Details	Reviews	
<b>Strategy 5:</b> Teachers will utilize the Unit learning progression design process to plan lessons. <b>Strategy's Expected Result/Impact:</b> Increase in quality of lesson plans. <b>Staff Responsible for Monitoring:</b> Admin. CIsSs	<b>Nov</b>	<b>November Evidence of Progress</b>
		
	<b>Jan</b>	<b>January Evidence of Progress</b>
		
	<b>Mar</b>	<b>March Evidence of Progress</b>
		
	<b>June</b>	<b>June Evidence of Progress</b>
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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 4:** STAAR Math scores will increase from 44% at approaches in 2022-2023 to 70% in 2023-2024. Update with new STAAR DATA

**Evaluation Data Sources:** CUA's, STAAR Data, and MAP data

Strategy 1 Details	Reviews	
<p><b>Strategy 1:</b> Systematic targeted interventions will be provided by interventionist.</p> <p><b>Strategy's Expected Result/Impact:</b> Students who receive Tier 2 and Tier 3 interventions will increase their reading levels as measured by MAP and Fountas and Pinnell assessments. This increase will reduce the gaps in reading levels as compared to their peers.</p> <p><b>Staff Responsible for Monitoring:</b> CISs</p> <p><b>Problem Statements:</b> Student Learning 11</p>	Nov	November Evidence of Progress
		
	Jan	January Evidence of Progress
		
	Mar	March Evidence of Progress
		
	June	June Evidence of Progress
Strategy 2 Details	Reviews	
<p><b>Strategy 2:</b> Consistent use of CUA data protocol will be utilized to monitor student growth in math for all grade levels. The data will be posted in TEAMS for all stake holders to have access and data will be used to drive instruction.</p> <p><b>Strategy's Expected Result/Impact:</b> Students will make a years growth as measured by MAP.</p> <p><b>Staff Responsible for Monitoring:</b> Principal and CISs</p> <p><b>Problem Statements:</b> Student Learning 1, 2</p>	Nov	November Evidence of Progress
		
	Jan	January Evidence of Progress
		
	Mar	March Evidence of Progress
	June	June Evidence of Progress





Strategy 3 Details	Reviews	
<p><b>Strategy 3:</b> Teachers will use the GRR model when designing their lessons. Guided math will be implemented and will be evident in their schedules, lesson plans and instruction throughout the year.</p> <p><b>Strategy's Expected Result/Impact:</b> The percentage of students that show a years worth of growth according to the MAP math assessment will increase by 3%.</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal, CISs</p> <p><b>Problem Statements:</b> Student Learning 2</p>	<p><b>Nov</b></p> 	<p><b>November Evidence of Progress</b></p>
	<p><b>Jan</b></p> 	<p><b>January Evidence of Progress</b></p>
	<p><b>Mar</b></p>	<p><b>March Evidence of Progress</b></p>
	<p><b>June</b></p>	<p><b>June Evidence of Progress</b></p>
Strategy 4 Details	Reviews	
<p><b>Strategy 4:</b> Teachers will utilize the Teach Transform instructional resource by Lead4Ward during guided math, small group tutoring and interventions.</p> <p><b>Strategy's Expected Result/Impact:</b> The percentage of students that show a years worth of growth according to the MAP math assessment will increase by 3%.</p> <p><b>Staff Responsible for Monitoring:</b> Admin, CISs</p> <p><b>Problem Statements:</b> Student Learning 11</p>	<p><b>Nov</b></p> 	<p><b>November Evidence of Progress</b></p>
	<p><b>Jan</b></p> 	<p><b>January Evidence of Progress</b></p>
	<p><b>Mar</b></p>	<p><b>March Evidence of Progress</b></p>
	<p><b>June</b></p>	<p><b>June Evidence of Progress</b></p>





Strategy 5 Details	Reviews	
<p><b>Strategy 5:</b> Teachers will teach problem solving strategies and spiral review of math concepts during their math block.</p> <p><b>Strategy's Expected Result/Impact:</b> The percentage of students that show a years worth of growth according to the MAP math assessment will increase by 3%.</p> <p><b>Staff Responsible for Monitoring:</b> Admin, CISs</p> <p><b>Problem Statements:</b> Student Learning 2</p>	<b>Nov</b>	<b>November Evidence of Progress</b>
		
	<b>Jan</b>	<b>January Evidence of Progress</b>
		
	<b>Mar</b>	<b>March Evidence of Progress</b>
	<b>June</b>	<b>June Evidence of Progress</b>
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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.


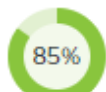


**Performance Objective 5:** STAAR Reading scores will increase from 55% approaches in 2022-2023 to 70% in 2023-2024. Update with new STAAR DATA









**Evaluation Data Sources:** CUA's, STAAR & MAP data

Strategy 1 Details	Reviews	
<p><b>Strategy 1:</b> Teachers will use the Next Generation Balanced Literacy Framework when designing their lessons throughout the school year.</p> <p>The book Who's Doing the Work will be a resource.</p> <p><b>Strategy's Expected Result/Impact:</b> The percentage of students that show a years worth of growth according to the MAP reading assessment, will increase by 3%</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal, CISs</p> <p><b>Problem Statements:</b> Student Learning 11</p>	Nov	November Evidence of Progress
		
	Jan	January Evidence of Progress
		
	Mar	March Evidence of Progress
	June	June Evidence of Progress
Strategy 2 Details	Reviews	
<p><b>Strategy 2:</b> Systematic targeted interventions will be provided by interventionist and aides. The same will work in the area of math.</p> <p><b>Strategy's Expected Result/Impact:</b> Students who receive Tier 2 and Tier 3 interventions will increase their reading levels as measured by MAP and Fountas and Pinnell assessments. This increase will reduce the gaps in reading levels as compared to their peers.</p> <p><b>Staff Responsible for Monitoring:</b> CISs</p> <p><b>Problem Statements:</b> Student Learning 1, 2, 11</p>	Nov	November Evidence of Progress
		
	Jan	January Evidence of Progress
		
	Mar	March Evidence of Progress
	June	June Evidence of Progress

Strategy 3 Details	Reviews	
<p><b>Strategy 3:</b> Additional targeted support will be provided to struggling students through after school tutoring in order to increase student achievement.</p> <p><b>Strategy's Expected Result/Impact:</b> Students who receive additional targeted instruction will increase their reading levels as measured by MAP and Fountas and Pinnell assessments. This increase will reduce the gaps in reading levels as compared to peers.</p> <p><b>Staff Responsible for Monitoring:</b> Admin and CISs</p> <p><b>Additional Targeted Support Strategy</b></p> <p><b>Problem Statements:</b> Student Learning 10, 11</p>	<b>Nov</b> 	<b>November Evidence of Progress</b>
	<b>Jan</b> 	<b>January Evidence of Progress</b>
	<b>Mar</b>	<b>March Evidence of Progress</b>
	<b>June</b>	<b>June Evidence of Progress</b>
Strategy 4 Details	Reviews	
<p><b>Strategy 4:</b> A data tracker in Teams will be utilized to monitor student growth in reading for all grade levels and projected proficiency in grades 2-5.</p> <p><b>Strategy's Expected Result/Impact:</b> Students will make a years growth as measured by MAP.</p> <p><b>Staff Responsible for Monitoring:</b> Principal, CISs</p> <p><b>Problem Statements:</b> Student Learning 1, 2, 3, 4, 5, 6, 11</p>	<b>Nov</b> 	<b>November Evidence of Progress</b>
	<b>Jan</b> 	<b>January Evidence of Progress</b>
	<b>Mar</b>	<b>March Evidence of Progress</b>
	<b>June</b>	<b>June Evidence of Progress</b>







Strategy 5 Details	Reviews	
<p><b>Strategy 5:</b> Teachers will use the GRR model when designing their lessons. Guided Reading will be evident in their schedules and through classroom visits starting the 4th week of school. A spiral review of Reading and Writing concepts and skill will occur during the ELA block.</p> <p><b>Strategy's Expected Result/Impact:</b> The percentage of students that show a years worth of growth according to the MAP reading assessment will increase by 3%.</p> <p><b>Staff Responsible for Monitoring:</b> Admin and CISs</p> <p><b>Problem Statements:</b> Student Learning 1</p>	<b>Nov</b> 	<b>November Evidence of Progress</b>
	<b>Jan</b> 	<b>January Evidence of Progress</b>
	<b>Mar</b>	<b>March Evidence of Progress</b>
	<b>June</b>	<b>June Evidence of Progress</b>
Strategy 6 Details	Reviews	
<p><b>Strategy 6:</b> Trimmier will participate in Schoolwide book of the quarter. All students will read the same book and complete a reading task to support low reading TEKS.</p> <p><b>Strategy's Expected Result/Impact:</b> The percentage of students that show a years worth of growth according to the MAP reading assessment will increase by 3%.</p> <p><b>Staff Responsible for Monitoring:</b> Principal, CIS</p> <p><b>Problem Statements:</b> Student Learning 1, 9, 11</p>	<b>Nov</b> 	<b>November Evidence of Progress</b>
	<b>Jan</b> 	<b>January Evidence of Progress</b>
	<b>Mar</b>	<b>March Evidence of Progress</b>
	<b>June</b>	<b>June Evidence of Progress</b>



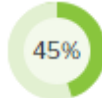





Strategy 7 Details	Reviews	
<b>Strategy 7:</b> Bilingual teachers will implement 20-30 minutes an English Language Development component to their ELAR/SLAR block to help with the second language acquisition. <b>Strategy's Expected Result/Impact:</b> Higher percentage of students who increase proficiency levels on TELPAS. <b>Staff Responsible for Monitoring:</b> Admin, CIS  <b>Problem Statements:</b> Demographics 4 - Student Learning 5	<b>Nov</b> 	<b>November Evidence of Progress</b>
	<b>Jan</b> 	<b>January Evidence of Progress</b>
	<b>Mar</b>	<b>March Evidence of Progress</b>
	<b>June</b>	<b>June Evidence of Progress</b>
Strategy 8 Details	Reviews	
<b>Strategy 8:</b> Teachers will utilize Benchmark Phonics for K-3 and Word Study for 4th-5th. <b>Strategy's Expected Result/Impact:</b> The percentage of students that show a years worth of growth according to the MAP reading assessment will increase by 3% <b>Staff Responsible for Monitoring:</b> Admin, CIS  <b>Problem Statements:</b> Student Learning 1, 11	<b>Nov</b> 	<b>November Evidence of Progress</b>
	<b>Jan</b> 	<b>January Evidence of Progress</b>
	<b>Mar</b>	<b>March Evidence of Progress</b>
	<b>June</b>	<b>June Evidence of Progress</b>
<div>  No Progress            Accomplished            Continue/Modify            Discontinue         </div>		

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

**Performance Objective 6:** STAAR Science scores will increase from 43% at approaches in 2022-2023 and to 70% in 2023-2024. Update with new STAAR scores.

**Evaluation Data Sources:** CUA's. STAAR & MAP data







Strategy 1 Details	Reviews	
<b>Strategy 1:</b> Through weekly hands-on experiments in the science lab, students will become more familiar with the science process standards as an experimental unit. <b>Strategy's Expected Result/Impact:</b> Students will become more proficient in the higher level of the scientific method process. <b>Staff Responsible for Monitoring:</b> CISs	<b>Nov</b> 	<b>November Evidence of Progress</b>
	<b>Jan</b> 	<b>January Evidence of Progress</b>
	<b>Mar</b>	<b>March Evidence of Progress</b>
	<b>June</b>	<b>June Evidence of Progress</b>
Strategy 2 Details	Reviews	
<b>Strategy 2:</b> Teachers will use the GRR model when designing their science lessons. Science instruction will occur a minimum of 90 min/week for PK-2 and 135 min/week 3-5. Spiral review of science concepts and skill occur during the Science block. <b>Strategy's Expected Result/Impact:</b> 60% of students will show a years worth of growth according to the MAP science assessment. <b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal, CISs	<b>Nov</b> 	<b>November Evidence of Progress</b>
	<b>Jan</b> 	<b>January Evidence of Progress</b>
	<b>Mar</b>	<b>March Evidence of Progress</b>
	<b>June</b>	<b>June Evidence of Progress</b>

Strategy 3 Details	Reviews	
<b>Strategy 3:</b> Systematic targeted interventions will be provided for 5th grade students weekly. <b>Strategy's Expected Result/Impact:</b> Students who receive additional targeted instruction will increase their science levels as measured by MAP. <b>Staff Responsible for Monitoring:</b> Principal, CISs	Nov	November Evidence of Progress
		
	Jan	January Evidence of Progress
		
	Mar	March Evidence of Progress
	June	June Evidence of Progress
Strategy 4 Details	Reviews	
<b>Strategy 4:</b> Teachers will ensure the use of academic vocabulary is utilized as it is critical to understanding the concepts of the content taught. <b>Strategy's Expected Result/Impact:</b> 60% of students will show a years worth of growth according to the MAP science assessment. <b>Staff Responsible for Monitoring:</b> Admin, CIS	Nov	November Evidence of Progress
		
	Jan	January Evidence of Progress
		
	Mar	March Evidence of Progress
	June	June Evidence of Progress
<div>  No Progress            Accomplished            Continue/Modify            Discontinue         </div>		

**Goal 2:** Killeen ISD will recruit, retain, and develop highly qualified staff by providing professional growth opportunities and supporting employee wellness and self-care.

**Performance Objective 1:** By the end of the 2023-2024 school year, the percentage of staff members who feel positive about the work environment at Trimmier Elementary will increase from 64% to 70%.





**Evaluation Data Sources:** Staff Climate Survey








Strategy 1 Details	Reviews	
<b>Strategy 1:</b> Communication and climate will be positively impacted through monthly morale and team-building activities. <b>Strategy's Expected Result/Impact:</b> Team building activities conducted at various staff training session throughout the year will contribute to a respectful and positive school climate. <b>Staff Responsible for Monitoring:</b> Principal, Assistance Principals, CISs	<b>Nov</b>	<b>November Evidence of Progress</b>
		
	<b>Jan</b>	<b>January Evidence of Progress</b>
		
	<b>Mar</b>	<b>March Evidence of Progress</b>
	<b>June</b>	<b>June Evidence of Progress</b>
<div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> 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:** By the end of 2023-2024 school year, 100% of the professional staff will participate in campus professional learning through PLC, campus professional development day and off campus workshops and conferences.

**Evaluation Data Sources:** end of year staff survey, STAAR, sign in sheets





Strategy 1 Details	Reviews	
<p><b>Strategy 1:</b> Staff will participate in highly structured PLCs. PLC conversations will be focused on unit mapping, lesson design, response to instruction and utilize CUA data protocols. Teachers will be afforded 2 planning days to plan instruction collaboratively as a team.</p> <p><b>Strategy's Expected Result/Impact:</b> Increased student achievement in all content areas as measured by STAAR, CUA, MAP, Circle and formative assessments.</p> <p><b>Staff Responsible for Monitoring:</b> Admin, CIS</p> <p><b>Problem Statements:</b> Student Learning 11</p>	Nov	November Evidence of Progress
		
	Jan	January Evidence of Progress
		
	Mar	March Evidence of Progress
	June	June Evidence of Progress
Strategy 2 Details	Reviews	
<p><b>Strategy 2:</b> Professional development opportunities will be available for key staff in reading, writing, math and science to support at-risk and struggling students. Teachers will have the opportunity to attend conferences with a focus on guided math and balanced literacy instruction, hands on science and constructed responses. The new learning will be shared with their grade level/department and followed up during walkthroughs and observations.</p> <p><b>Strategy's Expected Result/Impact:</b> Professional development will increase campus knowledge of instructional and pedagogical practices and lead to increase students' success in the academic areas and with student behavior.</p> <p><b>Staff Responsible for Monitoring:</b> Principal, CIS</p> <p><b>Problem Statements:</b> Student Learning 11</p>	Nov	November Evidence of Progress
		
	Jan	January Evidence of Progress
		
	Mar	March Evidence of Progress
	June	June Evidence of Progress

Strategy 3 Details	Reviews	
<b>Strategy 3:</b> Campus Leadership will attend a coaching conference to support teachers and their instruction. <b>Strategy's Expected Result/Impact:</b> Teacher's knowledge of instructional and pedagogical practices will lead to an increase in students' success in the academic areas and with student behavior. <b>Staff Responsible for Monitoring:</b> Principal  <b>Problem Statements:</b> Student Learning 11, 13	<b>Nov</b>	<b>November Evidence of Progress</b>
		
	<b>Jan</b>	<b>January Evidence of Progress</b>
		
	<b>Mar</b>	<b>March Evidence of Progress</b>
	<b>June</b>	<b>June Evidence of Progress</b>
Strategy 4 Details	Reviews	
<b>Strategy 4:</b> CISs will attend conference that focus on improving reading and math instruction and bring back to provide PD for grade level teachers. <b>Strategy's Expected Result/Impact:</b> The CISs will use the information gained from the conference to facilitate collaborative effort among teams to drive increased academic achievement. <b>Staff Responsible for Monitoring:</b> Principal	<b>Nov</b>	<b>November Evidence of Progress</b>
	N/A	
	<b>Jan</b>	<b>January Evidence of Progress</b>
		
	<b>Mar</b>	<b>March Evidence of Progress</b>
	<b>June</b>	<b>June Evidence of Progress</b>
 No Progress  Accomplished  Continue/Modify  Discontinue		







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

**Performance Objective 1:** To increase the level of parental involvement and increase number of parent and community members attending monthly events.

**Evaluation Data Sources:** Sign-in sheets and composite parent involvement report.

Strategy 1 Details	Reviews	
<p><b>Strategy 1:</b> The Parent Liaison will build relationships with Trimmier parents through home visits and parenting sessions that focus on: Building Vocabulary, Academic Support using Technology at home, STAAR taking tips, and how to support their child in ELAR.</p> <p><b>Strategy's Expected Result/Impact:</b> The activities executed through the position of the Parent Liaison will lead to increased parental involvement and improvements for students' educational outcomes as parents are better equipped to assist them at home with academic tasks.</p> <p><b>Staff Responsible for Monitoring:</b> Principal</p>	Nov	November Evidence of Progress
		
	Jan	January Evidence of Progress
		
	Mar	March Evidence of Progress
	June	June Evidence of Progress
Strategy 2 Details	Reviews	
<p><b>Strategy 2:</b> The Parent Liaison will facilitate an early literacy group targeting pre-school age children from our school community.</p> <p><b>Strategy's Expected Result/Impact:</b> Exposure to school routines and procedures for students not yet enrolled at school, will ease their transition when they begin in PK or KG. They should be familiar with simple routines and procedures and more successful in their daily routines.</p> <p><b>Staff Responsible for Monitoring:</b> Principal</p>	Nov	November Evidence of Progress
		
	Jan	January Evidence of Progress
		
	Mar	March Evidence of Progress
	June	June Evidence of Progress

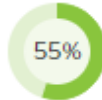









Strategy 3 Details	Reviews	
<b>Strategy 3:</b> In order to give the parents an insight into their child's academic day and provide strategies for them to extend their learning and provide support at home, we will host various monthly family/community events.  <b>Strategy's Expected Result/Impact:</b> Family and community events will connect students, their families with school and the outside community to build educational partnerships that support the campus and students in their educational experience. <b>Staff Responsible for Monitoring:</b> Principal	<b>Nov</b>	<b>November Evidence of Progress</b>
		
	<b>Jan</b>	<b>January Evidence of Progress</b>
		
	<b>Mar</b>	<b>March Evidence of Progress</b>
	<b>June</b>	<b>June Evidence of Progress</b>
<div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> 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 the end of the 2022-2023 school year, the number of students that incur discipline infractions will be less than 300.







**Evaluation Data Sources:** Students w/incident referrals by Campus Report (by semester) and EOY report

Strategy 1 Details	Reviews	
<b>Strategy 1:</b> Trimmier staff will follow the Restorative Practice model and continue to incorporate a school-wide expectation that includes three basic principles (be respectful, be responsible, and be safe) with consistent expectations in the common areas and classrooms of the school. <b>Strategy's Expected Result/Impact:</b> The Trimmier school wide discipline plan and principles are posted in the classrooms and in the hallways. Teachers consistently reinforce the expectations and address infractions promptly. <b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal	Nov	November Evidence of Progress
		
	Jan	January Evidence of Progress
		
	Mar	March Evidence of Progress
	June	June Evidence of Progress
Strategy 2 Details	Reviews	
<b>Strategy 2:</b> The assistant principals will introduce and outline the basic tenets of restorative practice to major and minor discipline infractions. Periodic check-ins using discipline data will inform campus decisions. <b>Strategy's Expected Result/Impact:</b> Students will receive the basic tenets of restorative practices to include treatment agreements <b>Staff Responsible for Monitoring:</b> Principal, assistant principals	Nov	November Evidence of Progress
		
	Jan	January Evidence of Progress
		
	Mar	March Evidence of Progress
	June	June Evidence of Progress
<div>  No Progress            Accomplished            Continue/Modify            Discontinue         </div>		

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

**Performance Objective 2:** Student attendance will increase from 93% to 96% in the 2022-2023 school year







**Evaluation Data Sources:** Attendance reports

Strategy 1 Details	Reviews	
<b>Strategy 1:</b> Trimmier staff will follow the campus attendance policy as outlined in the student/ parent handbook. <b>Strategy's Expected Result/Impact:</b> Student achievement will increase as measured by the universal screens. <b>Staff Responsible for Monitoring:</b> assistant principals and attendance secretary.	<b>Nov</b> 	<b>November Evidence of Progress</b>
	<b>Jan</b> 	<b>January Evidence of Progress</b>
	<b>Mar</b>	<b>March Evidence of Progress</b>
	<b>June</b>	<b>June Evidence of Progress</b>
<div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> 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 3:** During the 2022-2023 school year, 100% of district and state guidelines for health and physical education will be followed.





**Evaluation Data Sources:** master schedule, lesson plans










Strategy 1 Details	Reviews	
<b>Strategy 1:</b> Students will participate in PE and will met the required number of minutes of movement activities each day. Physical education teachers will use sound instructional strategies that promote health and fitness as targeted by TEKS <b>Strategy's Expected Result/Impact:</b> Students will develop healthy habits and physical activity. <b>Staff Responsible for Monitoring:</b> Principal	<b>Nov</b> 	<b>November Evidence of Progress</b>
	<b>Jan</b> 	<b>January Evidence of Progress</b>
	<b>Mar</b>	<b>March Evidence of Progress</b>
	<b>June</b>	<b>June Evidence of Progress</b>
<div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>		

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

**Performance Objective 1:** By June 2024, Trimmier 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	
<b>Strategy 1:</b> An After School Learning Academy will be established to provide tutoring and instructional support to struggling students and to those experiencing learning gaps as result of the COVID-19 pandemic. <b>Strategy's Expected Result/Impact:</b> Increased student achievement. Reduction in learning gaps. <b>Staff Responsible for Monitoring:</b> Admin; CIS  <b>Title I:</b> 2.5 <b>Problem Statements:</b> Student Learning 10, 11	<b>Nov</b>	<b>November Evidence of Progress</b>
		
	<b>Jan</b>	<b>January Evidence of Progress</b>
		
	<b>Mar</b>	<b>March Evidence of Progress</b>
	<b>June</b>	<b>June Evidence of Progress</b>
Strategy 2 Details	Reviews	
<b>Strategy 2:</b> The principal, two assistant principals and two CISs will have weekly campus core meetings with a focus on instructional practices and campus procedures. <b>Strategy's Expected Result/Impact:</b> Student learning will increase through focused instruction. <b>Staff Responsible for Monitoring:</b> Principal	<b>Nov</b>	<b>November Evidence of Progress</b>
		
	<b>Jan</b>	<b>January Evidence of Progress</b>
		
	<b>Mar</b>	<b>March Evidence of Progress</b>
	<b>June</b>	<b>June Evidence of Progress</b>

Strategy 3 Details	Reviews	
<p><b>Strategy 3:</b> Teachers will design lessons that incorporate both the content area and technology standards to prepare students for 21st century skills.</p> <p><b>Strategy's Expected Result/Impact:</b> Through the consistent use of technology, students increase their knowledge and skills on grade level relevant standards in the academic areas and with the technology standards.</p> <p><b>Staff Responsible for Monitoring:</b> Principal, CIS, Campus Technologist</p> <p><b>Problem Statements:</b> School Processes &amp; Programs 3, 4</p>	Nov	November Evidence of Progress
		
	Jan	January Evidence of Progress
		
	Mar	March Evidence of Progress
	June	June Evidence of Progress
Strategy 4 Details	Reviews	
<p><b>Strategy 4:</b> Students will use technology to support intervention programs and to demonstrate their learning in the academic areas and with the technology standards.</p> <p><b>Strategy's Expected Result/Impact:</b> Through the consistent use of technology, students will increase their knowledge and skills on grade level relevant standards in the academic areas and with the technology standards.</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Assistance Principals, Campus Technologist</p> <p><b>Problem Statements:</b> School Processes &amp; Programs 3</p>	Nov	November Evidence of Progress
		
	Jan	January Evidence of Progress
		
	Mar	March Evidence of Progress
		
	June	June Evidence of Progress
<div>  No Progress            Accomplished            Continue/Modify            Discontinue         </div>		