

Killeen Independent School District

Patterson Middle School

2016-2017 Goals/Performance Objectives/Strategies



Mission Statement

Charles Patterson Middle School aims to develop inquiring, knowledgeable, and caring young people who possess the skills needed to make a positive impact on society.

Value Statement

Cavaliers **A**lways **V**alue **A**cademics **L**eadership **I**ntegrity **E**ffort **R**esiliency **S**ervice to Others

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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: 92% of all math students will be successful on the STAAR exam.

Evaluation Data Source(s) 1: STAAR Exam, Final Grades

Summative Evaluation 1:

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
State System Safeguard Strategy 1) Selected math teachers and administrators will attend Margaret Kilgo data driven decision making. We will use this to target improvement strategies with students identified as at-risk and as special education.	Kara Trevino CIS	STAAR results				
	Funding Sources: 166 - State Comp Ed - \$2,820.00					
2) ESEA money will be used to purchase a Breford iPad storage cart. Items purchased with Title III funds will be monitored by ESL teacher for appropriate use by ELL students.	ELL Teacher Alan Waters Kara Trevino	Walkthroughs, T-TESS appraisal STAAR Exam, Final Grades				
	Funding Sources: 263 - ESEA, Title III Part A - \$2,500.00					
3) Math tutorials will be hosted to target at-risk students in after school and morning intervention.	Math Lead	90% of all students will be successful on STAAR exam.				
	Funding Sources: 166 - State Comp Ed - \$17,000.00					
4) Teachers who teach Talented and Gifted (TAG) students will all attend the initial 30 hours of training and 6 hours updates every year.	Kara Trevino Elizabeth Shifflett TAG teachers	Walkthroughs Teacher-made lesson plans				
	Funding Sources: 177 - Gifted/Talented - \$7,650.00					
5) TAG money will be used to purchase ipad minis and supplies to support TAG students in math/ELA/Science/Social Studies	Ashley Carrisalez	Assessment Data				
	Funding Sources: 166 - State Comp Ed - \$20,244.75					
6) Instructional aide will work with at-risk students to increase competency.	Kara Trevino Elizabeth Shifflett	STAAR results, failure rates				
	Funding Sources: 166 - State Comp Ed - \$20,244.75					

7) IPAD minis and iPad mini supplies will be purchased for each math teacher to use with at-risk students to increase student engagement by utilizing the "flipped classroom" and differentiate for at-risk students. The technologist along with our CIS and Math lead will work together to create a check out system for teachers so they can monitor the use of the IPAD minis and ensure that At-risk students are the only ones benefiting from them.	Kara Trevino Elizabeth Shifflett Alan Waters	STAAR Results/Increase in student engagement based on walk-throughs/Summative Assessments				
Funding Sources: 128 - High School Allotment - \$7,650.00, 166 - State Comp Ed - \$7,650.00						
8) Purchase workbooks, educational magazines, and classroom supplies for ELL students so that the teacher can create engaging lessons and manipulatives for ELL students to increase student engagement.	Kara Trevino Elizabeth Shifflett Minerva Cotton	STAAR Data/Classroom Assessment				
Funding Sources: 263 - ESEA, Title III Part A - \$1,634.00, 165/ES0 - ELL - \$5,928.00						
9) Purchase Bilingual and English Dictionaries and books to be used by ELL students to increase engagement of the ELL students.	Kara Trevino Elizabeth Shifflett Minerva Cotton	STAAR Data/Classroom Assessments				
Funding Sources: 165/ES0 - ELL - \$1,700.00						
10) Create and utilize pre and post assessments for units.	Seth Edwards Elizabeth Shifflett Math Teachers	Classroom assessments/STAAR Data				
11) Incorporate word walls and interactive notebooks into math lessons with target academic vocabulary.	Seth Edwards Elizabeth Shifflett Math Teachers	Classroom assessments/STAAR data				
 = 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: 92% of all reading students will be successful on the STAAR exam.

Evaluation Data Source(s) 2: STAAR results

Summative Evaluation 2:

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Instructional aide will work with at-risk readers. The aide will also work with Special Education students in the area of Reading as needed (ex: for small group re-teaches, small group testing, etc.)	RICA teacher	90% of at-risk students pass STAAR exam.				
	Funding Sources: 166 - State Comp Ed - \$19,504.68					
2) Teacher will facilitate horizontal and vertical planning in PLC s to design common assessments that align instruction and assess reading proficiency.	ELA Department	Common Assessments Formative Assessments Classroom Observations Protocols/Conversations				
State System Safeguard Strategy 3) Select teachers will attend Margaret Kilgo data driven decision making for ELA/Reading and 7th grade teachers will also attend a writing workshop. Our experiences will help us drive our decisions on future lesson design keeping in mind how we will differentiate instruction for our at-risk, ELL, and at-risk Special Education students in the areas of reading/writing.	Kara Trevino	90% of ELA students will pass STAAR exam				
	Funding Sources: 166 - State Comp Ed - \$3,250.00					
4) Purchase IPAD minis and needed supplies that include audio books to increase student engagement and differentiate instruction for at-risk students. Check-out system monitored by admin is in place to ensure exclusive use by at-risk students.	Kara Trevino Elizabeth Shifflett Alina Wilder	Walkthroughs				
	Funding Sources: 166 - State Comp Ed - \$5,150.00					
5) ELA tutorials will be hosted to target particular student groups identified by needs assesment as an after school intervention and on Saturdays.	ELA Department Kara Trevino Elizabeth Shifflett	Teacher made assessments				
	Funding Sources: 128 - High School Allotment - \$11,741.14					

6) Parent meeting for ELL students.	Minerva Cotton Cherish Caple Kara Trevino Elizabeth Shifflett	Increased parent involvment				
7) Purchase Ipods and ipod supplies to differentiate instruction for at-risk learners. Check-out system monitored by admin is in place to ensure exclusive use by at-risk students.	Elizabeth Shifflett Kara Trevino	STAAR results				
Funding Sources: 166 - State Comp Ed - \$6,880.00						
8) ELL students will participate in field based experiences to enhance engagement and offer non-traditional experiences outside of the classroom. The ELL teacher will be the sponsor and design specific lessons to teach "hard to teach TEKS".	Kara Trevino Elizabeth Shifflett Minerva Cotton	STAAR Results				
Funding Sources: 165/ES0 - ELL - \$1,200.00						
9) Utilize "Flocabulary" for ELA teachers to use during class instruction that will enhance the engagement of students.	Kara Trevino Elizabeth Shifflett Alina Wilder	STAAR Data Classroom assessments				
State System Safeguard Strategy	Minerva Cotton Kara Trevino	STAAR Data/Classroom assessments				
10) Tutorials for ELL students only will be provided to address student needs in the areas of both Reading and Writing.	Funding Sources: 165/ES0 - ELL - \$1,000.00					
11) Required online training through Region 12 for TAG teachers will be paid for by TAG funds.	Aloysius Cooper Kara Trevino	Classroom assessments/STAAR Data				
Funding Sources: 177 - Gifted/Talented - \$2,199.00						
12) Conduct protocols during PLC to promote consistency in marking the text for comprehension.	Alina Wilder ELA Teachers	Common assessments				
13) Tutorials will be hosted on Saturdays and after school to target particular student groups identified by the needs assessment. Early parent contacts will be made to increase student involvement.	Alina Wilder ELA Teachers Kara Trevino Kelly White	Tutorial attendance rosters Common assessments STAAR data				
14) Purchase Griffin Sync Station for iPads to upload apps and update technology used by at-risk students.	Kara Trevino Alan Waters	STAAR data				
Funding Sources: 166 - State Comp Ed - \$700.00						
= 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 3: 80% of all social studies students will be successful on the STAAR exam.

Evaluation Data Source(s) 3: STAAR results

Summative Evaluation 3:

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Teacher will utilize TEKS(Year-at-a-Glance, Nine week Scope and Sequence,Instructional Focus Documents) to align the specificity and rigor of social studies instruction in all grades.	Kara Trevino Gary Rhiner Social Studies Department	Common Assessments Benchmarks Protocols/Conversations Classroom Observations Lesson Plans Real life application				
2) Vertical / Horizontal Alignment within the department utilizing the TEKS Resource Management system concept terminology (maps, graphs, charts) to ensure vertical/horizontal alignment within assessments.	Elizabeth Shifflett Alan Waters	Common Assessments Benchmarks Protocols/Conversations Classroom Observations Lesson Plans Warm-ups Reflections Read life application				
3) Teachers of at-risk students will attend training specifically for hard to teach TEKS in US History inside and outside of the district.	Kara Trevino Elizabeth Shifflett Social Studies Department	STAAR results, lesson plans				
Funding Sources: 166 - State Comp Ed - \$150.00						
4) Tutorials will be hosted on Saturdays and after school to target particular student groups identified by the needs assessment. Early parent contacts will be made early to increase student involvement.	Elizabeth Shifflett Gary Rhiner Megan Marks	Previous Year STAAR results/Unit Tests/Mock STAAR results				
Funding Sources: 128 - High School Allotment - \$11,412.45						
State System Safeguard Strategy 5) Social Studies teachers will attend professional development at Region 12 to learn new strategies that will target at-risk. Our experiences will help us drive our decisions on future lesson design keeping in mind how we will differentiate instruction for our at-risk and Special Education students.	Kara Trevino Elizabeth Shifflett Gary Rhiner	STAAR Data				
Funding Sources: 166 - State Comp Ed - \$640.00						

6) Purchase a color poster printer to create anchor charts and maps to aid students in mastering TEKS.	Kara Trevino Gary Rhiner Teaven Barnum Kelly White	STAAR Data Common assessments				
Funding Sources: 128 - High School Allotment - \$3,000.00						
7) Social Studies teachers will analyze STAAR data of at-risk students with administrator assistance as guided by Kilgo's Analytics Data Book for Social Studies.	Kara Trevino Gary Rhiner Teaven Barnum	STAAR Data				
Funding Sources: 166 - State Comp Ed - \$450.00						
 = 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 4: 90% of all science students will be successful on the STAAR exam.

Evaluation Data Source(s) 4: STAAR results

Summative Evaluation 4:

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
<p>State System Safeguard Strategy</p> <p>1) Teachers will attend data driven decision making training with Margaret Kilgo. Our experiences will help us drive our decisions on future lesson design keeping in mind how we will differentiate instruction for our at-risk African American students and our at-risk Special Education students.</p>	Kara Trevino CIS	Teacher Attendance				
Funding Sources: 166 - State Comp Ed - \$2,250.00						
<p>State System Safeguard Strategy</p> <p>2) Teachers in 8th grade will work as a team to implement pre-unit and post-unit assessments to identify areas of concern and target demographics (ex: African American students/Special Education Students.)</p>	Science Department Inclusion Teachers	Common Assessments Benchmarks Protocols/Conversations Classroom Observations Lesson Plans				
<p>3) Teachers will identify areas of student weakness and pursue opportunities for professional development to bridge the gap between weaknesses and targeted academic achievement goals as well as the purchase of reading materials that addresses hard to teach concepts for at-risk-students.</p>	Science Department Laying the Foundations CAST District Kara Trevino Elizabeth Shifflett Curriculum Night Pasco Probe Training	Lesson Plans Administator Walkthroughs				

4) Teachers will incorporate the use of Interactive notebooks and word walls on a daily basis to facilitate students cognitive development and understanding of processes and skills.	Science Department AVID	Lesson Plans Administrator Walkthrough				
5) Three science teachers will attend the CAST conference.	Kara Trevino Elizabeth Shifflett Kathy Blackstock	Teacher Feedback				
Funding Sources: 128 - High School Allotment - \$4,500.00						
6) Instructional aide will work with at-risk students to increase competency.	Elizabeth Shifflett	Increased student achievement on state exam				
Funding Sources: 166 - State Comp Ed - \$19,742.75						
7) Purchase instructional supplies for students such as whiteboards and markers to help visualize their learning during after school/saturday tutorials. These supplies help teachers provide support to students during tutoring.	Kara Trevino Elizabeth Shifflett	Improvement scores of students on STAAR exam.				
Funding Sources: 128 - High School Allotment - \$9,268.55						
8) Science tutorials will be hosted to target at-risk students only in after school intervention. The assistant principal along with the CIS and Science Team Lead will work together to create tutoring lists for targeted intervention involving at-risk students only.	Mr. Kinsey Ms. Trevino Ms. Shifflett Kathy Blackstock	Improvement scores of At-risk students on STAAR exam.				
Funding Sources: 166 - State Comp Ed - \$10,000.00						
State System Safeguard Strategy						
9) At-risk students, who are selected from an at-risk report generated in eSchool, will go on 3 Science field-based experiences to teach students "hard to teach TEKS".	Kara Trevino Elizabeth Shifflett Kathy Blackstock	STAAR data				
Funding Sources: 166 - State Comp Ed - \$4,000.00						
10) Purchase instructional supplies for identified at-risk learners such as whiteboards and markers to help at-risk learners visualize their learning during after school/saturday tutorials. These supplies help teachers monitor the learning of at-risk students so they adjust tutoring to provide more support. The AP (Clyde Kinsey) over the science department along with the CIS and Science TEAM lead will monitor the use of the supplies to ensure that they are specifically used for at risk students only.	Elizabeth Shifflett Clyde Kinsey Kathy Blackstock	Improvement scores of students on STAAR exam				
Funding Sources: 166 - State Comp Ed - \$15,051.82						
11) Focus on vertical alignment for each grade level to identify the TEKS that are found on the 8th grade STAAR and ensure student mastery.	Kathy Blackstock Elizabeth Shifflett Science Teachers	Common assessments/STAAR Data				
= 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: 87% of all writing students will be successful on the STAAR exam.

Evaluation Data Source(s) 5: STAAR Results

Summative Evaluation 5:

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Teachers will utilize TEKS and plan collaboratively to align the specificity and rigor of writing instruction.	Kara Trevino Lacy Trevino ELA Department Alan Waters	Classroom assessments/STAAR data				
2) RICA / Dyslexia Interventions for at-risk and economically disadvantage populations	ELA Department Julianna Gregory Alan Waters ACC Reading	Common Assessments				
3) Accelerated Language Arts classes will be offered to struggling readers/writers.	ELA Departments Julianna Gregory Alan Waters Julia Mortimer Minerva Cotton	Common Assessments Grades				
4) Teachers will identify areas of student weaknesses and pursue opportunities for professional development to bridge the gap between weaknesses and targeted academic achievement goals.	ELA Department Kara Trevino Julianna Gregory	Common Assessments				
5) Implement Writing Across the Curriculum to support student achievement.	Kelly White Kara Trevino ELA Teachers	Classroom assessments/STAAR Data				
6) Conduct protocols during PLC to promote consistency of writing essays.	Alina Wilder ELA Teachers	Common assessments				
= 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: All students will embrace and understand the connections between traditional subjects and the real world, and become critical and reflective thinkers.

Evaluation Data Source(s) 6: Campus Documentation

Summative Evaluation 6:

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Send teachers to MYP training.	Teaven Barnum Christine Wortham	MYP Campus Documentation				
2) Collaborate during the Learning Community to design new lessons concentrating on the MYP learner profiles and send out information through monthly PLCs/Patterson website.	All Staff Teaven Barnum Elizabeth Shifflett	PLC Minutes				
3) Students will participate in MYP activities designed by MYP coordinator bi-weekly during their Activity Period.	Teaven Barnum Kara Trevino	Advisory Lessons/Lesson Plans				
4) Every month, CPMS will select 8 students per grade level as the MYP students of the month. Monthly luncheons will be in the library.	Kara Trevino Teaven Barnum	Campus Documentation				
5) Students will participate in Challenge Day. A program designed to teach and reinforce character education and making good choices in school.	Kara Trevino Elizabeth Shifflett Teaven Barnum	Student Surveys				
6) MYP Team will meet monthly or as needed to discuss strategies and implementation of IB/MYP practices.	Teaven Barnum Kara Trevino All Staff	Campus Meeting Minutes				
7) Include MYP Lesson writing strategies including differentiation in monthly PLCs and include these strategies on the Patterson Website.	Teaven Barnum Alan Waters Christine Wortham	PLC Meeting Minutes				

8) Revise advisory curriculum to focus on specific groupings of students.	Teaven Barnum Latisha Williams Elizabeth Shifflett	Advisory lessons				
 = 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: All AVID students will achieve college readiness skills that will prepare them to succeed in rigorous curricula, enter mainstream activities in school, and increase their opportunities to enroll in four-year colleges.

Evaluation Data Source(s) 7: Summative Evaluation

Summative Evaluation 7:

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) AVID Site-team Meetings held monthly involving staff, parents, and students.	Site Team Members Monika Callegari	Monthly Meeting Minutes				
2) Once every nine weeks host an AVID Family Night and increase parent involvement during site team meeting.	Monika Callegari	Parent Attendance				
3) Ensure all AVID students are enrolled in a rigorous course of study.	Monika Callegari Martina Highberger Monique Turner PLC/Departments All Staff	Student Schedules Grades				
4) Recruiting for AVID Site Team Members and AVID Elective teachers.	Current Site Team AVID Summer Institute Monika Callegari Administration PLC Leads	Membership Roster				
5) Increase enrollment in the AVID program by bringing in former AVID students to discuss the importance of AVID and shadowing high school AVID students at the feeder high school. Additionally, taking current CPMS AVID students to elementary schools to speak to students will be used to recruit incoming 6th grade students.	Monika Callegari Site Team Members Martina Highberger Monique Turner All Staff	Current Class Sizes				
= 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: 65% of math students will meet the progress measure on Index 2 on the STAAR exam.

Evaluation Data Source(s) 8: STAAR results

Summative Evaluation 8:

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

Performance Objective 1: 100% of first year teachers will receive a master teacher to mentor them.

Evaluation Data Source(s) 1: Mentor handbook documentation

Summative Evaluation 1:

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

Performance Objective 2: 100% of all teachers will actively participate in Professional Learning Communities (PLC)

Evaluation Data Source(s) 2: PLC walkthroughs and minutes

Summative Evaluation 2:

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

Performance Objective 3: 100% of staff will be highly qualified.

Evaluation Data Source(s) 3: Hiring data

Summative Evaluation 3:

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

Performance Objective 4: 100% of all first year teachers will actively participate in district induction program.

Evaluation Data Source(s) 4: Attendance rates

Summative Evaluation 4:

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: Increase parent/community relationships by 20%

Evaluation Data Source(s) 1: Attendance reports

Summative Evaluation 1:

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Parent Booster Club drive	Staff PTO Executive Board	Membership numbers				
2) 70% Parent Attendance at Open House	Staff Administration Team	Percentage in attendance				
3) Increase parent usage of eSchool Plus	All Staff	Parent Access				
4) 50% of parents will participate in our "Walk in My Shoes" Day.	Volunteer Coordinator	% Participation				
5) Military transition support personnel will host support groups with military students and parents.	Administrative Team	Parent Participation				
6) Parent focus groups two (2) per year	Kara Trevino	Parent Participation				
7) Increase volunteer participation by 5%	Kelly White	Volunteer Logs				
8) School events invitations will be sent to all staff members for adding to their calendars to avoid scheduling conflicts.	Aloysius Cooper Club/Activities sponsors Kara Trevino	School Calendar % Participation				
= 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: By the end of the school year, all students are to improve knowledge of healthy living habits and exercise, with 90 % student participation in physical education classes.

Evaluation Data Source(s) 1: Fitness Gram

Summative Evaluation 1:

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Teachers to use lesson plans provided by Sparks to concentrate on the eight (8) health components.	Kara Trevino Teachers Elizabeth Shifflett	Fitness Gram Sparks Curriculum				
2) Students receive enough time to consume the breakfast and lunch meals.	Kara Trevino Administration Staff Teachers/Staff on duty	Monitors meals 15 minutes to eat breakfast and 20 minutes for lunch.				
3) School cafeteria to serve nutritious food: fresh or canned fruits, variety of low fat milk, whole grain products, with no one item to exceed 23 grams of fat.	School Nutrition Manager	Review menus made by Central Office and to consume a meal periodically to ensure nutritious meals are served.				
4) Ensure food sold in fundraisers meet the Texas Nutrition Policy Guidelines.	Kara Trevino Administrative Staff Club/Activity sponsors	Campus Documentation				
= 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 2: All students will be safe as the CPMS staff focus on Classroom Management, Violence Prevention, and Interventions.

Evaluation Data Source(s) 2:

Summative Evaluation 2:

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) All visitors will follow District / Campus Administrative Procedures for Campus Visits.	Kara Trevino Administrative Staff	100% Compliance				
2) Campus Conduct committee will address safety and security issues (meet once every nine weeks).	Campus Conduct Meeting (CCC)	Surveys				
3) Classroom Management strategies are strictly enforced.	All Staff	100% Compliance Walkthrough				
4) Advisory activities will stress drug and alcohol safety / health / MYP character education.	All Staff	Walkthroughs				
5) Response to Intervention strategies for behavior will be implemented.	All Staff Administration	PLC Meetings				
6) Select teachers will attend Capturing Kids Heart training to improve instructional effectiveness	Elizabeth Shifflett Kara Trevino	Decreased discipline referrals from selected teachers				
= 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 1: Integrate technology systems and solutions that aid in fulfilling instructional and operational requirements with 100% campus conformity.

Evaluation Data Source(s) 1: Teacher Attendance

Summative Evaluation 1:

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Digital literacy will be incorporated in PLC and Department conversations for use of lesson design.	Alan Waters Elizabeth Shifflett CIT Aide	Lesson Plans Campus feedback				
2) Use of interactive Promethean Board/Interactive white boards in lessons designed around technology TEKS.	Staff Alan Waters	Lesson Plans Classroom Walkthroughs				
3) Technology training will be conducted during teacher in-service to incorporate technology TEKS into lesson planning.	Alan Waters	Classroom Walkthroughs Surveys				
4) Promethean boards/Interactive white boards, CPS devices, pens, and slates will be purchased to increase motivation, engagement, and differentiate instruction for the at-risk learner.	Math Departments English Department Science Department Social Studies Department Kara Trevino Alan Waters Elizabeth Shifflett	Teacher made assessments Inormation observations Benchmark Exams				
= Accomplished = Considerable = Some Progress = No Progress = Discontinue						

State System Safeguard Strategies

Goal	Objective	Strategy	Description
1	1	1	Selected math teachers and administrators will attend Margaret Kilgo data driven decision making. We will use this to target improvement strategies with students identified as at-risk and as special education.
1	2	3	Select teachers will attend Margaret Kilgo data driven decision making for ELA/Reading and 7th grade teachers will also attend a writing workshop. Our experiences will help us drive our decisions on future lesson design keeping in mind how we will differentiate instruction for our at-risk, ELL, and at-risk Special Education students in the areas of reading/writing.
1	2	10	Tutorials for ELL students only will be provided to address student needs in the areas of both Reading and Writing.
1	3	5	Social Studies teachers will attend professional development at Region 12 to learn new strategies that will target at-risk. Our experiences will help us drive our decisions on future lesson design keeping in mind how we will differentiate instruction for our at-risk and Special Education students.
1	4	1	Teachers will attend data driven decision making training with Margaret Kilgo. Our experiences will help us drive our decisions on future lesson design keeping in mind how we will differentiate instruction for our at-risk African American students and our at-risk Special Education students.
1	4	2	Teachers in 8th grade will work as a team to implement pre-unit and post-unit assessments to identify areas of concern and target demographics (ex: African American students/Special Education Students.)
1	4	9	At-risk students, who are selected from an at-risk report generated in eSchool, will go on 3 Science field-based experiences to teach students "hard to teach TEKS".