

Killeen Independent School District
Ira Cross 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.


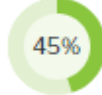






Performance Objective 1: By June 2023, 85% of all students and student groups will meet the standard on campus, district and state assessments with no more than a 5% gap in achievement.

Evaluation Data Sources: STAAR Performance Data, EOY MAP, CIRCLE assessments

| Strategy 1 Details | Reviews | | | | | | | | |
|--|--|---|--|---|---|-------------------|--|--------------------|---|
| <p>Strategy 1: The grade level, small group, and intervention teams will implement research-based strategies including problem-solving mats, academic vocabulary, word walls, anchor charts, and manipulatives, to enhance instruction and student understanding of learning standards.</p> <p>Strategy's Expected Result/Impact: 10% increase on unit assessments</p> <p>Staff Responsible for Monitoring: principals, CIS, and teachers</p> <p>Title I: 2.4, 2.5, 2.6</p> <p>Problem Statements: Student Learning 1, 2, 3, 4, 5, 6, 7, 8, 9, 12</p> | <table border="0"> <tr> <td data-bbox="1283 574 1381 727"> <p>Nov</p>  </td> <td data-bbox="1381 574 2030 727"> <p>November Evidence of Progress</p> <p>Interventions and small groups have started</p> </td> </tr> <tr> <td data-bbox="1283 727 1381 880"> <p>Jan</p>  </td> <td data-bbox="1381 727 2030 880"> <p>January Evidence of Progress</p> <p>New interventions begin</p> </td> </tr> <tr> <td data-bbox="1283 880 1381 943"> <p>Mar</p> </td> <td data-bbox="1381 880 2030 943"> <p>March Evidence of Progress</p> </td> </tr> <tr> <td data-bbox="1283 943 1381 1029"> <p>June</p> </td> <td data-bbox="1381 943 2030 1029"> <p>June Evidence of Progress</p> </td> </tr> </table> | <p>Nov</p>  | <p>November Evidence of Progress</p> <p>Interventions and small groups have started</p> | <p>Jan</p>  | <p>January Evidence of Progress</p> <p>New interventions begin</p> | <p>Mar</p> | <p>March Evidence of Progress</p> | <p>June</p> | <p>June Evidence of Progress</p> |
| <p>Nov</p>  | <p>November Evidence of Progress</p> <p>Interventions and small groups have started</p> | | | | | | | | |
| <p>Jan</p>  | <p>January Evidence of Progress</p> <p>New interventions begin</p> | | | | | | | | |
| <p>Mar</p> | <p>March Evidence of Progress</p> | | | | | | | | |
| <p>June</p> | <p>June Evidence of Progress</p> | | | | | | | | |

| Strategy 2 Details | Reviews |
|--|--|
| <p>Strategy 2: Additional paraprofessionals will be used to service particular grade levels of reading and math at-risk students in order to support learning in the classroom. They will be utilized by classroom teachers to help with the instructional needs of at-risk students across all subjects. Additionally, they will focus on providing small group targeted support for the two or more races population in both math and reading. They will also be providing additional targeted support through early morning and lunch tutoring for all students focusing on the white and current SPED populations to increase academic achievement in reading.</p> <p>Strategy's Expected Result/Impact: 10% increase in scores across common assessments and STAAR</p> <p>Staff Responsible for Monitoring: principals, CIS, APs</p> <p>Title I: 2.4, 2.5, 2.6 - Additional Targeted Support Strategy</p> <p>Problem Statements: Student Learning 1, 2, 3, 4, 5, 6, 7, 8, 9, 12</p> | <p>Nov November Evidence of Progress Paraprofessionals are being used. New hires are starting as soon as possible.</p> <p>Jan January Evidence of Progress Still waiting to see an increase in all assessments</p> <p>Mar March Evidence of Progress</p> <p>June June Evidence of Progress</p> |
| Strategy 3 Details | Reviews |
| <p>Strategy 3: The Campus will use visible learning information and expectations on campus walkthroughs and feedback for teachers to ensure impactful instruction. Ongoing professional development for teachers on visible learning will continue.</p> <p>Strategy's Expected Result/Impact: Walkthroughs demonstrating visible learning, impactful instruction, increase in rigor and learning</p> <p>Staff Responsible for Monitoring: CIS, APs, Principal</p> <p>Problem Statements: Student Learning 1, 2, 3, 4, 6, 9, 10, 11 - School Processes & Programs 1</p> | <p>Nov November Evidence of Progress Walkthroughs are on task.</p> <p>Jan January Evidence of Progress Walkthroughs continue</p> <p>Mar March Evidence of Progress</p> <p>June June Evidence of Progress</p> |



| Strategy 4 Details | Reviews |
|--|---|
| <p>Strategy 4: The campus will hold separate PLCs for all support positions to include, ELL, SPED, Dyslexia and Intervention Support. In addition, they will still be required to attend grade level PLCs and participate in the RTI committee.</p> <p>Strategy's Expected Result/Impact: Organized support in the classroom and pullout situations, increase in scores across common assessments and STAAR</p> <p>Staff Responsible for Monitoring: Principal, CIS, APs</p> <p>Problem Statements: Student Learning 1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12 - School Processes & Programs 1</p> | <p>Nov November Evidence of Progress  Mrs. Jude is holding meetings. PLCs have to be discussed with support positions.</p> <p>Jan January Evidence of Progress  PLCs take place Wednesdays after school for this staff.</p> <p>Mar March Evidence of Progress</p> <p>June June Evidence of Progress</p> |
| Strategy 5 Details | Reviews |
| <p>Strategy 5: Teachers will offer before and after-school tutoring in reading and math for students who are not proficient on state standards.</p> <p>Strategy's Expected Result/Impact: Increase in common and state assessments like STAAR by 15%</p> <p>Staff Responsible for Monitoring: Principals, CIS, Teachers</p> <p>Title I: 2.4, 2.5, 2.6</p> <p>Problem Statements: Student Learning 1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12</p> | <p>Nov November Evidence of Progress  Tutoring has started.</p> <p>Jan January Evidence of Progress  Tutoring continues.</p> <p>Mar March Evidence of Progress</p> <p>June June Evidence of Progress</p> |







| Strategy 6 Details | Reviews |
|--|--|
| <p>Strategy 6: Teachers will provide small group instruction and enrichment opportunities to GT students in an effort to guide students towards mastery levels in all content areas. Hands-on activities and challenging experiences will be used to promote mastery levels.</p> <p>Strategy's Expected Result/Impact: 10% increase in GT students who score at the mastery level on state assessments</p> <p>Staff Responsible for Monitoring: Principal, CIS, APS</p> <p>Title I: 2.4, 2.5, 2.6</p> <p>Problem Statements: Student Learning 9, 12 - School Processes & Programs 1</p> | <p>Nov November Evidence of Progress Some classrooms have started GT tasks and projects.</p> <p></p> <p>Jan January Evidence of Progress Some classes have started new projects.</p> <p></p> <p>Mar March Evidence of Progress</p> <p>June June Evidence of Progress</p> |
| Strategy 7 Details | Reviews |
| <p>Strategy 7: The campus will provide active research-based small group intervention provided by 2.5 additional interventionist aides that will enhance learning for students identified as at-risk for failure in math and reading. These ARI/AMI aides will review and analyze data from the previous year to guide intervention for individual students in order to improve student achievement and performance.</p> <p>Strategy's Expected Result/Impact: Student performance in MAP, math and reading will increase by 10%. Also performance will increase by 15% on formative and state assessments.</p> <p>Staff Responsible for Monitoring: Principal, APs, CIS and teachers</p> <p>Title I: 2.4, 2.5, 2.6</p> <p>Problem Statements: Student Learning 1, 2, 3, 4, 7, 8, 9, 12</p> | <p>Nov November Evidence of Progress Unfortunately, our interventionist are busy helping in the skills unit so they are not as busy intervening with regular classrooms at this time.</p> <p></p> <p>Jan January Evidence of Progress Interventions have started but only Mrs. Walker has been available.</p> <p></p> <p>Mar March Evidence of Progress</p> <p>June June Evidence of Progress</p> |
| <p>  No Progress  Accomplished  Continue/Modify  Discontinue </p> | |

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

Performance Objective 2: By June 2023, 80% of all students will meet the standard in Reading/Writing/Language Arts with no more than a 5 % performance achievement gap among all students.

Evaluation Data Sources: STAAR, EOY MAP and CIRCLE data assessments


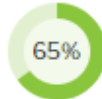


| Strategy 1 Details | Reviews |
|---|---|
| <p>Strategy 1: The grade level teams will provide ELAR support to students by implementing the TRS curriculum with fidelity. They will employ research-based best practices which include graphic organizers, word walls, leveled literacy intervention and anchor charts to enhance learning and student understandings of learning standards.</p> <p>Strategy's Expected Result/Impact: Increase in Reading and Writing scores on assessments by 10%.</p> <p>Staff Responsible for Monitoring: Principals, CIS, Teachers</p> <p>Title I: 2.4, 2.5, 2.6 - Additional Targeted Support Strategy</p> <p>Problem Statements: Student Learning 2, 3, 7, 12</p> | <p>Nov November Evidence of Progress  TRS is being used and reviewed in planning at PLCs</p> <p>Jan January Evidence of Progress  Continues to be used.</p> <p>Mar March Evidence of Progress</p> <p>June June Evidence of Progress</p> |







| Strategy 2 Details | Reviews |
|--|--|
| <p>Strategy 2: The ELL teacher will provide classroom support to ELL students using SIOP strategies in her classroom. When needed, additional inclusion support will be provided.</p> <p>Strategy's Expected Result/Impact: Ell student scores on all assessments will increase by 20%</p> <p>Staff Responsible for Monitoring: APs, Principal, CIS, Teachers</p> <p>Title I: 2.4, 2.5, 2.6</p> <p>Problem Statements: Student Learning 2, 3, 7, 12</p> | <p>Nov November Evidence of Progress Strategies are being implemented.</p> <p> 45%</p> <p>Jan January Evidence of Progress We have not seen the jump in percentage. We have met with the ELL teacher about some suggestions.</p> <p> 60%</p> <p>Mar March Evidence of Progress</p> <p>June June Evidence of Progress</p> |
| <p>  No Progress  Accomplished  Continue/Modify  Discontinue </p> | |

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

Performance Objective 3: By June 2023, 80% of all students and student groups will read on their instructional reading level or above with no more than a 5% performance achievement gap among all students.

Evaluation Data Sources: STAAR, EOY MAP and CIRCLE data assessments


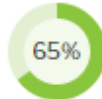
| Strategy 1 Details | Reviews |
|---|---|
| <p>Strategy 1: All K-5th grade teachers will implement balanced literacy instruction and comprehension at the core strategies in the classroom this includes a focus on the 5 components of literacy: phonemic awareness, phonics, fluency, vocabulary and comprehension. Teachers will encourage reading at home with parents as well as student-selected reading for sustained periods of time.</p> <p>Strategy's Expected Result/Impact: Evidence of using resources and strategies will be seen in Walkthroughs, lesson plans, student products, MAP, Unit assessments</p> <p>Staff Responsible for Monitoring: Principals, CIS, Teachers</p> <p>Title I: 2.4, 2.5, 2.6 - Additional Targeted Support Strategy</p> <p>Problem Statements: Student Learning 2, 3, 7, 9, 12</p> | <p>Nov November Evidence of Progress Strategies are in place and being used. </p> <p>Jan January Evidence of Progress Strategies are in place and being used. </p> <p>Mar March Evidence of Progress</p> <p>June June Evidence of Progress</p> |
| Strategy 2 Details | Reviews |
| <p>Strategy 2: Teachers will utilize data from common assessments to monitor and evaluate student reading achievement and track and respond to student needs.</p> <p>Strategy's Expected Result/Impact: Increase in student MAP scores and Percentage of students reading at or above grade level.</p> <p>Staff Responsible for Monitoring: Principals, CIS, Teachers</p> <p>Problem Statements: Student Learning 1, 2, 3, 5, 6, 7, 8, 10 - School Processes & Programs 1</p> | <p>Nov November Evidence of Progress Tracking and achievement is being monitored. </p> <p>Jan January Evidence of Progress MAP window opens this month so we can compare. </p> <p>Mar March Evidence of Progress</p> <p>June June Evidence of Progress</p> |

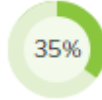





| Strategy 3 Details | Reviews |
|---|--|
| <p>Strategy 3: The campus will provide professional development on how to implement social studies (non-fiction) through reading lessons and aligning lessons to the rigor needed through campus-level PLCs. All grade level teachers will learn how to use social studies to benefit reading targets.</p> <p>Strategy's Expected Result/Impact: evidence of improved social studies instruction will be seen in reading goals, walkthroughs, and a 10% increase in reading assessments.</p> <p>Staff Responsible for Monitoring: CIS, APs, principal</p> <p>Problem Statements: Student Learning 2, 6, 8, 10 - School Processes & Programs 1</p> | <div data-bbox="1276 321 2011 456"> <p>Nov November Evidence of Progress</p>  25% Social Studies in being implemented across different genres and text. </div> <div data-bbox="1276 480 2011 615"> <p>Jan January Evidence of Progress</p>  25% New PD on S.S. implementation has not occurred. </div> <div data-bbox="1276 639 2011 667"> <p>Mar March Evidence of Progress</p> </div> <div data-bbox="1276 691 2011 719"> <p>June June Evidence of Progress</p> </div> |
| <div style="display: flex; justify-content: space-around; align-items: center;"> <div data-bbox="470 781 663 824">  No Progress </div> <div data-bbox="768 781 982 824">  Accomplished </div> <div data-bbox="1083 781 1331 824">  Continue/Modify </div> <div data-bbox="1436 781 1629 824">  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 4: By June 2023, the campus wishes to increase writing/ELAR performance embedded in the Curriculum Unit Assessment with a minimum pass rate of 80% for all students.

Evaluation Data Sources: Writing assessments in grades K-5, CUA in grades 2-5


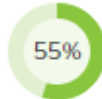
| Strategy 1 Details | Reviews |
|---|--|
| <p>Strategy 1: Teachers in grades PK-5 will provide writing support by utilizing writing products such as the empowering writer's program, Handwriting without Tears and writing materials to illustrate standard genres that focus on developing writing skills for all students.</p> <p>Strategy's Expected Result/Impact: Utilization of monthly common writing sample assessments, student product display, 2-5 ELAR CUA data will increase by 25%</p> <p>Staff Responsible for Monitoring: CIS, APs, Principal, Teachers</p> <p>Title I: 2.4, 2.5, 2.6</p> <p>Problem Statements: Student Learning 12</p> | <p>Nov November Evidence of Progress</p>  <p>Empowering writers is being used across grade levels. Portions of the program and heavier in some grade levels than others.</p> <p>Jan January Evidence of Progress</p>  <p>Empowering writers continues.</p> <p>Mar March Evidence of Progress</p> <p>June June Evidence of Progress</p> |







| Strategy 2 Details | Reviews |
|---|--|
| <p>Strategy 2: Teachers will use the Empowering Writer's program and attend professional development offered by the district.</p> <p>Strategy's Expected Result/Impact: Evidence of application of program in classroom instruction and student products/writing samples. Increase in STAAR reading scores by 15%.</p> <p>Staff Responsible for Monitoring: CIS, APs Principal, Teachers</p> <p>Problem Statements: Student Learning 12 - School Processes & Programs 1</p> | <p>Nov November Evidence of Progress  PD has been offered and new teachers have attended some this year.</p> <p>Jan January Evidence of Progress  Some teachers have attended/</p> <p>Mar March Evidence of Progress</p> <p>June June Evidence of Progress</p> |
| <p>  No Progress  Accomplished  Continue/Modify  Discontinue </p> | |

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

Performance Objective 5: By June 2023, 80% of all students and student groups will meet the standard on district and state science assessments with no more than a 5% performance achievement gap among all students.

Evaluation Data Sources: Science Unit test data and STAAR Performance Data







| Strategy 1 Details | Reviews |
|--|--|
| <p>Strategy 1: PK-5 grade level teams will provide hands-on science instruction that will include lab experiences for students. Teachers will use high yield resources such as graphic organizers, academic vocabulary word walls, anchor charts, and manipulatives to enhance science instruction.</p> <p>Strategy's Expected Result/Impact: Include name of assessment to increase by 20%. (CUA's or STAAR or both?)</p> <p>Staff Responsible for Monitoring: Principals, CIS, Teachers</p> <p>Title I: 2.4, 2.5, 2.6</p> <p>Problem Statements: Student Learning 6, 12</p> | <p>Nov November Evidence of Progress</p> <p> Hands on Science is being used in multiple grade levels. In some more than others.</p> <p>Jan January Evidence of Progress</p> <p> CUA Science scores have been inconsistent.</p> <p>Mar March Evidence of Progress</p> <p>June June Evidence of Progress</p> |







| Strategy 2 Details | Reviews |
|--|---|
| <p>Strategy 2: The campus will host science night to build excitement for students and parents, allowing all parties to interact with campus science goals.</p> <p>Strategy's Expected Result/Impact: Increase on Science STAAR by 20%</p> <p>Staff Responsible for Monitoring: Principal, CIS, Teachers</p> <p>Problem Statements: Student Learning 6, 12 - School Processes & Programs 1</p> | <p>Nov November Evidence of Progress Scheduled for next year.</p> <p> 30%</p> <p>Jan January Evidence of Progress Science night is coming next month.</p> <p> 35%</p> <p>Mar March Evidence of Progress</p> <p>June June Evidence of Progress</p> |
| <p>  No Progress  Accomplished  Continue/Modify  Discontinue </p> | |

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

Performance Objective 6: By June 2023, all student groups will improve on academic performance in core subjects by 10%.

Evaluation Data Sources: Common Assessment Performance Data, MAP, CIRCLE, and STAAR



| Strategy 1 Details | Reviews | | | | | | | | |
|---|--|---|--|---|---|-------------------|--|--------------------|---|
| <p>Strategy 1: ELL teachers will address the specific learning needs of limited English proficient students by providing additional after school tutoring, and use a variety of manipulatives and resources to enhance reading. This may include leveled books and additional technology to enhance math and reading instruction.</p> <p>Strategy's Expected Result/Impact: MAP, CIRCLE, STAAR</p> <p>Staff Responsible for Monitoring: Teachers, CIS, APs, Principal</p> <p>Title I: 2.4, 2.5, 2.6</p> <p>Problem Statements: Student Learning 3, 4, 12</p> | <table border="0"> <tr> <td data-bbox="1283 363 1381 500"> <p>Nov</p>  </td> <td data-bbox="1415 363 1906 428"> <p>November Evidence of Progress</p> <p>Tutoring has started.</p> </td> </tr> <tr> <td data-bbox="1283 516 1381 652"> <p>Jan</p>  </td> <td data-bbox="1415 516 1906 581"> <p>January Evidence of Progress</p> <p>Tutoring continues.</p> </td> </tr> <tr> <td data-bbox="1283 675 1381 708"> <p>Mar</p> </td> <td data-bbox="1415 675 1906 708"> <p>March Evidence of Progress</p> </td> </tr> <tr> <td data-bbox="1283 730 1381 763"> <p>June</p> </td> <td data-bbox="1415 730 1906 763"> <p>June Evidence of Progress</p> </td> </tr> </table> | <p>Nov</p>  | <p>November Evidence of Progress</p> <p>Tutoring has started.</p> | <p>Jan</p>  | <p>January Evidence of Progress</p> <p>Tutoring continues.</p> | <p>Mar</p> | <p>March Evidence of Progress</p> | <p>June</p> | <p>June Evidence of Progress</p> |
| <p>Nov</p>  | <p>November Evidence of Progress</p> <p>Tutoring has started.</p> | | | | | | | | |
| <p>Jan</p>  | <p>January Evidence of Progress</p> <p>Tutoring continues.</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: Teachers will provide special education students with rigorous grade level instruction (according to the individual needs of students) in reading, math, and science with the goal of moving towards an inclusion environment. Special Education staff will utilize district and campus provided interventions while following the co-collaborative teacher model during servicing. Data will be tracked on every student to determine progress at weekly PLC meetings where adjustments will be made as necessary. (System Safeguard)</p> <p>Strategy's Expected Result/Impact: Lesson plans, documentation logs, success in general education classrooms</p> <p>Staff Responsible for Monitoring: SPED teachers, CIS, administration</p> <p>Problem Statements: Student Learning 1, 2, 5, 6, 7, 8, 12 - School Processes & Programs 1</p> | <p>Nov November Evidence of Progress  Progress folders are being used to track progress. Meetings are being held with the campus facilitator.</p> <p>Jan January Evidence of Progress  A progress meeting will be held in January.</p> <p>Mar March Evidence of Progress</p> <p>June June Evidence of Progress</p> |
| <p>  No Progress  Accomplished  Continue/Modify  Discontinue </p> | |

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

Performance Objective 7: By June 2023, 80% of all student groups will meet the standard on district and state Math assessments with no more than a 5% performance achievement gap among all students.

Evaluation Data Sources: Common Assessments, STAAR assessments


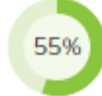


| Strategy 1 Details | Reviews |
|---|--|
| <p>Strategy 1: The staff will provide hands-on math instruction utilizing math manipulatives and additional learning materials with an emphasis on problem-solving. PLC discussions will ensure that teachers understand the depth and complexity of Math TEKS and that lesson plans are aligned to provide the rigor needed.</p> <p>Strategy's Expected Result/Impact: Increase in Math Scores by 20%</p> <p>Staff Responsible for Monitoring: Principals, CIS, APs</p> <p>Title I: 2.4, 2.5, 2.6 - Additional Targeted Support Strategy</p> <p>Problem Statements: Student Learning 8, 12 - School Processes & Programs 1</p> | <p>Nov November Evidence of Progress  Manipulatives are being used in many classes.</p> <p>Jan January Evidence of Progress  Manipulatives are being used in many classes. More classes are starting to utilize.</p> <p>Mar March Evidence of Progress</p> <p>June June Evidence of Progress</p> |









| Strategy 2 Details | Reviews |
|--|---|
| <p>Strategy 2: Teachers will implement a common Math spiral review that aligns with the new state standards in grades 1st through 5th.</p> <p>Strategy's Expected Result/Impact: A 15% increase on district assessments.</p> <p>Staff Responsible for Monitoring: CIS, APs, Teachers</p> <p>Problem Statements: Student Learning 8, 12 - School Processes & Programs 1</p> | <p>Nov November Evidence of Progress Target Math and Reading is being used in most rooms. Some better than evidence.</p> <p>Jan January Evidence of Progress Target Math and Reading has restarted. Folders were remade during PD day in January.</p> <p>Mar March Evidence of Progress</p> <p>June June Evidence of Progress</p> |
| <p style="text-align: center;">  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: During 2022-2023, 100% of staff will utilize the TEKS to collaboratively learn more about the CFA 2.0 documents to design lessons aligned to the standards.

Evaluation Data Sources: Results from local and state assessments, lesson plans, walkthroughs and observations



| Strategy 1 Details | Reviews |
|--|--|
| <p>Strategy 1: Professional learning days will be provided for teachers to analyze data, study student expectations, and design lessons according to the needs of students at-risk in reading, math and science. Extra time will be provided during early-outs and at the end of each nine weeks session to provide grade level team instructional planning and collaboration.</p> <p>Strategy's Expected Result/Impact: Students performance on common assessments, MAP, and STAAR. Impactful use of time as evidenced by sign In sheets, agendas, lesson plans and observations.</p> <p>Staff Responsible for Monitoring: Principal, APs, Curriculum Instruction Specialists, Teachers</p> <p>Problem Statements: Student Learning 1, 2, 3, 4, 5, 6, 7, 8, 9, 12 - School Processes & Programs 1</p> | <p>Nov November Evidence of Progress  4th grade has had a half a day up to this point.</p> <p>Jan January Evidence of Progress  New half days are being planned.</p> <p>Mar March Evidence of Progress</p> <p>June June Evidence of Progress</p> |
| Strategy 2 Details | Reviews |
| <p>Strategy 2: Campus will provide staff & teacher support and professional development training to retain highly effective staff. During PLC, teams will be provided extended time at the end of each semester to study the curriculum and formative assessment results. Teams will collaborate regarding the use of best instructional practices and strategies.</p> <p>Strategy's Expected Result/Impact: Improved instructional delivery and student performance on summative assessments and the STAAR test.</p> <p>Staff Responsible for Monitoring: Principals, CIS, Teachers.</p> <p>Problem Statements: School Processes & Programs 1</p> | <p>Nov November Evidence of Progress  PD is being carried out after school.</p> <p>Jan January Evidence of Progress  PD continues.</p> <p>Mar March Evidence of Progress</p> <p>June June Evidence of Progress</p> |







| Strategy 3 Details | Reviews |
|---|---|
| <p>Strategy 3: The campus will provide professional development on instructional practices in reading and math to include digital learning that supports lesson development and delivery.</p> <p>Strategy's Expected Result/Impact: Evidence of use during teacher evaluation, student increase proficiency by 10% on common assessments, MAP and STAAR test.</p> <p>Staff Responsible for Monitoring: Principals, CIS, Teachers</p> <p>Title I: 2.4, 2.6</p> <p>Problem Statements: Student Learning 1, 2, 3, 4, 7, 8, 9, 12</p> | <p>Nov November Evidence of Progress PD has started </p> <p>Jan January Evidence of Progress PD continues. </p> <p>Mar March Evidence of Progress</p> <p>June June Evidence of Progress</p> |
| Strategy 4 Details | Reviews |
| <p>Strategy 4: A Curriculum Instructional Specialist will be utilized to address instructional development and the lesson learning cycle with PK-5 staff. In addition, they will work on curriculum and instructional delivery practices with individual teachers and grade levels in core subjects.</p> <p>Strategy's Expected Result/Impact: 20% increase in student performance in Math and ELA.</p> <p>Staff Responsible for Monitoring: Principal, APs, CIS, and teachers</p> <p>Title I: 2.4, 2.5, 2.6</p> <p>Problem Statements: Student Learning 1, 2, 3, 4, 5, 6, 7, 8, 9, 12</p> | <p>Nov November Evidence of Progress Work is in progress. </p> <p>Jan January Evidence of Progress CIS is providing feedback and supporting in classrooms. </p> <p>Mar March Evidence of Progress</p> <p>June June Evidence of Progress</p> |
| <p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p> | |

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

Performance Objective 2: During the 2022- 2023 school year, staff will utilize new learning to master instructional coaching effectiveness, raise academic rigor levels and extend knowledge on gifted and talented best practices.

Evaluation Data Sources: Lesson plans, walkthroughs, Instructional Rounds, assessment data and reports.







| Strategy 1 Details | Reviews |
|--|--|
| <p>Strategy 1: The campus will provide professional development on RIGOR to raise expectations and academic performance using research-based instructional techniques.</p> <p>Strategy's Expected Result/Impact: As evidenced by sign-in sheets, PLC participation. Increase in formative and summative assessments</p> <p>Staff Responsible for Monitoring: Principal, APs, CIS</p> <p>Problem Statements: Student Learning 1, 2, 3, 4, 5, 6, 7, 8, 9</p> | <p>Nov November Evidence of Progress  PLC discussion and CUA scores are showing evidence of improvement.</p> <p>Jan January Evidence of Progress  PLC discussion and CUA scores show evidence of improvement. The campus uses a formative feedback form to help teachers track formative progress before CUAs.</p> <p>Mar March Evidence of Progress</p> <p>June June Evidence of Progress</p> |







| Strategy 2 Details | Reviews |
|--|---|
| <p>Strategy 2: The campus will host GT committee meetings in order to ensure collaboration and best practices for GT students.</p> <p>Strategy's Expected Result/Impact: As evidenced by student products, participation of GT students in extra curricular campus and district activities and Science and learning fairs.</p> <p>Staff Responsible for Monitoring: GT Teachers, CIS, APs, Principal</p> <p>Problem Statements: Student Learning 9 - School Processes & Programs 1</p> | <div style="text-align: center;"> <p>Nov November Evidence of Progress</p>  <p>Two meetings have been held.</p> </div> <div style="text-align: center;"> <p>Jan January Evidence of Progress</p>  <p>Two meetings have been held. A parent meeting is scheduled for January.</p> </div> <div style="text-align: center;"> <p>Mar March Evidence of Progress</p> </div> <div style="text-align: center;"> <p>June June Evidence of Progress</p> </div> |
| <div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  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: During the school year 2022-2023, 100% of staff will participate in high quality professional development that ensures collaboration, innovation, and accountability for all students.

Evaluation Data Sources: Staff retention and beginning, MOY, and EOY survey results.





| Strategy 1 Details | Reviews | | | | | | | | |
|---|---|---|--|---|--|-------------------|--|--------------------|---|
| <p>Strategy 1: Teachers, assistant principal, and principal will attend the 22-23 TRS conference, reading and writing conferences provided by local service centers such as Region 12 and Math/Science conferences such as CAMT/CAST, in order to develop deeper understandings to increase student achievement. Teachers will work to develop and facilitate collaborative grade level learning practices and strategies across vertical and horizontal instructional learning teams.</p> <p>Strategy's Expected Result/Impact: Student success meeting common and states assessments, STAAR</p> <p>Staff Responsible for Monitoring: APs, Principal, CIS and teachers</p> <p>Problem Statements: Student Learning 1, 2, 3, 4, 5, 6, 7, 8, 9</p> | <table border="0"> <tr> <td data-bbox="1276 435 1381 570"> <p>Nov</p>  </td> <td data-bbox="1413 435 1997 532"> <p>November Evidence of Progress</p> <p>Conference months and dates have been discussed. Staff shortages.</p> </td> </tr> <tr> <td data-bbox="1276 589 1381 724"> <p>Jan</p>  </td> <td data-bbox="1413 589 1997 686"> <p>January Evidence of Progress</p> <p>Conference months and dates have been discussed. Teachers have been offered opportunities.</p> </td> </tr> <tr> <td data-bbox="1276 743 1381 776"> <p>Mar</p> </td> <td data-bbox="1413 743 1997 776"> <p>March Evidence of Progress</p> </td> </tr> <tr> <td data-bbox="1276 800 1381 833"> <p>June</p> </td> <td data-bbox="1413 800 1997 833"> <p>June Evidence of Progress</p> </td> </tr> </table> | <p>Nov</p>  | <p>November Evidence of Progress</p> <p>Conference months and dates have been discussed. Staff shortages.</p> | <p>Jan</p>  | <p>January Evidence of Progress</p> <p>Conference months and dates have been discussed. Teachers have been offered opportunities.</p> | <p>Mar</p> | <p>March Evidence of Progress</p> | <p>June</p> | <p>June Evidence of Progress</p> |
| <p>Nov</p>  | <p>November Evidence of Progress</p> <p>Conference months and dates have been discussed. Staff shortages.</p> | | | | | | | | |
| <p>Jan</p>  | <p>January Evidence of Progress</p> <p>Conference months and dates have been discussed. Teachers have been offered opportunities.</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: Staff will participate in an annual book study through PLCs and staff development opportunities on campus. The book study will be used to develop classroom instruction and ensure collaboration.</p> <p>Strategy's Expected Result/Impact: Evidence that Teachers will implement strategies from book into the classroom to ensure student success.</p> <p>Staff Responsible for Monitoring: CIS, APs</p> <p>Problem Statements: Student Learning 1, 2, 3, 4, 5, 6, 7, 8, 9</p> | <div style="display: flex; flex-direction: column; align-items: flex-start;"> <div style="margin-bottom: 20px;"> <p>Nov November Evidence of Progress</p> <div style="display: flex; align-items: center;">  <p>A book study has been planned for new teachers. The book has been chosen.</p> </div> </div> <div style="margin-bottom: 20px;"> <p>Jan January Evidence of Progress</p> <div style="display: flex; align-items: center;">  <p>A book study has been planned. New teachers meet once a month to discuss chapters.</p> </div> </div> <div style="margin-bottom: 20px;"> <p>Mar March Evidence of Progress</p> </div> <div> <p>June June Evidence of Progress</p> </div> </div> |
| <div style="display: flex; justify-content: space-around; align-items: center;"> <div style="display: flex; align-items: center;">  No Progress </div> <div style="display: flex; align-items: center;">  Accomplished </div> <div style="display: flex; align-items: center;">  Continue/Modify </div> <div style="display: flex; align-items: center;">  Discontinue </div> </div> | |

Goal 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, opportunities provided for parents to volunteer, assist staff and participate at school so that parent/community participation increases by 10%.

Evaluation Data Sources: Sign in sheets, parent surveys




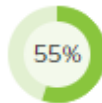
| Strategy 1 Details | Reviews |
|--|---|
| <p>Strategy 1: Parent liaison and staff will organize, support and design activities in order to increase parent and community involvement. Parent liaison will also lead our early learner program in order to help transition students into a school setting.</p> <p>Strategy's Expected Result/Impact: As evidenced by sign-in logs and parent surveys.</p> <p>Staff Responsible for Monitoring: Principal, Parent Liaison</p> <p>Title I: 4.1, 4.2</p> <p>Problem Statements: Perceptions 1</p> | <p>Nov November Evidence of Progress  Reading/ Writing night has taken place. Open house as well.</p> <p>Jan January Evidence of Progress  Events have been planned, and parents are encouraged to volunteer.</p> <p>Mar March Evidence of Progress</p> <p>June June Evidence of Progress</p> |
| Strategy 2 Details | Reviews |
| <p>Strategy 2: The parent liaison will develop parenting events such as early literacy, and make home visits to support student learning, as needed.</p> <p>Strategy's Expected Result/Impact: As evidenced by Parent sign-in and participation logs.</p> <p>Staff Responsible for Monitoring: Principal, Parent Liaison</p> <p>Title I: 4.1, 4.2</p> <p>Problem Statements: Student Learning 12 - Perceptions 1</p> | <p>Nov November Evidence of Progress  Early literacy class has been planned.</p> <p>Jan January Evidence of Progress  The parent liaison has been very involved with the community and campus families.</p> <p>Mar March Evidence of Progress</p> <p>June June Evidence of Progress</p> |









| Strategy 3 Details | Reviews |
|--|--|
| <p>Strategy 3: The campus will host after school events where community members will be invited to Family Reading Night, Math Night and Science Night to promote student learning.</p> <p>Strategy's Expected Result/Impact: As evidenced by parents and student attendance sheets, percentage of reading levels increased.</p> <p>Staff Responsible for Monitoring: Principals, Parent Liaison, Teachers, CIS</p> <p>Title I: 4.1, 4.2</p> <p>Problem Statements: Student Learning 6, 7, 8, 12 - Perceptions 1</p> | <p>Nov November Evidence of Progress One night has occurred so far.</p> <p> 50%</p> <p>Jan January Evidence of Progress Community involvement events have been planned, and multiple events have taken place.</p> <p> 65%</p> <p>Mar March Evidence of Progress</p> <p>June June Evidence of Progress</p> |
| Strategy 4 Details | Reviews |
| <p>Strategy 4: The ELL teacher will conduct ELL parent meetings to discuss and assist parents in helping their child/children with academic language acquisition and development.</p> <p>Strategy's Expected Result/Impact: Increased TELPAS, SPED, Section 504, & STAAR results.</p> <p>Staff Responsible for Monitoring: CIS, ESL teacher, APs, Principal</p> <p>Problem Statements: Student Learning 12 - Perceptions 1</p> | <p>Nov November Evidence of Progress It is planned for December.</p> <p> 20%</p> <p>Jan January Evidence of Progress A parent information night has taken place and the teacher continues to communicate with the families regularly.</p> <p> 45%</p> <p>Mar March Evidence of Progress</p> <p>June June Evidence of Progress</p> |
| <p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p> | |

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

Performance Objective 1: By June 2023, discipline referrals will decrease by 10% by providing a supportive and safe school environment.

Evaluation Data Sources: Fewer discipline referrals







| Strategy 1 Details | Reviews |
|--|--|
| <p>Strategy 1: The campus will utilize the district referral management system to address, report, monitor and manage the safety of our students. The staff will be provided professional development and strategies to monitor and reduce negative student behaviors.</p> <p>Strategy's Expected Result/Impact: As evidenced by monthly discipline records that reflect a decrease in incidences.</p> <p>Staff Responsible for Monitoring: Teachers, Administration</p> <p>Problem Statements: Demographics 2</p> | <p>Nov November Evidence of Progress</p> <p> In use.</p> <p>Jan January Evidence of Progress</p> <p> PD and teacher support is continuously offered to address behavior concerns in the classroom.</p> <p>Mar March Evidence of Progress</p> <p>June June Evidence of Progress</p> |
| Strategy 2 Details | Reviews |
| <p>Strategy 2: Campus wide measures and attendance incentives will be implemented to reduce student absences and tardies during the school year.</p> <p>Strategy's Expected Result/Impact: As evidenced by, student attendance rates greater than 97% for each 9 weeks, and BOY, MOY, and EOY.</p> <p>Staff Responsible for Monitoring: Teachers, Staff, Admin</p> <p>Problem Statements: Demographics 1</p> | <p>Nov November Evidence of Progress</p> <p> A list was used to identify individual reach out and messages to parents.</p> <p>Jan January Evidence of Progress</p> <p> A report is pulled and a list is created identifying individuals. We then reach out and message parents.</p> <p>Mar March Evidence of Progress</p> <p>June June Evidence of Progress</p> |

| Strategy 3 Details | Reviews |
|---|---|
| <p>Strategy 3: The campus will utilize Bully Reporter to address, report, monitor and manage the safety of our students. The campus will provide staff with professional development and strategies to monitor and reduce student bullying behaviors.</p> <p>Strategy's Expected Result/Impact: As evidenced by a decrease in Bully incidences, discipline records.</p> <p>Staff Responsible for Monitoring: Teachers, Staff, Admin</p> <p>Problem Statements: Demographics 2</p> | <p>Nov November Evidence of Progress  So far, so good. Only 1 report has been observed and PD is taking place.</p> <p>Jan January Evidence of Progress  The campus continues to monitor and track potential issues. PD takes place, and restorative practices are being utilized.</p> <p>Mar March Evidence of Progress</p> <p>June June Evidence of Progress</p> |
| Strategy 4 Details | Reviews |
| <p>Strategy 4: The campus will implement and monitor restorative practices into every classroom in order to support student social/emotional well-being.</p> <p>Strategy's Expected Result/Impact: As evidenced by a decrease in referrals, counseling behavior protocols.</p> <p>Staff Responsible for Monitoring: Teachers, Counseling Staff, Admin,</p> <p>Problem Statements: Demographics 2</p> | <p>Nov November Evidence of Progress  Restorative practices are in place.</p> <p>Jan January Evidence of Progress  Restorative practices are in place.</p> <p>Mar March Evidence of Progress</p> <p>June June Evidence of Progress</p> |
| <p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p> | |

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

Performance Objective 2: In accordance with law, a coordinated health program with physical education and physical activity components will be offered for all grade levels 100% of the time.







Evaluation Data Sources: Aligned physical and wellness activities

| Strategy 1 Details | Reviews |
|--|---|
| <p>Strategy 1: The campus will follow the established goals for physical activity and wellness. Student health activities will be geared to meet goals such as push-up, sit-up and other exercise requirements established by law. P.E staff will also offer clubs for students such as the running club before school to help students reach physical and health goals.</p> <p>Strategy's Expected Result/Impact: Aligned activities, increased opportunities for wellness</p> <p>Staff Responsible for Monitoring: Teachers, Staff, Admin</p> | <p>Nov November Evidence of Progress  Taking place.</p> <p>Jan January Evidence of Progress  Continues to take place.</p> <p>Mar March Evidence of Progress</p> <p>June 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 2023, staff and student use of technology applications and resources in the learning environment will increase by 10%.



Evaluation Data Sources: Increase in positive feedback on campus technology Bright Bytes survey. Increase in district and state assessments.







| Strategy 1 Details | Reviews |
|--|--|
| <p>Strategy 1: The campus will implement new technology in the classroom or as part of rotations for at-risk students to support the implementation of the curriculum. ELL students will apply new language mastering and support programs by utilizing the new technology. Additional technology will help improve student performance in all content areas.</p> <p>Strategy's Expected Result/Impact: Technology resources, and acquisitions that impact and improve student learning and common assessment performance by 10% on district, campus, and state grade level measurements.</p> <p>Staff Responsible for Monitoring: Principals, Technologist, CIS</p> <p>Title I: 2.4, 2.5, 2.6</p> | <p>Nov November Evidence of Progress</p> <p> Students using technology thoroughly. More online testing and usage in place.</p> <p>Jan January Evidence of Progress</p> <p> Students use technology thoroughly. Increasing online testing and usage in place.</p> <p>Mar March Evidence of Progress</p> <p>June 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, 100% of students will participate in either virtual or real-world field based learning experiences to make connections to concepts in reading, math and science.

Evaluation Data Sources: Increase student achievement on state standard common assessments and STAAR.





| Strategy 1 Details | Reviews |
|---|--|
| <p>Strategy 1: ELL students will attend field trips, to include virtual trips when appropriate, to enhance and support their learning experiences, academic performance and make connections to real world experiences.</p> <p>Strategy's Expected Result/Impact: Participant reflection journal entries, and connect experience to learning standards. Positive student and parent surveys.</p> <p>Staff Responsible for Monitoring: Principals, CIS, Classroom teachers</p> <p>Title I: 2.4, 2.5, 2.6</p> <p>Problem Statements: Student Learning 3, 4</p> | <p>Nov November Evidence of Progress No field trip planned yet.</p> <p> 0%</p> <p>Jan January Evidence of Progress Grade-level field trips with ELL students have taken place.</p> <p> 10%</p> <p>Mar March Evidence of Progress</p> <p>June June Evidence of Progress</p> |

| Strategy 2 Details | Reviews |
|---|--|
| <p>Strategy 2: GT students will attend field trips, to include virtual trips when appropriate, to enhance and support their learning experiences, academic performance and make connections to real world experiences.</p> <p>Strategy's Expected Result/Impact: Participant reflection journal entries, and connect experience to learning standards. Positive student and parent surveys.</p> <p>Staff Responsible for Monitoring: Principals, CIS, Classroom teachers</p> <p>Title I: 2.4, 2.5, 2.6</p> <p>Problem Statements: Student Learning 9</p> | <p>Nov November Evidence of Progress</p> <p> No field trip planned yet.</p> <p>Jan January Evidence of Progress</p> <p> Grade-level field trips with GT students have taken place.</p> <p>Mar March Evidence of Progress</p> <p>June 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 3: By June 2023, Ira Cross 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 13</p> | <p>Nov November Evidence of Progress Tutoring started and is in full swing from 1st to 5th.</p> <p>Jan January Evidence of Progress Tutoring is provided each week for students in 1st-5th.</p> <p>Mar March Evidence of Progress</p> <p>June June Evidence of Progress</p> |
| <p>  No Progress  Accomplished  Continue/Modify  Discontinue </p> | |