

# **Kaufman Independent School District**

## **District Improvement Plan**

### **2024-2025 Goals/Performance Objectives/Strategies**



# Mission Statement

KISD will equip students to become lifelong learners committed to academic excellence, integrity, responsible citizenship, and service to others.

## Vision

Preparation Purpose Pride

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# Goals





## Goal 1: Improve Student Achievement

**Performance Objective 1:** State assessment scores in all core areas will meet or exceed state standards for all student groups.

**Evaluation Data Sources:** STAAR Results  
TAPR  
Eduphoria

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Provide district-wide staff development in areas of specific need.  <b>Strategy's Expected Result/Impact:</b> Build teacher capacity in targeted areas of need.  <b>Staff Responsible for Monitoring:</b> Asst Sup of Academics                      Directors                      Principals</p> <p><b>Title I:</b>                      2.4, 2.5, 2.6</p>	<b>Formative</b>			<b>Summative</b>
	<b>Dec</b>	<b>Mar</b>	<b>July</b>	<b>July</b>
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Utilize IXL to track progress and fill in learning gaps in reading, math, science, and history (secondary.)  <b>Strategy's Expected Result/Impact:</b> Teachers will have a better understanding of student learning gaps. This will guide instruction that leads to improved content area instruction and performance. Students will benefit from personalized intervention.  <b>Staff Responsible for Monitoring:</b> Teachers                      Principal                      Instructional Coaches</p> <p><b>Title I:</b>                      2.4, 2.5, 2.6</p>	<b>Formative</b>			<b>Summative</b>
	<b>Dec</b>	<b>Mar</b>	<b>July</b>	<b>July</b>

Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> Utilize Edugence to help continually improve effectiveness and efficiency of the MTSS program</p> <p><b>Strategy's Expected Result/Impact:</b> Edugence will provide goal-tracking progress, and store multiple data sources used to make intervention decisions to better serve students.</p> <p><b>Staff Responsible for Monitoring:</b> Principals</p> <p><b>Title I:</b> 2.4, 2.6</p>	<b>Formative</b>			<b>Summative</b>
	<b>Dec</b>	<b>Mar</b>	<b>July</b>	<b>July</b>
Strategy 4 Details	Reviews			
<p><b>Strategy 4:</b> Use common assessments and data reviews to help guide instruction.</p> <p><b>Strategy's Expected Result/Impact:</b> Data-driven instruction will lead to more effective teaching and intervention during WIN Time increasing student performance.</p> <p><b>Staff Responsible for Monitoring:</b> Principals Instructional Coaches Department Chairs</p> <p><b>Title I:</b> 2.4, 2.5, 2.6</p>	<b>Formative</b>			<b>Summative</b>
	<b>Dec</b>	<b>Mar</b>	<b>July</b>	<b>July</b>
Strategy 5 Details	Reviews			
<p><b>Strategy 5:</b> Use LLI or Read Right with Tier 3 readers at elementary and Read Right on secondary campuses.</p> <p><b>Strategy's Expected Result/Impact:</b> Tier 3 readers will significantly improve reading abilities</p> <p><b>Staff Responsible for Monitoring:</b> MTSS Coordinator Principal Intervention Teachers</p> <p><b>Title I:</b> 2.4, 2.6 - <b>Results Driven Accountability</b></p> <p><b>Funding Sources:</b> - State Comp Ed - \$392,976</p>	<b>Formative</b>			<b>Summative</b>
	<b>Dec</b>	<b>Mar</b>	<b>July</b>	<b>July</b>





Strategy 6 Details	Reviews			
<p><b>Strategy 6:</b> Support and provide early instructional support for EBs in PK-1st with additional paraprofessionals</p> <p><b>Strategy's Expected Result/Impact:</b> Students will improve English speaking skills when provided with this additional support.</p> <p><b>Staff Responsible for Monitoring:</b> Principals Bilingual teachers Paraprofessionals</p> <p><b>Results Driven Accountability</b></p> <p><b>Funding Sources:</b> Paraprofessionals - State Comp Ed - \$68,000</p>	<b>Formative</b>			<b>Summative</b>
	<b>Dec</b>	<b>Mar</b>	<b>July</b>	<b>July</b>
Strategy 7 Details	Reviews			
<p><b>Strategy 7:</b> Provide after-school tutoring program leading up to STAAR</p> <p><b>Strategy's Expected Result/Impact:</b> Students will be better prepared for success on the STAAR test</p> <p><b>Staff Responsible for Monitoring:</b> Principals</p> <p><b>Title I:</b> 2.4, 2.5, 2.6</p> <p><b>Funding Sources:</b> After-school STAAR tutorials - State Comp Ed - \$23,370</p>	<b>Formative</b>			<b>Summative</b>
	<b>Dec</b>	<b>Mar</b>	<b>July</b>	<b>July</b>
Strategy 8 Details	Reviews			
<p><b>Strategy 8:</b> Provide additional support and intervention by providing summer school.</p> <p><b>Strategy's Expected Result/Impact:</b> Close instructional gaps and help prevent a summer decline in learning.</p> <p><b>Staff Responsible for Monitoring:</b> Summer School Principal Campus Principals</p> <p><b>Funding Sources:</b> - State Comp Ed - \$300,568</p>	<b>Formative</b>			<b>Summative</b>
	<b>Dec</b>	<b>Mar</b>	<b>July</b>	<b>July</b>
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**Goal 1: Improve Student Achievement**

**Performance Objective 2:** Percentage of students approaching, meeting, and mastering grade level on state accountability will meet or exceed state average in all subjects for all student groups

**HB3 Goal**





**Evaluation Data Sources:** STAAR Results  
TAPR  
Eduphoria

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Assign a reading and math instructional coach and interventionists to each elementary (1-5) campus.  <b>Strategy's Expected Result/Impact:</b> The coaches will help teachers disaggregate data and refine teaching skills producing higher levels of student performance.  <b>Staff Responsible for Monitoring:</b> Principals                      Assistant Superintendent of Academics</p> <p><b>Title I:</b>                      2.4, 2.5, 2.6                      - <b>Results Driven Accountability</b></p> <p><b>Funding Sources:</b> Salaries - Title I Funds - \$581,216, Salaries - State Comp Ed - \$183,940, Salaries - Title II Funds - 38000</p>	Formative			Summative
	Dec	Mar	July	July
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Utilize MAP testing and data in grades K-8 to support our focus on growth.  <b>Strategy's Expected Result/Impact:</b> Assessment will help define learning gaps and guide instruction  <b>Staff Responsible for Monitoring:</b> Principals</p> <p><b>Title I:</b>                      2.4, 2.6                      - <b>Results Driven Accountability</b></p>	Formative			Summative
	Dec	Mar	July	July
<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:** Improve Student Career and College Readiness

**Performance Objective 1:** Percentage of students graduating with an endorsement will meet or exceed state averages.

**Evaluation Data Sources:** Graduation records  
PEIMS

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Continue to develop and support multiple pathways in each of the 5 endorsement tracks.</p> <p><b>Strategy's Expected Result/Impact:</b> Students will be able to graduate with endorsements in areas of interest and will be more prepared for college or careers</p> <p><b>Staff Responsible for Monitoring:</b> Asst Sup of Academics Principals Director of CCMR and CTE Counselors Teachers</p> <p><b>Title I:</b> 2.5</p>	<b>Formative</b>			<b>Summative</b>
	<b>Dec</b>	<b>Mar</b>	<b>July</b>	<b>July</b>
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Refine CTE courses to align pathways so students reach the upper courses to earn endorsements and affiliated IBCs.</p> <p><b>Strategy's Expected Result/Impact:</b> Students will be able to graduate with endorsements in areas of interest and will be more prepared for college or careers</p> <p><b>Staff Responsible for Monitoring:</b> Asst Sup of Academics Principals Director of CCMR and CTE Counselors Teachers</p> <p><b>Title I:</b> 2.5</p>	<b>Formative</b>			<b>Summative</b>
	<b>Dec</b>	<b>Mar</b>	<b>July</b>	<b>July</b>
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**Goal 2: Improve Student Career and College Readiness**

**Performance Objective 2:** Completion rates, attendance rates, and dropout rates will meet or exceed state standards and averages.

**Evaluation Data Sources:** PIEMS Reports  
TAPR

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Provide an alternative choice HS - GCHS to meet the needs of at-risk students</p> <p><b>Strategy's Expected Result/Impact:</b> Through a supportive and individualized atmosphere, this campus will allow at-risk students to graduate who may have otherwise had a very difficult time doing so.</p> <p><b>Staff Responsible for Monitoring:</b> Superintendent GCHS staff</p> <p><b>Title I:</b> 2.6</p> <p><b>Funding Sources:</b> Gary Campbell High School Staff &amp; Supplies - State Comp Ed - \$696,620</p>	<b>Formative</b>			<b>Summative</b>
	<b>Dec</b>	<b>Mar</b>	<b>July</b>	<b>July</b>
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Provide night school for at-risk students at GCHS</p> <p><b>Strategy's Expected Result/Impact:</b> This will allow at-risk students to graduate who may have otherwise had a very difficult time doing so.</p> <p><b>Staff Responsible for Monitoring:</b> GCHS Principal</p> <p><b>Title I:</b> 2.6</p>	<b>Formative</b>			<b>Summative</b>
	<b>Dec</b>	<b>Mar</b>	<b>July</b>	<b>July</b>
Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> Conduct data review with principals to identify and locate leavers from the previous year.</p> <p><b>Strategy's Expected Result/Impact:</b> This process will help keep kids from falling through the cracks. Particularly, students who withdraw to attend another school, but never show up at that school.</p> <p><b>Staff Responsible for Monitoring:</b> Assistant Sup for Academics Director of Student Information Services Secondary Principals, Counselors, and Registrar</p> <p><b>Title I:</b> 2.6</p>	<b>Formative</b>			<b>Summative</b>
	<b>Dec</b>	<b>Mar</b>	<b>July</b>	<b>July</b>


Strategy 4 Details	Reviews			
<p><b>Strategy 4:</b> Provide additional staff to serve at-risk students on non-AEA campuses.</p> <p><b>Strategy's Expected Result/Impact:</b> The special needs of at-risk students will be met and allow these students to remain on track to graduate with their peers.</p> <p><b>Staff Responsible for Monitoring:</b> Campus Principals Assistant Superintendent</p> <p><b>Funding Sources:</b> Additional Staff for At-Risk students on non-AEA campuses - State Comp Ed - \$215,527</p>	Formative			Summative
	Dec	Mar	July	July
<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: Improve Student Career and College Readiness**


**Performance Objective 3: Promote a college and career-bound culture**

**Evaluation Data Sources:** Course Schedules  
 PEIMS Reports  
 CCMR  
 College enrollment data

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Support Dual Credit / AP / Honors courses</p> <p><b>Strategy's Expected Result/Impact:</b> Students who take these courses will expand their knowledge and abilities and will experience higher levels of success.</p> <p><b>Staff Responsible for Monitoring:</b> Asst. Sup of Academics Principal Director of CCMR and CTE Counselors</p> <p><b>Title I:</b> 2.4</p>	Formative			Summative
	Dec	Mar	July	July
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Administer PSAT to all Sophomores and Juniors.</p> <p><b>Strategy's Expected Result/Impact:</b> Students will be more prepared when it comes time to take the SAT/ACT leading to higher scores and higher rates of student acceptance in colleges of their choice.</p> <p><b>Staff Responsible for Monitoring:</b> Principals Counselors</p>	Formative			Summative
	Dec	Mar	July	July
Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> Pay dual credit tuition for low-socioeconomic students.</p> <p><b>Strategy's Expected Result/Impact:</b> This will allow qualifying students who may not have the opportunity otherwise to attend college.</p> <p><b>Staff Responsible for Monitoring:</b> CFO Principal Counselor</p>	Formative			Summative
	Dec	Mar	July	July

 No Progress

 Accomplished

 Continue/Modify

 Discontinue





**Goal 2: Improve Student Career and College Readiness**

**Performance Objective 4:** CCMR rate based on TSI, ACT, SAT, Dual Credit, IBCs, and Military enlistment will improve from 52% to 60% by September of 2025

**HB3 Goal**

**Evaluation Data Sources:** TEA reports and local data

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Utilize College Bridge curriculum in College Prep courses  <b>Strategy's Expected Result/Impact:</b> The self-paced, targeted course will prepare students for college and result in higher TSI passing rates.  <b>Staff Responsible for Monitoring:</b> Director of CCMR and CTE                      Principal                      College Prep teachers</p>	<b>Formative</b>			<b>Summative</b>
	<b>Dec</b>	<b>Mar</b>	<b>July</b>	<b>July</b>
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Provide SAT, ACT, and TSI on campus  <b>Strategy's Expected Result/Impact:</b> Greater access will allow more students to achieve success on these tests  <b>Staff Responsible for Monitoring:</b> Principal</p>	<b>Formative</b>			<b>Summative</b>
	<b>Dec</b>	<b>Mar</b>	<b>July</b>	<b>July</b>
Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> Provide opportunity for military recruiters to meet with HS students  <b>Strategy's Expected Result/Impact:</b> More students will enlist in the military  <b>Staff Responsible for Monitoring:</b> Principal</p>	<b>Formative</b>			<b>Summative</b>
	<b>Dec</b>	<b>Mar</b>	<b>July</b>	<b>July</b>
Strategy 4 Details	Reviews			
<p><b>Strategy 4:</b> Increase opportunities for students to earn Industry-Based Certificates  <b>Strategy's Expected Result/Impact:</b> An increased number of students, when provided with the opportunity, will earn an Industry Based Certification and be considered College/Career/Military Ready.  <b>Staff Responsible for Monitoring:</b> Director of CCMR and CTE                      CTE Teachers                      Principal</p>	<b>Formative</b>			<b>Summative</b>
	<b>Dec</b>	<b>Mar</b>	<b>July</b>	<b>July</b>

Strategy 5 Details	Reviews			
<b>Strategy 5:</b> Employ Director of CCMR <b>Strategy's Expected Result/Impact:</b> Students will be better prepared for college and careers. <b>Staff Responsible for Monitoring:</b> Assistant Superintendent of Academics  <b>Title I:</b> 2.4, 2.5, 2.6	Formative			Summative
	Dec	Mar	July	July
<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 3: Recruit, Retain, & Train Fully Certified and Highly Qualified Principals, Teachers, and Staff**





**Performance Objective 1: The district will provide high quality staff development.**

**Evaluation Data Sources:** Eduphoria Workshop / Strive  
R10 Offerings  
Assessments

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Embed professional development dates in the academic calendar and cater training to educational needs.</p> <p><b>Strategy's Expected Result/Impact:</b> Teachers will be better prepared to address areas of weakness leading to district-wide improvement in those areas.</p> <p><b>Staff Responsible for Monitoring:</b> Asst Sup of Academics Directors Principals</p>	<b>Formative</b>			<b>Summative</b>
	<b>Dec</b>	<b>Mar</b>	<b>July</b>	<b>July</b>
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Provide Exchange Day Program for professional development.</p> <p><b>Strategy's Expected Result/Impact:</b> This will allow teachers to seek training on topics of interest or need. It will allow them to target training that aligns with their T-TESS goals. This will help them better serve their students' needs.</p> <p><b>Staff Responsible for Monitoring:</b> Asst Sup of Academics Principals</p>	<b>Formative</b>			<b>Summative</b>
	<b>Dec</b>	<b>Mar</b>	<b>July</b>	<b>July</b>
Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> Utilize Region 10 online compliance training for required professional development.</p> <p><b>Strategy's Expected Result/Impact:</b> This compliance training will help teachers understand important aspects of the law and district expectations.</p> <p><b>Staff Responsible for Monitoring:</b> Assistant Superintendent Principals</p>	<b>Formative</b>			<b>Summative</b>
	<b>Dec</b>	<b>Mar</b>	<b>July</b>	<b>July</b>
Strategy 4 Details	Reviews			
<p><b>Strategy 4:</b> Implement campus-based, ongoing ethics training.</p> <p><b>Strategy's Expected Result/Impact:</b> This training will strengthen teachers' awareness of ethical practices and help avoid unethical behavior.</p> <p><b>Staff Responsible for Monitoring:</b> Assistant Superintendent of HR Principals</p>	<b>Formative</b>			<b>Summative</b>
	<b>Dec</b>	<b>Mar</b>	<b>July</b>	<b>July</b>

Strategy 5 Details	Reviews			
<b>Strategy 5:</b> Provide new teacher orientation <b>Strategy's Expected Result/Impact:</b> New teachers will learn district expectations and receive entry-level training on curriculum and technology. <b>Staff Responsible for Monitoring:</b> Superintendent Asst Superintendents Director of Technology	<b>Formative</b>			<b>Summative</b>
	<b>Dec</b>	<b>Mar</b>	<b>July</b>	<b>July</b>
Strategy 6 Details	Reviews			
<b>Strategy 6:</b> Provide a mentor program for teachers new to the profession <b>Strategy's Expected Result/Impact:</b> This program will help brand-new teachers grow professionally and provide support in areas of classroom management, strategies, and curriculum. <b>Staff Responsible for Monitoring:</b> Assistant Superintendent of HR Mentor Program Advisor  <b>Funding Sources:</b> Mentor - Title II Funds - \$5,000	<b>Formative</b>			<b>Summative</b>
	<b>Dec</b>	<b>Mar</b>	<b>July</b>	<b>July</b>
Strategy 7 Details	Reviews			
<b>Strategy 7:</b> Use T-TESS system with Student Learning Objectives <b>Strategy's Expected Result/Impact:</b> This system helps keep the teachers focused on continual growth for themselves and their students. <b>Staff Responsible for Monitoring:</b> Principals	<b>Formative</b>			<b>Summative</b>
	<b>Dec</b>	<b>Mar</b>	<b>July</b>	<b>July</b>
Strategy 8 Details	Reviews			
<b>Strategy 8:</b> Provide Reading Academy for K-3 teachers who have not yet had the training. <b>Strategy's Expected Result/Impact:</b> Greater student achievement in Reading. <b>Staff Responsible for Monitoring:</b> Asst Superintendent of Academics  <b>Title I:</b> 2.4, 2.5, 2.6 - <b>Results Driven Accountability</b>	<b>Formative</b>			<b>Summative</b>
	<b>Dec</b>	<b>Mar</b>	<b>July</b>	<b>July</b>







Strategy 9 Details	Reviews			
<p><b>Strategy 9:</b> Provide Sheltered Instruction Training for Elementary Campuses.</p> <p><b>Strategy's Expected Result/Impact:</b> Expand teachers' knowledge base of strategies to make academic content more accessible to English Language Learners while promoting their language development.</p> <p><b>Staff Responsible for Monitoring:</b> Bilingual Coordinator Principals</p> <p><b>Funding Sources:</b> - Title III Funds - \$11,365</p>	Formative			Summative
	Dec	Mar	July	July
<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 3: Recruit, Retain, & Train Fully Certified and Highly Qualified Principals, Teachers, and Staff**

**Performance Objective 2:** The district will recruit and hire fully certified and highly qualified administrators, teachers, and staff.





**Evaluation Data Sources:** Personnel reports

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Give hiring preference to fully certified candidates  <b>Strategy's Expected Result/Impact:</b> This will ensure that we are putting the most qualified teachers in the classroom.  <b>Staff Responsible for Monitoring:</b> Asst Sup of HR and Operations</p>	<b>Formative</b>			<b>Summative</b>
	<b>Dec</b>	<b>Mar</b>	<b>July</b>	<b>July</b>
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Ensure that low income and minority students are not taught at higher rates than other students by non-certified or inexperienced teachers.  <b>Strategy's Expected Result/Impact:</b> All students will have equal access to high quality teachers.  <b>Staff Responsible for Monitoring:</b> Asst Superintendent of HR   <b>Equity Plan</b></p>	<b>Formative</b>			<b>Summative</b>
	<b>Dec</b>	<b>Mar</b>	<b>July</b>	<b>July</b>
Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> Provide a recruitment stipend for secondary math and science teachers.  <b>Strategy's Expected Result/Impact:</b> Assist the district in recruiting certified teachers in high-need, hard to find subject areas.  <b>Staff Responsible for Monitoring:</b> Assistant Sup of HR                      CFO   <b>Funding Sources:</b> - Title II Funds - \$70,800</p>	<b>Formative</b>			<b>Summative</b>
	<b>Dec</b>	<b>Mar</b>	<b>July</b>	<b>July</b>
<p style="text-align: center;">  No Progress                           Accomplished                           Continue/Modify                           Discontinue                 </p>				

**Goal 3: Recruit, Retain, & Train Fully Certified and Highly Qualified Principals, Teachers, and Staff**

**Performance Objective 3: The district will implement TIA to help retain high quality staff members**

**Evaluation Data Sources:** Retention rates

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Campus and Central office staff will complete periodic calibration training throughout the school year.</p> <p><b>Strategy's Expected Result/Impact:</b> Ensures administrators are aligned in T-TESS observations, documentation, and interpretation of the T-TESS rubric.</p> <p><b>Staff Responsible for Monitoring:</b> Assistant Superintendent of HR Principals</p>	Formative			Summative
	Dec	Mar	July	July
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Teachers will receive training over the TIA components, data sources used in TIA calculations, and T-TESS.</p> <p><b>Strategy's Expected Result/Impact:</b> Teachers will better understand TIA and the process in which TIA designations may be earned.</p>	Formative			Summative
	Dec	Mar	July	July
<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 4: Improve Student Programs & Services**





**Performance Objective 1:** Technology will be supported and maintained throughout the district.

**Evaluation Data Sources:** Usage Reports

Tech Plan

Tech survey

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Develop a district plan to replace Chromebooks as they expire or need repair.</p> <p><b>Strategy's Expected Result/Impact:</b> Students will have uninterrupted access to curricular materials necessary for academic growth and success.</p> <p><b>Staff Responsible for Monitoring:</b> Director of Technology Asst Sup of Academics Principals CFO</p> <p><b>Title I:</b> 2.4, 2.5, 2.6</p>	<b>Formative</b>			<b>Summative</b>
	<b>Dec</b>	<b>Mar</b>	<b>July</b>	<b>July</b>
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Develop programs to utilize technology in the classroom.</p> <p><b>Strategy's Expected Result/Impact:</b> Effective technology integration will expand learning opportunities for students and increase engagement.</p> <p><b>Staff Responsible for Monitoring:</b> Asst Sup Technology Director Inst Tech Coaches</p> <p><b>Title I:</b> 2.4, 2.5, 2.6</p>	<b>Formative</b>			<b>Summative</b>
	<b>Dec</b>	<b>Mar</b>	<b>July</b>	<b>July</b>
Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> Maintain highly-trained and skilled technical staff</p> <p><b>Strategy's Expected Result/Impact:</b> The technology staff will order, prepare, deploy, inventory, and maintain all technical equipment allowing the teachers and students to utilize these tools.</p> <p><b>Staff Responsible for Monitoring:</b> Asst Sup of Academics Technology Director</p>	<b>Formative</b>			<b>Summative</b>
	<b>Dec</b>	<b>Mar</b>	<b>July</b>	<b>July</b>





Strategy 4 Details	Reviews			
<b>Strategy 4:</b> Employ Instructional Technology Coaches to train teachers to use technology in the classroom <b>Strategy's Expected Result/Impact:</b> The teachers will be better equipped to integrate technology into daily instruction <b>Staff Responsible for Monitoring:</b> Principals	Formative			Summative
	Dec	Mar	July	July
<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 4: Improve Student Programs & Services**

**Performance Objective 2:** Students in need of specialized services will be properly identified and served.

**Evaluation Data Sources:** Program Data and Evaluations  
 MTSS Data  
 PIEMS

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Ensure continuum of services to address student needs including the treatment of dyslexia.  <b>Strategy's Expected Result/Impact:</b> Recently acquired training will be utilized to identify and assist students with dyslexia allowing the students to be more successful.  <b>Staff Responsible for Monitoring:</b> Director of Special Populations</p>	<b>Formative</b>			<b>Summative</b>
	<b>Dec</b>	<b>Mar</b>	<b>July</b>	<b>July</b>
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Utilize Bilingual Coordinator/Parent Liaison  <b>Strategy's Expected Result/Impact:</b> The Bilingual Coordinator will work with teachers to ensure effective practices are used to help our ELs. She will also work to engage our Spanish-speaking parents in the school system.  <b>Staff Responsible for Monitoring:</b> Assistant Superintendent                      Principals                      Director of Special Populations   <b>Title I:</b>                      2.4, 2.5, 2.6</p>	<b>Formative</b>			<b>Summative</b>
	<b>Dec</b>	<b>Mar</b>	<b>July</b>	<b>July</b>
Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> Ensure effective and efficient special education services in compliance with federal, state, and local regulations.  <b>Strategy's Expected Result/Impact:</b> The district will meet the needs of special education students  <b>Staff Responsible for Monitoring:</b> Asst Sup                      Director of Special Education   <b>Title I:</b>                      2.4</p>	<b>Formative</b>			<b>Summative</b>
	<b>Dec</b>	<b>Mar</b>	<b>July</b>	<b>July</b>

Strategy 4 Details	Reviews			
<b>Strategy 4:</b> Use Edugence to monitor MTSS and student program supports <b>Strategy's Expected Result/Impact:</b> This use of this system will lead to more consistent support for at-risk students <b>Staff Responsible for Monitoring:</b> Principals Bilingual Coordinator Interventionists LPAC Coordinators	Formative			Summative
	Dec	Mar	July	July
<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 4: Improve Student Programs & Services**

**Performance Objective 3: Increase parental and community involvement.**





**Evaluation Data Sources:** PTO Data

Parent survey

Social media feedback

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Provide district-wide outreach program for EL parents to help build connections and capacity</p> <p><b>Strategy's Expected Result/Impact:</b> EOY parental survey will show that ELL parents feel more welcome, informed, and valued; and possess new knowledge and resources allowing them to better support their child's education.</p> <p><b>Staff Responsible for Monitoring:</b> Bilingual Coordinator Principals</p> <p><b>Title I:</b> 2.4, 2.6, 4.2</p> <p><b>Funding Sources:</b> - Title III Funds - \$18,000</p>	<b>Formative</b>			<b>Summative</b>
	<b>Dec</b>	<b>Mar</b>	<b>July</b>	<b>July</b>
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Provide meeting invitations in Spanish and provide interpreters at meetings</p> <p><b>Strategy's Expected Result/Impact:</b> Our Spanish speaking parents will be better informed, will feel more welcome and valued, and will be better able to support their child's education.</p> <p><b>Staff Responsible for Monitoring:</b> Principals</p> <p><b>Title I:</b> 4.2</p>	<b>Formative</b>			<b>Summative</b>
	<b>Dec</b>	<b>Mar</b>	<b>July</b>	<b>July</b>
Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> District will use website, social media, and Remind messages to keep parents informed.</p> <p><b>Strategy's Expected Result/Impact:</b> Parents will be better informed, feel a stronger connection to the school and better able to support their child's education.</p> <p><b>Staff Responsible for Monitoring:</b> All District Admin</p>	<b>Formative</b>			<b>Summative</b>
	<b>Dec</b>	<b>Mar</b>	<b>July</b>	<b>July</b>







Strategy 4 Details	Reviews			
<p><b>Strategy 4:</b> Support parent night activities on all campuses</p> <p><b>Strategy's Expected Result/Impact:</b> Parents will be better informed, feel a stronger connection to the school and better able to support their child's education.</p> <p><b>Staff Responsible for Monitoring:</b> Principals</p> <p><b>Title I:</b> 4.2</p> <p><b>Funding Sources:</b> - Title I Funds - \$8,200</p>	<b>Formative</b>			<b>Summative</b>
	<b>Dec</b>	<b>Mar</b>	<b>July</b>	<b>July</b>
Strategy 5 Details	Reviews			
<p><b>Strategy 5:</b> Provide ESL College Nights at KHS for Spanish-speaking parents of HS students.</p> <p><b>Strategy's Expected Result/Impact:</b> These college nights will provide important college information to Spanish-speaking parents. We hope this will lead to more ESL students attending college.</p> <p><b>Staff Responsible for Monitoring:</b> HS Principal HS Counselor Bilingual Coordinator</p> <p><b>Title I:</b> 4.2</p>	<b>Formative</b>			<b>Summative</b>
	<b>Dec</b>	<b>Mar</b>	<b>July</b>	<b>July</b>
Strategy 6 Details	Reviews			
<p><b>Strategy 6:</b> The district will jointly develop with, and distribute to, parents and family members of participating children a written Parent and Family Engagement Policy. Parents shall be notified of the policy in an understandable and uniform format and, to the extent practicable, provided in a language the parents can understand. The policy shall be made available to the local community and updated periodically to meet the changing needs of the parents and the school.</p> <p><b>Strategy's Expected Result/Impact:</b> Parents will be more engaged in the educational process leading to higher levels of student achievement and efficacy</p> <p><b>Staff Responsible for Monitoring:</b> Dir of State and Federal Programs</p> <p><b>Title I:</b> 4.1</p>	<b>Formative</b>			<b>Summative</b>
	<b>Dec</b>	<b>Mar</b>	<b>July</b>	<b>July</b>
<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 4: Improve Student Programs & Services**

**Performance Objective 4:** The district will maintain compliance with state and federal laws and regulations.

**Evaluation Data Sources:** Policy  
R10 Compliance Check

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Provide periodic legal/policy updates for administrators  <b>Strategy's Expected Result/Impact:</b> Campus administrators will remain current on policy and legal issues and will be better equipped to inform their staff.  <b>Staff Responsible for Monitoring:</b> Central admin Directors</p>	<b>Formative</b>			<b>Summative</b>
	<b>Dec</b>	<b>Mar</b>	<b>July</b>	<b>July</b>
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Monitor federal and special programs to ensure compliance.  <b>Strategy's Expected Result/Impact:</b> The district will be in compliance with regulations pertaining to federal and special programs  <b>Staff Responsible for Monitoring:</b> Asst Sup of HR                      Director of State and Federal Programs                      Director of Special Education</p>	<b>Formative</b>			<b>Summative</b>
	<b>Dec</b>	<b>Mar</b>	<b>July</b>	<b>July</b>
Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> Ensure compliance with all financial rules and regulations  <b>Strategy's Expected Result/Impact:</b> District will be compliant with all financial rules and regs as confirmed by a clean audit and high FIRST rating  <b>Staff Responsible for Monitoring:</b> CFO</p>	<b>Formative</b>			<b>Summative</b>
	<b>Dec</b>	<b>Mar</b>	<b>July</b>	<b>July</b>
<p style="text-align: center;">  No Progress                           Accomplished                           Continue/Modify                           Discontinue                 </p>				





**Goal 5:** Provide a safe and orderly learning environment

**Performance Objective 1:** Provide programs and structures that promote safety and security

**Evaluation Data Sources:** PEIMS

Student discipline reports  
student, teacher, parent feedback





Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Employ and oversee ISD police department with one officer at every campus. The duties of the police officers include protecting:</p> <ol style="list-style-type: none"> <li>The safety and welfare of any person in the jurisdiction of the peace officer, and</li> <li>The property of the school district</li> </ol> <p><b>Strategy's Expected Result/Impact:</b> An effective police force will help ensure that the campuses are safe and able to provide an orderly learning experience.</p> <p><b>Staff Responsible for Monitoring:</b> Asst Superintendent Police Chief</p>	<b>Formative</b>			<b>Summative</b>
	<b>Dec</b>	<b>Mar</b>	<b>July</b>	<b>July</b>
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> District Emergency Operations Procedures Team will conduct audits and update EOP as needed.</p> <p><b>Strategy's Expected Result/Impact:</b> The district will proactively deter terroristic activities and also be prepared to deal with campus emergencies as they arise.</p> <p><b>Staff Responsible for Monitoring:</b> Asst Superintendent EOPT</p>	<b>Formative</b>			<b>Summative</b>
	<b>Dec</b>	<b>Mar</b>	<b>July</b>	<b>July</b>
Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> Utilize anonymous reporting system to combat threats to student and teacher safety</p> <p><b>Strategy's Expected Result/Impact:</b> This program will help ensure that KISD provides a safe learning environment.</p> <p><b>Staff Responsible for Monitoring:</b> Asst. Sup. Principals Chief of Police</p>	<b>Formative</b>			<b>Summative</b>
	<b>Dec</b>	<b>Mar</b>	<b>July</b>	<b>July</b>

Strategy 4 Details	Reviews			
<p><b>Strategy 4:</b> Utilize threat assessment team and protocols in order to identify potential safety threats</p> <p><b>Strategy's Expected Result/Impact:</b> The team will be able to identify potential threats to student safety and intervene appropriately in order to keep students safe.</p> <p><b>Staff Responsible for Monitoring:</b> Assistant Superintendent Chief of Police Director of Guidance and Counseling</p>	<b>Formative</b>			<b>Summative</b>
	<b>Dec</b>	<b>Mar</b>	<b>July</b>	<b>July</b>
Strategy 5 Details	Reviews			
<p><b>Strategy 5:</b> Convene School Health Advisory Committee to give input on health-related issues.</p> <p><b>Strategy's Expected Result/Impact:</b> The SHAC will assist the administration and school board in making sound decisions in regard to student and staff health.</p> <p><b>Staff Responsible for Monitoring:</b> Assistant Superintendent of HR and Operations Director of Guidance and Counseling Nursing Coordinator</p>	<b>Formative</b>			<b>Summative</b>
	<b>Dec</b>	<b>Mar</b>	<b>July</b>	<b>July</b>
Strategy 6 Details	Reviews			
<p><b>Strategy 6:</b> In accordance with SB9, the district, with input from the School Health Advisory Council, developed and implemented a plan for instruction regarding child abuse, family violence, dating violence, and sex trafficking.</p> <p><b>Strategy's Expected Result/Impact:</b> Students will be safer as they are better informed about these dangers.</p> <p><b>Staff Responsible for Monitoring:</b> Director of Guidance and Counseling</p>	<b>Formative</b>			<b>Summative</b>
	<b>Dec</b>	<b>Mar</b>	<b>July</b>	<b>July</b>
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  0% No Progress         </div> <div style="text-align: center;">  100% Accomplished         </div> <div style="text-align: center;">  Continue/Modify         </div> <div style="text-align: center;">  Discontinue         </div> </div>				

**Goal 5:** Provide a safe and orderly learning environment

**Performance Objective 2:** Provide programs and structures that promote an orderly learning environment

**Evaluation Data Sources:** student data reports  
 student, teacher, parent feedback  
 walk-through data





Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Utilize a discipline management plan that is effective and equitable</p> <p><b>Strategy's Expected Result/Impact:</b> Fair, balanced, consistent and firm discipline practices will contribute to a safe and orderly learning environment.</p> <p><b>Staff Responsible for Monitoring:</b> Assistant Superintendent Principals Assistant Principals</p>	Formative			Summative
	Dec	Mar	July	July
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> District will support proactive discipline strategies and look for alternatives to ISS</p> <p><b>Strategy's Expected Result/Impact:</b> Proactive discipline will limit more serious discipline issues. Alternatives to ISS will allow students more time in the classroom for instruction.</p> <p><b>Staff Responsible for Monitoring:</b> Asst Superintendent Principals Asst Principals</p>	Formative			Summative
	Dec	Mar	July	July
<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 5:** Provide a safe and orderly learning environment

**Performance Objective 3:** Provide programs and structures that promote social and emotional well-being

**Evaluation Data Sources:** discipline reports  
counselor, teacher, student, parent feedback

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Campus administration and staff will use anti-bullying training and protocol  <b>Strategy's Expected Result/Impact:</b> Students will have a safe and positive learning experience.  <b>Staff Responsible for Monitoring:</b> Asst Superintendent                      Principals                      Teachers</p>	<b>Formative</b>			<b>Summative</b>
	<b>Dec</b>	<b>Mar</b>	<b>July</b>	<b>July</b>
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Utilize social-emotional curriculum on the elementary campuses  <b>Strategy's Expected Result/Impact:</b> Students will develop appropriate social skills and emotional stability.  <b>Staff Responsible for Monitoring:</b> Director of Guidance and Counseling                      Principals</p>	<b>Formative</b>			<b>Summative</b>
	<b>Dec</b>	<b>Mar</b>	<b>July</b>	<b>July</b>
Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> Teach digital citizenship, suicide prevention, and cyberbullying prevention on secondary campuses  <b>Strategy's Expected Result/Impact:</b> The program will promote student mental health and wellbeing  <b>Staff Responsible for Monitoring:</b> Director of Guidance and Counseling                      Counselors                      Principals</p> <p><b>Title I:</b> 2.4, 2.5, 2.6</p>	<b>Formative</b>			<b>Summative</b>
	<b>Dec</b>	<b>Mar</b>	<b>July</b>	<b>July</b>
Strategy 4 Details	Reviews			
<p><b>Strategy 4:</b> Contract with local mental health provider to assist troubled children and staff members in distress.  <b>Strategy's Expected Result/Impact:</b> Children served will experience improved social and emotional well-being  <b>Staff Responsible for Monitoring:</b> Director of Student Services</p>	<b>Formative</b>			<b>Summative</b>
	<b>Dec</b>	<b>Mar</b>	<b>July</b>	<b>July</b>

Strategy 5 Details	Reviews			
<p><b>Strategy 5:</b> Utilize the Character Strong program for elementary and JH.</p> <p><b>Strategy's Expected Result/Impact:</b> Students will develop strong, resilient character that will benefit them throughout life.</p> <p><b>Staff Responsible for Monitoring:</b> Director of Guidance and Counseling Principals Counselors</p>	Formative			Summative
	Dec	Mar	July	July
<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>				