

***Killeen Independent School District
Board Agenda Item Information Sheet***

Date: December 9, 2025

Agenda Item Caption: Discussion of Campus Instructional Specialist and Campus Instructional Coach Program Change Timeline

Purpose of Agenda Item: Information only

Administrative Recommendation: None; for discussion.

Background Information:

As part of the district's improvement and school turnaround strategy, KISD is strengthening the instructional impact of campus-based leadership roles by ensuring that individuals serving as Campus Instructional Specialists and Coaches possess demonstrated expertise and proven success in core content areas, especially reading and mathematics.

District and STAAR performance data indicate the need for stronger content-specific support for Tier 1 instruction. To address this, the district is proposing a strategic shift that prioritizes demonstrated success in core content areas (especially reading and math), deep knowledge of TEKS and curriculum implementation, and strong data-driven instructional improvement skills.

This shift does not eliminate roles or create immediate disruption; rather, it clarifies expectations and aligns talent to the highest-leverage academic priorities. A phased transition plan will guide communication, job description refinement, staff decision points, and any future recommendations brought to the Board.

Fiscal Analysis: None

Regulatory Requirement: None

Contact Person for Additional Questions/Information:

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Attachments: Strengthening Campus-Based Instructional Leadership slide deck

Signature Requested: No