

Killeen Independent School District

Killeen High School

2016-2017 Goals/Performance Objectives/Strategies



Mission Statement

For more than a century Killeen High School has committed itself to academic excellence. We pledge ourselves to the continuation of the tradition of excellence in which all students, with the support of family, school, and community, prepare for successful and productive lives.

The International Baccalaureate aims to develop inquiring, knowledgeable and caring young people who help to create a better and more peaceful world through intercultural understanding and respect.

To this end the organization works with schools, governments and international organizations to develop challenging programmes of international education and rigorous assessment.

These programmes encourage students across the world to become active, compassionate and lifelong learners who understand that other people, with their differences, can also be right.

AVID's mission is to close the achievement gap by preparing all students for college readiness and success in a global society.

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Goals















Goal 1: Killeen ISD will maintain rigorous standards of achievement to prepare 21st century learners for graduation and post-secondary success.

Performance Objective 1: Increase the number of students challenging and succeeding in Advanced Placement, Dual Credit, and IB courses by 10%.

Evaluation Data Source(s) 1: Enrollment numbers, course grades, and assessment score reports

Summative Evaluation 1:

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
1) Students will be encouraged to attend Saturday tutorials provided by AP teachers throughout the school year.		KHS Curriculum Director; KHS AP Coordinator; KHS AP Teachers	Sign-in sheets will be used to track tutorial participation, and AP exam scores from May 2015 will be summative evaluation demonstrating progress.				
	Funding Sources: 128 - High School Allotment - \$2,000.00						
2) Students will be encouraged to attend an AP "Cram & Jam" evening tutorial in the Spring semester prior to exam administration.		KHS Curriculum Director; KHS AP Coordinator; KHS AP Teachers.	Sign-in sheets will be used to track tutorial participation, and AP exam scores from May 2015 will be summative evaluation demonstrating progress.				
	Funding Sources: 128 - High School Allotment - \$6,300.00						
3) Pre-AP teachers and AP teachers will participate in training and vertical alignment planning in order to plan instruction which prepares students to be successful in AP coursework.		KHS Curriculum Director; KHS AP Coordinator; KHS Pre-AP Teachers; KHS AP Teachers	Increased enrollment in AP courses; Increase in the percentage of AP students scoring a 3 or higher on their AP exams.				
	Funding Sources: 128 - High School Allotment - \$6,500.00, 177 - Gifted/Talented - \$4,948.00						
4) Encourage students to enroll in Advanced courses. AP/Dual Credit/IB teachers will present course opportunities during a lunch fair. Counselors will also use AP Potential results from PSAT to encourage student enrollment.		KHS AP Coordinator; KHS Counselors; KHS AP Teachers; IB Coordinator	Increased enrollment in Advanced courses.				
	Funding Sources: 128 - High School Allotment - \$250.00						

5) Students and parents will receive information on all of the college credit earning options available to students including AP, IB, TBI, and DC prior to pre-registration. We will provide flyers with descriptions of all courses offered. We will also host a sophomore orientation event in January to present information about college-credit earning opportunities.		KHS Curriculum Director, KHS AP Coordinator, IB Coordinator; KHS Counselors; AP/IB/DC Teachers; GEAR UP Facilitator	Increased enrollment of students in college credit earning courses				
6) AP, IB, and DC teachers will recruit students from current Pre-AP enrollment. Teachers will communicate with counselors regarding recruitment efforts.		KHS Administration	Increased enrollment of students in AP, IB, and DC				
7) Student success on AP and IB exams will be celebrated during Honor Roll Ceremony.		KHS Administration	Celebration agenda; increased scores on exams				
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue							

Goal 1: Killeen ISD will maintain rigorous standards of achievement to prepare 21st century learners for graduation and post-secondary success.

Performance Objective 2: Increase college awareness and the number of students accepted to a four-year university after graduation by 10%.

Evaluation Data Source(s) 2: Percentage of 2017 graduates requesting a final transcript for attendance at a four-year university

Summative Evaluation 2:

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
1) Students will be encouraged to attend the Fall College Fair at the Bell County Expo Center. School will provide bus transportation and supervision of students attending the fair.		KHS Counselors; KHS Registrar; KHS Administrators	Number of students registered for and attending the College Fair				
2) 80% of the senior class will submit an application to at least one four-year university during the first semester of the school year.		KHS Counselors; KHS Registrar; KHS Administrators	Number of applications submitted to four-year universities				
3) 100% of the AVID senior class will submit applications to a minimum of three four-year universities during the first semester of the school year.		KHS AVID Coordinator; KHS Counselors; KHS Registrar	Number of applications submitted to four-year universities				
4) The AVID Teachers will host College Week during lunchtime for all students. Representatives from four-year universities will be present to meet with students regarding admissions to their school.		KHS Curriculum Director; KHS AVID Coordinator; KHS Counselors	Number of four-year universities in attendance during College Week.				
Funding Sources: 128 - High School Allotment - \$500.00							
5) Students will be made aware of college admission deadlines through daily announcements, the guidance center website, interaction with the counseling staff, and via Remind text messages.		KHS Counselors; KHS Student Activities	Increased student awareness of college admission deadlines will be observed by staff at KHS.				
6) Sophomore and Junior students will have the opportunity to visit colleges in Texas to learn about the benefits and admission requirements of college.		GEAR UP Facilitator; KHS Staff	Student participation rosters for each college trip.				
7) We will host a Senior Saturday in September to educate seniors about the college and scholarship application process.		KHS Administration; KHS Counselors	Senior Saturday attendance; increased college and scholarship applications				
= Accomplished = Considerable = Some Progress = No Progress = Discontinue							

Goal 1: Killeen ISD will maintain rigorous standards of achievement to prepare 21st century learners for graduation and post-secondary success.

Performance Objective 3: Increase the number of students taking the SAT or ACT by 15% in 2016-2017 school year

Evaluation Data Source(s) 3: SAT, ACT, and PSAT registration numbers and the PSAT/ SAT/ACT score reports

Summative Evaluation 3:

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
1) 50% of the Junior class will register for an SAT or ACT exam prior to the conclusion of the school year.		KHS Counselors; KHS Registrar; GEAR UP Facilitator	Number of KHS 11th grade students registered to take ACT and SAT exams throughout the school year				
2) 100% of the AVID Junior class will register for an SAT or ACT exam prior to the conclusion of the school year.		KHS AVID Coordinator; KHS Counselors; KHS Registrar	Number of KHS 11th grade AVID students registered to take ACT and SAT exams throughout the school year				
3) Students will participate in SAT and/or ACT sessions either in person or through Schoology in preparation for the SAT and/or ACT exams.		KHS Curriculum Director; KHS Campus Instructional Specialist	Number of students enrolled in ACT and/or SAT prep; Increase in overall SAT and ACT scores.				
4) All 10th and 11th grade students will take the PSAT. All 9th grade students will take the Readistep.		KHS Curriculum Director; KHS Registrar; GEAR UP Facilitator	Increase in overall PSAT scores from 2014 to 2015; Increase in the number of National Merit Scholar finalists.				
= Accomplished = Considerable = Some Progress = No Progress = Discontinue							

Goal 1: Killeen ISD will maintain rigorous standards of achievement to prepare 21st century learners for graduation and post-secondary success.

Performance Objective 4: Increase the awareness of scholarship opportunities and increase the number of students receiving academic scholarships to college.

Evaluation Data Source(s) 4: Number of students receiving scholarships will be at least 50% of the 2017 graduating class.

Summative Evaluation 4:

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
1) Institutions and agencies offering scholarships will be encouraged to meet with students during lunch time to provide scholarship applications and college information to students.		KHS Counselors; KHS Registrar	Number of students receiving scholarships awarded will increase.				
2) 100% of the AVID senior class will apply for at least five academic scholarships per student.		KHS AVID Coordinator; KHS Counselors; KHS Registrar	Number of AVID seniors receiving academic scholarships upon graduation will increase.				
3) The counselors will maintain a central location to store scholarship applications that is open to all students before school, during lunch, and after school on every school day.		KHS Counselors	Scholarship applications will be accessible to students before school, during lunch, and after school.				
4) Students will be made aware of college scholarship opportunities and deadlines through daily announcements, the guidance center website, interaction with the counseling staff, and via Remind text messages.		KHS Counselors; KHS Student Activities	Information about current scholarship opportunities will be accessible online every day.; Increase in the number of students applying for and winning scholarships				
= Accomplished = Considerable = Some Progress = No Progress = Discontinue							

Goal 1: Killeen ISD will maintain rigorous standards of achievement to prepare 21st century learners for graduation and post-secondary success.

Performance Objective 5: Increase the success of students served by special programs (including Special Education and English as a Second Language), At-risk students, and students who are economically disadvantaged.

Evaluation Data Source(s) 5: Increase in number of students meeting satisfactory performance on their End-of-Course exams on the first attempt; Increase in the number of students earning credit for their coursework on their first attempt at challenging a course.

Summative Evaluation 5:

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
State System Safeguard Strategy 1) Supplemental tutoring offered daily in the campus Homework Room for at-risk and economically disadvantaged students seeking assistance. The Homework Room will be stocked with school supplies, project supplies, and computers for student use throughout the school year. Teachers will be paid to come in early and stay late each day to tutor at-risk and ESL students in the Homework Room.		KHS Curriculum Director; KHS Teachers	Sign-in Sheets will track the students attending tutoring in the Homework Room daily; Students attending tutoring will demonstrate progress through their grades on progress reports and report cards throughout the school year.				
	Funding Sources: 166 - State Comp Ed - \$21,884.72						
State System Safeguard Strategy 2) Supplemental tutoring offered daily in the ESL lab specifically for English Language Learners. Academic core teachers will be paid to stay late to tutor ESL students in the ESL lab.		KHS Curriculum Director; KHS ESL Teachers; KHS Academic Core Teachers	Sign-in Sheets will track the students attending tutoring in the ESL Lab daily; Students attending tutoring will demonstrate progress through their grades on progress reports and report cards throughout the school year. Students will meet Satisfactory Performance on their End-of-Course Exams.				
	Funding Sources: 263 - ESEA, Title III Part A - \$6,988.00, 165/ES0 - ELL - \$3,282.91						
State System Safeguard Strategy 3) All KHS teachers and paraprofessionals of at-risk students will receive training in the AVID Strategies (WICOR) and the AVID Tutorial process. Teachers of at-risk students will attend AVID trainings such as Write Path throughout the school year in order to improve achievement in all sub populations (African Americans, SPED, Economically Disadvantaged, and ELL).		KHS Curriculum Director; KHS Campus Instructional Specialist; KHS AVID Coordinator; KHS AVID Teachers	AVID strategies and tutorial process will be observed during instructional time in classrooms throughout the school year.				
	Funding Sources: 166 - State Comp Ed - \$5,037.79						

State System Safeguard Strategy 4) ESL teachers will attend training on current best practices and instructional strategies to support the academic achievement of our English Language Learners. Instructional supplies will be provided to support the implementation of best practices in the classroom.	KHS Administration; ESL Teachers	Observation of best practices and instructional strategies used in classrooms				
	Funding Sources: 165/ES0 - ELL - \$9,071.73					
State System Safeguard Strategy 5) English Language Learners, who demonstrate challenges in reading, will have access to a variety of print materials for reading to support academic achievement and voluntary reading.	ESL Teachers	The availability and use of print materials (novels, magazines, etc.) in the ESL classrooms				
	Funding Sources: 165/ES0 - ELL - \$3,041.36					
6) English Language Learners will participate in field trips to college campuses to "use comprehension skills to listen attentively to others in formal and informal settings." They will practice their Listening and Speaking skills as described in the ESOL TEKS: "(A) listen responsively to a speaker by taking notes that summarize, synthesize, or highlight the speaker's ideas for critical reflection and by asking questions related to the content for clarification and elaboration."	KHS Administration; ESL Teachers	English Language Learner participation in college field trips.				
	Funding Sources: 165/ES0 - ELL - \$1,500.00					
State System Safeguard Strategy 7) In addition to other provided tutoring, ESL teachers will provide focused remediation for senior ELL students who have not passed their STAAR EOC exams.	ESL Teachers; KHS Administrator	Sign-in sheets; student success on STAAR EOC exams				
	Funding Sources: 165/ES0 - ELL - \$1,500.00					
= Accomplished = Considerable = Some Progress = No Progress = Discontinue						

Goal 1: Killeen ISD will maintain rigorous standards of achievement to prepare 21st century learners for graduation and post-secondary success.

Performance Objective 6: Create an engaging classroom experience for all learners, using best practices from research, to improve student achievement.

Evaluation Data Source(s) 6: Increase in both Satisfactory and Advanced Academic performance on the 2017 EOC scores.

Summative Evaluation 6:

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
1) We will develop teacher instructional strategies through PLC activities. PLC discussions are guided by the KISD Problem of Practice/Theory of Action, our Campus Momentum Plan, and the implementation of T-TESS.		KHS Administrators	Peer discussion and collaboration in PLC meetings and walkthroughs observations.				
	Funding Sources: 128 - High School Allotment - \$500.00						
2) Each tested area will create common assessments that contain EOC formatted questions.		KHS Teacher Leaders; KHS Teachers	Peer discussion and review of assessments and data led by Lead Teachers; Use of STAARmaker and Eduphoria				
3) Teachers and administrators will attend trainings such as DuFour, Kilgo, and Write Path for professional development in order to learn strategies that will improve instruction for students including all sub populations (African Americans, SPED, Economically Disadvantaged, and ELL). .		KHS Administrators; KHS Campus Instructional Specialist	Teachers and administrators will share information from training and collaborate with PLC groups to incorporate learned best practices.				
	Funding Sources: 128 - High School Allotment - \$6,100.00						
4) Teachers will utilize iPads to increase achievement in the classroom. iPads will be used to share engaging content with students. Teachers will use a variety of apps to increase active learning in the classroom.		KHS Administration; KHS Campus Instructional Specialist; KHS Campus Technologists	Increased use of iPads in the classroom; increased student engagement and achievement				
	Funding Sources: 128 - High School Allotment - \$7,000.00						
5) G/T students will attend field trips to places, such as colleges, museums, and historical sites, which will enhance their learning experience from the classroom. They will also have access to a variety of resources to enrich their academic environment.		KHS Curriculum Director, KHS Campus Instructional Specialist, KHS G/T Teachers	Student attendance sheets for field-based learning experiences. Evidence of learning through field-based instruction during observations.				
	Funding Sources: 177 - Gifted/Talented - \$6,616.00						
6) Teachers will provide training related to best practice strategies after school or on the weekends.		KHS Administration; AVID Coordinator; IB Coordinator	Increased use of best practice strategies in the classroom; attendance at training sessions				

7) Dr. Rich Allen will work with teachers to implement strategies from the Green Light Classroom book.	KHS Administration	Increased use of strategies; increased student engagement				
Funding Sources: 128 - High School Allotment - \$8,000.00						
= Accomplished = Considerable = Some Progress = No Progress = Discontinue						

Goal 1: Killeen ISD will maintain rigorous standards of achievement to prepare 21st century learners for graduation and post-secondary success.

Performance Objective 7: By the end of the 2017 school year, the number of EOC retesters will decrease by 50%.

Evaluation Data Source(s) 7: Decrease in the number of students needing to test in the summer.

Summative Evaluation 7:

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
State System Safeguard Strategy 1) Each department will offer remediation throughout the year during the evenings and weekend. Remediation will target students who have failed a previous EOC. Remediation will focus on improving achievement in all sub populations (African Americans, SPED, Economically Disadvantaged, and ELL).		KHS Administration; KHS Teacher Leaders	Sign-ins at remediation events; scores on formative, common assessments; scores on EOC retests in December; scores on EOC exams in the spring				
	Funding Sources: 166 - State Comp Ed - \$8,000.00, 128 - High School Allotment - \$1,500.00						
State System Safeguard Strategy 2) Teachers will learn appropriate intervention techniques through professional development offerings. These techniques will help to target our ELL, SPED, Economically Disadvantaged, and African American populations.		KHS Administration	Use of strategies and/or data learned at training.				
	Funding Sources: 166 - State Comp Ed - \$3,000.00						
State System Safeguard Strategy 3) Teachers will participate in two full day planning sessions to evaluate student data, plan instruction, and design common assessments in order to improvement achievement in all sub populations (African Americans, SPED, Economically Disadvantaged, and ELL). Substitutes will be provided for teachers.		KHS Administration	Improvement in lesson planning; increased student engagement				
	Funding Sources: 166 - State Comp Ed - \$6,260.00						
= Accomplished = Considerable = Some Progress = No Progress = Discontinue							

Goal 1: Killeen ISD will maintain rigorous standards of achievement to prepare 21st century learners for graduation and post-secondary success.

Performance Objective 8: By the end of the 2016-2017 school year, the number of students meeting satisfactory performance on the STAAR End of Course exam in US History will increase by 2%.

Evaluation Data Source(s) 8: Results of the 2017 US History End of Course Exam

Summative Evaluation 8:

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
1) Teachers will administer common formative assignments in each unit. Scores and data will be used to provide intervention so that students will be successful on their EOC based summative assignments		KHS Social Studies teachers; KHS Social Studies Lead Teacher	Student success on summative assignments				
2) Social Studies teachers will be available in the "Homework Room" to provide tutoring before and after school for students.		KHS Curriculum Director; KHS Social Studies teachers	Sign in sheets to track students who are attending.				
3) Teachers will implement technology such as Schoology, Socrative, and Edmodo to enhance student learning and engagement.		KHS Social Studies teachers; KHS Social Studies Lead Teacher	Enriched classroom learning and increased student engagement. Visible use of technology.				
4) Teachers will offer tutoring a minimum of two times a week and focus on intervention for students that need additional time.		KHS Social Studies Lead Teacher; KHS Administration	Sign-in sheets for tutoring. Classroom assessments.				
State System Safeguard Strategy 5) Teachers of inclusion classes will participate in an inclusion PLC where they will learn instructional strategies. These strategies will focus on improving learning in the inclusion class to increase achievement of our SPED students.		KHS Administration; KHS Special Education Director	Special education students are more successful in class and on the EOC				
= Accomplished = Considerable = Some Progress = No Progress = Discontinue							

Goal 1: Killeen ISD will maintain rigorous standards of achievement to prepare 21st century learners for graduation and post-secondary success.

Performance Objective 9: By the end of the 2016-2017 school year, the number of students meeting satisfactory performance on the Algebra I STAAR End Of Course exam will increase by 15%.

Evaluation Data Source(s) 9: Results of the 2017 Algebra I End of Course Exam

Summative Evaluation 9:

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
State System Safeguard Strategy 1) Increase teacher knowledge and use of technology to engage student learning and success. Teachers will attend various workshops and professional development opportunities to address particular areas of weakness in our African American, Economically Disadvantage, SPED, and ELL populations.		Curriculum Director	Increased student exposure to technology to generate interest and success for all math students.				
	Funding Sources: 128 - High School Allotment - \$2,500.00						
2) Contract Math Consultant, Dr. Mel Griffin, to advance effective instructional practices within the mathematics department by providing differentiated support to teachers.		Curriculum Director; Math Lead Teacher	Increased student achievement				
	Funding Sources: 128 - High School Allotment - \$7,000.00						
State System Safeguard Strategy 3) Special Education students will be served through a Resource Algebra I class in order to provide more focused, differentiated instruction.		KHS Board Builder, SPED Coordinator	Improved performance of SPED students on the Algebra I EOC				
State System Safeguard Strategy 4) We will track and monitor the performance of At-risk students to better help them succeed on the STAAR EOC exams. Ninth graders who have not met 8th grade STAAR standards will be tracked through Strategic Math classes. 10th and 11th graders who have not passed the Algebra I EOC will be placed in an Algebraic Reasoning class. This will help increase achievement in all sub populations (African Americans, SPED, Economically Disadvantaged, and ELL).		Math Lead Teacher, All Math Teachers, School Administrators	Increased passing rate in all math classes and on the STAAR EOC exam				
5) Senior students who have not passed the Algebra I EOC are placed in a college prep math class in order to receive remediation assistance.		Math Teacher Leader; KHS Administrator	Improved performance on the Algebra I EOC				
= Accomplished = Considerable = Some Progress = No Progress = Discontinue							

Goal 1: Killeen ISD will maintain rigorous standards of achievement to prepare 21st century learners for graduation and post-secondary success.

Performance Objective 10: By the end of the 2016-2017 school year, the number of students meeting satisfactory performance on the Biology STAAR End Of Course exam will increase by 10%.

Evaluation Data Source(s) 10: Results of the 2017 Biology End of Course Exam

Summative Evaluation 10:

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
1) Teachers will attend National professional development for the advancement of science in schools such as CAST and NMSI.		Killeen High School Curriculum Director, Department Head, and Lead Teacher	Teachers will obtain new strategies to immediately implement in the classroom. The strategies will be shared through PLC's and other campus based professional development				
Funding Sources: 128 - High School Allotment - \$5,000.00							
2) Teachers will participate in Curriculum Nights		Campus Instructional Specialist, Department Head and Department Lead Teacher	Teachers lesson plans will incorporate ideas and strategies shared in the Curriculum Night Sessions				
3) Students will participate in field based instruction to enhance and/or reinforce taught state objectives related to Biology content.		Classroom Teachers, Curriculum Director, Campus Instructional Specialist, Department Head, Lead Teacher	Students will journal experiences, produce projects based on the learned experience, and verbalize learning goals				
Funding Sources: 128 - High School Allotment - \$1,000.00							
= Accomplished = Considerable = Some Progress = No Progress = Discontinue							















Goal 1: Killeen ISD will maintain rigorous standards of achievement to prepare 21st century learners for graduation and post-secondary success.

Performance Objective 11: By the end of the 2016-2017 school year, the number of students meeting satisfactory performance on the STAAR End-of-Course Exam in English I and English II will increase by 8%.

Evaluation Data Source(s) 11: Results of the English I and English II STAAR End-of-Course Exams

Summative Evaluation 11:

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
State System Safeguard Strategy 1) Teachers will attend professional development to improve instructional practices in Reading and Writing for all students and all sub populations (African Americans, SPED, Economically Disadvantaged, and ELL).		KHS Administrators, KHS English Teachers, KHS Campus Instructional Specialist.	Strategies observed in classroom instruction.				
	Funding Sources: 166 - State Comp Ed - \$3,500.00						
State System Safeguard Strategy 2) Special Education students will be served through a Resource English class in order to provide more focused, differentiated instruction to improve achievement for our SPED population.		KHS Board Builder, KHS SPED Coordinator	Improved performance of SPED students on the English I and English II EOCs				
State System Safeguard Strategy 3) Special Education students will utilize Successmaker software to improve their achievement in Reading.		KHS Administration; SPED Coordinator	Improved performance of SPED students on the English I and English II EOCs.				
State System Safeguard Strategy 4) We will include sections of Reading courses on the master schedule to present opportunities for students who have failed the STAAR test to earn elective credits while improving their knowledge and skills in reading. Students will use the Achieve 3000 software to practice reading skills through differentiated, individual instruction. This will improve achievement in all sub populations (African Americans, SPED, Economically Disadvantaged, and ELL).		KHS Administrator, KHS Board Builder, KHS English Teachers	Master schedule, improvement in reading performance on the STAAR EOC				
	Funding Sources: 166 - State Comp Ed - \$6,800.00						
5) English teachers will incorporate more writing into the classroom in order to improve writing scores on the EOC. Teachers will create a literary newsletter where student writing will be published to encourage authentic writing.		KHS Administrator, English Teacher Leader, English Teachers	Literary newsletter, increased student writing achievement				
Funding Sources: 128 - High School Allotment - \$1,000.00							

State System Safeguard Strategy			
6) Teachers will utilize classroom resource materials that appeal to African American, SPED, Economically Disadvantaged, male, and ELL students.	KHS Administrator, English Teacher Leader, English Teachers	Increased engagement of male students; increased EOC scores for male students	  
Funding Sources: 128 - High School Allotment - \$1,000.00			
7) English teachers will incorporate best practices related to reading instruction.	KHS Administrator, English Teacher Leader	Increase in student engagement	  
Funding Sources: 128 - High School Allotment - \$4,000.00			
8) Senior students who have not passed the English I and/or English II EOCs are placed in a college prep English class in order to receive remediation assistance.	KHS Administrator, English Teacher Leader	Improved performance on the English I and English II EOCs	  
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue			

Goal 1: Killeen ISD will maintain rigorous standards of achievement to prepare 21st century learners for graduation and post-secondary success.

Performance Objective 12: Junior and Senior students will participate in activities sponsored by the GEAR UP grant to promote student success throughout high school.

Evaluation Data Source(s) 12: The academic achievement of junior and senior students demonstrated through report card grades, STAAR EOC Results, and student involvement in campus activities.

Summative Evaluation 12:

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
1) Students will be encouraged to participate in activities sponsored by the GEAR UP facilitator such as DIVAS, Man Up, Youth Congress, and Phenomenal Woman Career conference.		GEAR Up Facilitator	Student sign-in sheets to demonstrate student participation throughout the school year.				
= Accomplished = Considerable = Some Progress = No Progress = Discontinue							

Goal 1: Killeen ISD will maintain rigorous standards of achievement to prepare 21st century learners for graduation and post-secondary success.

Performance Objective 13: Students will become proficient with using 21st Century technology such as laptop computers, Smart televisions, iPads, e-Readers, etc.

Evaluation Data Source(s) 13: Increase in the number of students using technology to enhance their learning experiences.
Increase in teacher use of technology in the classroom.

Summative Evaluation 13:

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
1) At-Risk students will become proficient with using technology in classrooms, such as e-Readers, Smart televisions, Mimios, iPads, computer labs, TI Inspire calculators with navigators, and by bringing their own devices to school (BYOD).		KHS Administration, KHS Librarians, GEAR Up Facilitator	Students will be observed using technology to enhance their learning; teacher sign-out of technology equipment				
	Funding Sources: 166 - State Comp Ed - \$26,105.49						
= Accomplished = Considerable = Some Progress = No Progress = Discontinue							

Goal 2: Killeen ISD will recruit, employ, develop, and retain a highly effective staff that proactively engages students for success.

Performance Objective 1: Implement professional development programs which improve teacher performance in instructional delivery, classroom management, and responding to the needs of students.

Evaluation Data Source(s) 1: Increase in student achievement related to grades and EOC scores. Decrease in referrals.

Summative Evaluation 1:

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
1) Provide professional development opportunities to learn more about classroom managements, technology, instructional strategies, and differentiation.		KHS Administrators; KHS Campus Instructional Specialist	Registration and attendance will be tracked in LEARN for all campus professional development opportunities				
Funding Sources: 128 - High School Allotment - \$2,200.00							
2) Professional development and collaboration through PLC meetings		KHS Administrators; KHS Lead Teachers	Sign-In Sheets will track attendance and PLC minutes will document professional discussion and collaboration.				
3) Staff of G/T students will attend G/T training on the needs, instruction, and assessment. Teachers will use the strategies they learned in their planned instruction for students.		KHS Curriculum Director, KHS Campus Instructional Specialist	Verification of training.				
Funding Sources: 177 - Gifted/Talented - \$4,165.00							
4) Campus will develop a professional library including reading materials for teachers who want to explore instructional strategies, learning, styles, assessment, classroom management, etc. independently or with a group of peers.		KHS Administration	Reading materials checked out by teaching staff				
Funding Sources: 128 - High School Allotment - \$1,244.80							
5) Encourage teachers to attend professional development through ESC Region 12 to explore instructional strategies, classroom management, and relationship building skills.		KHS Administration; GEAR UP Facilitator	Observations of evidence of training demonstrated through classroom application.				
6) Administration and teachers will travel to schools who are having success with the EOCs in order to learn best practices.		KHS Administration	Use of best practices in the classroom; improved EOC scores				
Funding Sources: 128 - High School Allotment - \$1,000.00							
7) We will create a OneDrive folder to share strategies learned in professional development with all staff.		KHS Administration; KHS Teacher Leaders	Use of OneDrive folder; increased student engagement in the classroom				
= Accomplished = Considerable = Some Progress = No Progress = Discontinue							

Goal 2: Killeen ISD will recruit, employ, develop, and retain a highly effective staff that proactively engages students for success.

Performance Objective 2: Maintain a culture where our campus staff feel valued and appreciated

Evaluation Data Source(s) 2: Survey of staff

Summative Evaluation 2:

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
1) Continue the faculty and staff club which honors faculty and staff on birthdays, school anniversaries, new family members, etc.		KHS Faculty and Staff Club Sponsors					
2) A quarterly newsletter will be published to celebrate faculty and staff accomplishments. Faculty and staff voluntarily offer celebrations which are published to share with the campus once per quarter.		KHS Curriculum Director	Published quarterly newsletter				
3) Quarterly team building and staff professional development in which the administrators will lead their professional learning communities in supporting under-achieving students and advocating for student achievement.		KHS Administration					
= Accomplished = Considerable = Some Progress = No Progress = Discontinue							

Goal 2: Killeen ISD will recruit, employ, develop, and retain a highly effective staff that proactively engages students for success.

Performance Objective 3: Encourage teachers to obtain certification in other core areas and/or become dual credit certified, and support their efforts through tutoring, forming study groups, and directing them to district led review sessions.

Evaluation Data Source(s) 3: Increased number of composite certified teachers in core content areas.

Summative Evaluation 3:

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
1) Reimburse teachers who successfully challenge the certification exam or teaching requirements for another core area or for dual certification in a core area.		KHS Administration	The number of dual credit qualified teachers and number of teachers with certifications in multiple content areas will increase.				
Funding Sources: 128 - High School Allotment - \$200.00							
= Accomplished = Considerable = Some Progress = No Progress = Discontinue							












Goal 3: All Killeen ISD personnel will promote effective parental and community involvement through communication, participation, and partnerships in accomplishing the district's goals.

Performance Objective 1: View parents and community as partners in educating our students and seek every opportunity to involve parents and community in campus events.

Evaluation Data Source(s) 1: Campus event attendance

Summative Evaluation 1:

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
1) KHS will conduct a Walk A Mile In My Shoes Day in which the parents/guardians will shadow their student throughout the day.		KHS Staff	Results of the feedback surveys that are given during the event	✓	✓	✓	
2) KHS will host an Open House event in September to meet parents and showcase the school.		KHS Staff	Classroom Sign-in sheets will demonstrate the number of guests visiting during our Open House event.	✓	✓	✓	
3) 5th period teachers will survey students about involvement in extracurricular activities. They will then find ways to get all students involved in campus life. These teachers will also contact parents of students who are struggling.		KHS Administration; KHS teachers	Increase in student involvement; increase in student academic success.	●	●	●	
4) KHS facilities will be used to host the district's Freedom Walk event bringing the community into our school.				✓	✓	✓	
5) AYPYN and the Boys and Girls' Club sponsor and after-school program housed in the KHS Cafeteria.				✓	✓	✓	
6) Our automated call-out system will be used to notify parents of progress reports, report cards, and important campus events. The system will also be used to notify parents of failing grades.		KHS Administrators	Parent feedback on our automated call out messages.	●	●	●	
7) Parent-teacher conferences will be held at the request of the parent or the teacher.		KHS Staff; KHS Parents	Documentation of Parent-teacher conferences	●	●	●	
8) The campus will partner with parents and community members in recognizing the achievements of students in school. Recognition will be given through award ceremonies, positive promotional prizes, and verbal/written communication.		KHS Administration, GEAR UP Facilitator	List of students receiving recognition in academics, attendance, and behavior. Parent and Community involvement in awards ceremonies.	●	●	●	
Funding Sources: 128 - High School Allotment - \$5,000.00							

9) Students and parents will have the opportunity to participate in informative sessions about college, financial literacy, career counseling, and student/parent workshops.		KHS Administration, GEAR Up Facilitator, and KHS Counseling Team	Student and parent involvement at campus events and GEAR Up sponsored events will increase.				
State System Safeguard Strategy 10) ELL teachers will host educational parent meetings for parents of LEP students on topics that will allow parents to help their children succeed academically.	6	KHS Administration, ELL teachers	Sign-in sheets from parent education sessions				
Funding Sources: 263 - ESEA, Title III Part A - \$750.00							
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue							

Goal 3: All Killeen ISD personnel will promote effective parental and community involvement through communication, participation, and partnerships in accomplishing the district's goals.

Performance Objective 2: Increase parent and community awareness of volunteer opportunities on our campus.

Evaluation Data Source(s) 2: Increase in parent volunteer hours

Summative Evaluation 2:

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
1) Volunteer opportunities will advertised via the Student Activities office. Parent and community volunteers will be recruited to support and participate in campus events throughout the school year.		KHS Student Activities Coordinator	Campus volunteer logs				
2) Campus will partner with Adopt-a-Unit (15th BSB) to seek unit's participation in campus events and to provide participation in the unit's events throughout the school year.		KHS Student Activities Coordinator	Campus volunteer logs				
= Accomplished = Considerable = Some Progress = No Progress = Discontinue							


Goal 4: Killeen ISD will provide a safe, healthy, secure, and orderly environment for students, staff, families and community.

Performance Objective 1: Killeen High School administration, staff, and campus police will work together to ensure order, safety, and discipline at all times on our campus in order to provide a safe and positive learning environment for all students and staff.

Evaluation Data Source(s) 1: Decrease in referrals and discipline incidents

Summative Evaluation 1:

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
1) Teachers will be at duty stations before school, during lunches, and after school along with administrative staff to monitor the students.		KHS staff	Staff are visible throughout the building before school, during student lunches, and after school.				
2) Campus police will actively monitor the inside and outside of the building.		KISD Police assigned to KHS	Police are visible throughout the school day.				
3) District assigned drug dog is on campus at least once each month.		KHS Administrators					
4) We will conduct monthly fire, tornado, and lock-down safety drills beginning in September.		KHS Staff	Students and staff will execute the safety drill procedures accurately and in a timely fashion.				
5) Administration will review emergency plans and drills and recommendations for improvement of safety on campus.		KHS Administrators	A common understanding and execution of procedures during safety drills.				
6) Students with no discipline referrals will be celebrated once in the Fall semester and once in the Spring semester.		KHS Administration, GEAR UP Facilitator	The number of students with no referrals will decrease from last year.				
Funding Sources: 128 - High School Allotment - \$2,000.00							
7) We will provide professional development for all staff on suicide awareness and prevention.		KHS Counselors	KHS Staff will be aware of the signs of suicidal thoughts and behaviors and report all incidents immediately in accordance with district protocol.				
8) We will continue to promote Crime Stoppers on campus		Campus Police; KHS Administrators; KHS Staff	Reduction of crime on campus.				
9) We will continue to use high resolution cameras to monitor student activity in the hallways and campus exterior.		Campus police, Administration	Decrease the number of thefts, and other discipline issues				

10) KHS will conduct a yearly safety audit, and provide safety supplies (as needed) to enhance the safety of all students and staff on campus. Campus will use school safety grant funds to purchase supplies needed.		KHS Administration	Staff will communicate an awareness of safety procedures and protocols on campus.	✓	✓	✓	
							

Goal 5: Killeen ISD will maintain efficient and effective management of resources and operations to maximize learning for all students and staff.

Performance Objective 1: 90% of the campus instructional budget will be spent on training, resources, supplies, and field-based instruction which will directly impact and recognize student achievement.

Evaluation Data Source(s) 1: Campus improvement plan funding summary

Summative Evaluation 1:

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
1) The administrative team will review the campus improvement plan funding summary monthly in administrative staff meetings.		KHS Administration	Campus Improvement Plan funding summary				
2) SBDM Committee will evaluate performance objectives in the campus improvement plan to ensure the connection between the objectives and student achievement.		KHS Administration; KHS SBDM Committee	Campus Improvement Plan				
= Accomplished = Considerable = Some Progress = No Progress = Discontinue							

Goal 5: Killeen ISD will maintain efficient and effective management of resources and operations to maximize learning for all students and staff.

Performance Objective 2: The campus instructional budget will be spent by February 2016 to positively impact instruction and student achievement during the 2015-2016 school year.

Evaluation Data Source(s) 2: Campus instructional budget report from TEAMS.

Summative Evaluation 2:

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
1) Curriculum Director will conduct monthly reviews of spending from the campus instructional budget accounts and report spending progress to the administrative team.		KHS Curriculum Director	TEAMS budget report				
= Accomplished = Considerable = Some Progress = No Progress = Discontinue							

State System Safeguard Strategies

Goal	Objective	Strategy	Description
1	5	1	Supplemental tutoring offered daily in the campus Homework Room for at-risk and economically disadvantaged students seeking assistance. The Homework Room will be stocked with school supplies, project supplies, and computers for student use throughout the school year. Teachers will be paid to come in early and stay late each day to tutor at-risk and ESL students in the Homework Room.
1	5	2	Supplemental tutoring offered daily in the ESL lab specifically for English Language Learners. Academic core teachers will be paid to stay late to tutor ESL students in the ESL lab.
1	5	3	All KHS teachers and paraprofessionals of at-risk students will receive training in the AVID Strategies (WICOR) and the AVID Tutorial process. Teachers of at-risk students will attend AVID trainings such as Write Path throughout the school year in order to improve achievement in all sub populations (African Americans, SPED, Economically Disadvantaged, and ELL).
1	5	4	ESL teachers will attend training on current best practices and instructional strategies to support the academic achievement of our English Language Learners. Instructional supplies will be provided to support the implementation of best practices in the classroom.
1	5	5	English Language Learners, who demonstrate challenges in reading, will have access to a variety of print materials for reading to support academic achievement and voluntary reading.
1	5	7	In addition to other provided tutoring, ESL teachers will provide focused remediation for senior ELL students who have not passed their STAAR EOC exams.
1	6	3	Teachers and administrators will attend trainings such as DuFour, Kilgo, and Write Path for professional development in order to learn strategies that will improve instruction for students including all sub populations (African Americans, SPED, Economically Disadvantaged, and ELL). .
1	7	1	Each department will offer remediation throughout the year during the evenings and weekend. Remediation will target students who have failed a previous EOC. Remediation will focus on improving achievement in all sub populations (African Americans, SPED, Economically Disadvantaged, and ELL).
1	7	2	Teachers will learn appropriate intervention techniques through professional development offerings. These techniques will help to target our ELL, SPED, Economically Disadvantaged, and African American populations.
1	7	3	Teachers will participate in two full day planning sessions to evaluate student data, plan instruction, and design common assessments in order to improvement achievement in all sub populations (African Americans, SPED, Economically Disadvantaged, and ELL). Substitutes will be provided for teachers.
1	8	5	Teachers of inclusion classes will participate in an inclusion PLC where they will learn instructional strategies. These strategies will focus on improving learning in the inclusion class to increase achievement of our SPED students.

Goal	Objective	Strategy	Description
1	9	1	Increase teacher knowledge and use of technology to engage student learning and success. Teachers will attend various workshops and professional development opportunities to address particular areas of weakness in our African American, Economically Disadvantage, SPED, and ELL populations.
1	9	3	Special Education students will be served through a Resource Algebra I class in order to provide more focused, differentiated instruction.
1	9	4	We will track and monitor the performance of At-risk students to better help them succeed on the STAAR EOC exams. Ninth graders who have not met 8th grade STAAR standards will be tracked through Strategic Math classes. 10th and 11th graders who have not passed the Algebra I EOC will be placed in an Algebraic Reasoning class. This will help increase achievement in all sub populations (African Americans, SPED, Economically Disadvantaged, and ELL).
1	11	1	Teachers will attend professional development to improve instructional practices in Reading and Writing for all students and all sub populations (African Americans, SPED, Economically Disadvantaged, and ELL).
1	11	2	Special Education students will be served through a Resource English class in order to provide more focused, differentiated instruction to improve achievement for our SPED population.
1	11	3	Special Education students will utilize Successmaker software to improve their achievement in Reading.
1	11	4	We will include sections of Reading courses on the master schedule to present opportunities for students who have failed the STAAR test to earn elective credits while improving their knowledge and skills in reading. Students will use the Achieve 3000 software to practice reading skills through differentiated, individual instruction. This will improve achievement in all sub populations (African Americans, SPED, Economically Disadvantaged, and ELL).
1	11	6	Teachers will utilize classroom resource materials that appeal to African American, SPED, Economically Disadvantaged, male, and ELL students.
3	1	10	ELL teachers will host educational parent meetings for parents of LEP students on topics that will allow parents to help their children succeed academically.