



KAUFMAN ISD STRATEGIC PLAN

2025-2030

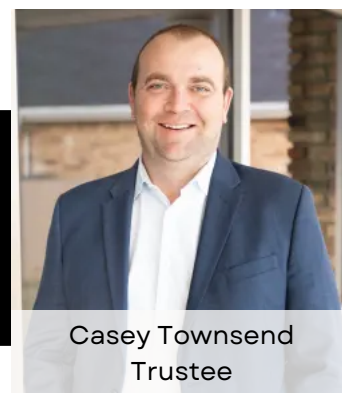
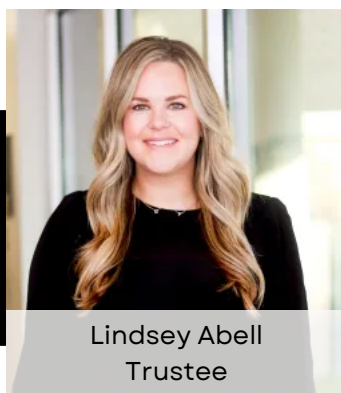
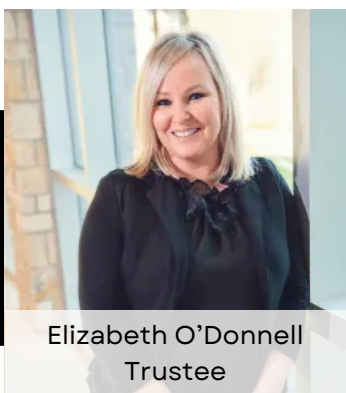
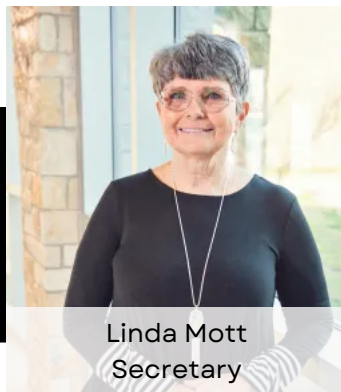
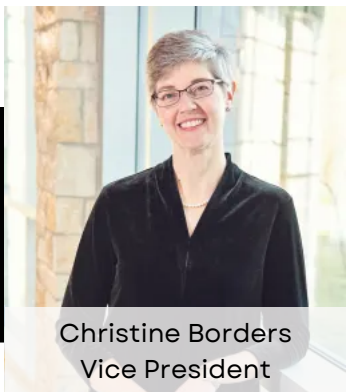


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KAUFMAN ISD BOARD OF TRUSTEES

2024-2025



OUR BELIEFS

OUR MISSION:

KISD will equip students to become lifelong learners committed to academic **EXCELLENCE, INTEGRITY,** and **SERVICE** to others.

OUR VISION:

Preparation.

Purpose.

PRIDE!

OUR MOTTO:

“Big City Education. Small Town Values.”

OUR SCHOOLS

EARLY CHILDHOOD EDUCATION

HELEN EDWARDS EARLY CHILDHOOD CENTER

ELEMENTARY SCHOOLS

J.W. MONDAY ELEMENTARY SCHOOL

J.R. PHILLIPS ELEMENTARY SCHOOL

LUCILLE NASH ELEMENTARY SCHOOL

MIDDLE SCHOOLS

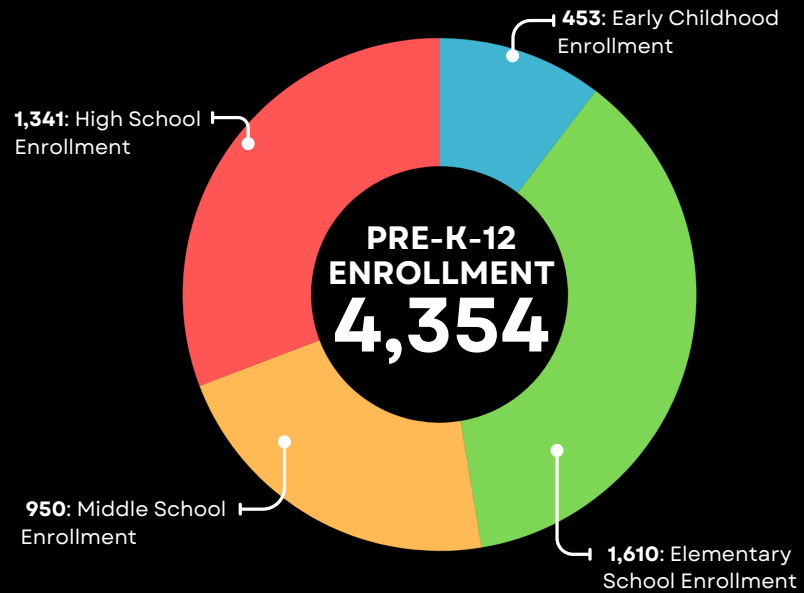
O.P. NORMAN JUNIOR HIGH SCHOOL

HIGH SCHOOLS

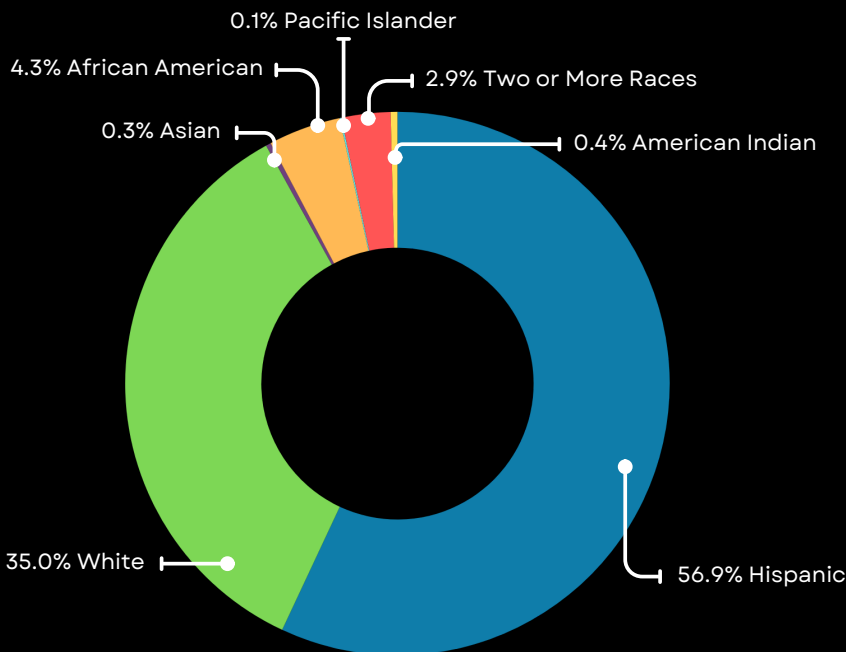
KAUFMAN HIGH SCHOOL

GARY S. CAMPBELL HIGH SCHOOL

OUR ENROLLMENT

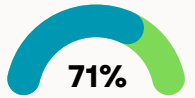


ETHNIC DISTRIBUTION



ECONOMICALLY DISADVANTAGED

3,091



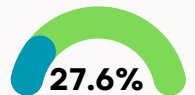
STUDENTS SERVED IN SPECIAL EDUCATION

629



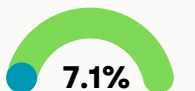
BILINGUAL/ESL STUDENTS

1,200



STUDENTS IDENTIFIED AS GIFTED & TALENTED

309



PORTRAIT OF A GRADUATE

A **Kaufman ISD** Graduate is **prepared** for college or career, has a strong sense of **purpose**, and takes **pride** in oneself and others.

PREPARATION

College, Careers, & Life

Kaufman ISD graduates complete rigorous academic courses and explore career opportunities through classes, internships, and work-study opportunities. They exhibit grit and determination in all aspects of life; engage in healthy life choices; are literate and articulate; proficient with technology; and are creative and solutions-oriented problem solvers.

PURPOSE

Servant Leaders & Collaborative Team Members

Kaufman ISD graduates demonstrate confidence while maintaining a kind demeanor; prioritize the needs of others while accepting responsibility for themselves and accountability for their own actions. They work effectively with others to achieve group goals; take actions that respect the needs and contributions of others; yield their own objectives to the goals of the team, and make meaningful contributions within the team. KISD graduates apply their knowledge and problem-solving skills in meaningful and productive ways.

PRIDE

Respect for Self and Others, Compassionate Citizens, and Life-long Learners

Kaufman ISD graduates respectfully and actively listen to others; apply their values to decision-making; and appropriately engage in courageous conversations. They are empathetic to their fellow citizens, exhibiting care and concern for others; are inclusive and embrace differences; are culturally aware; and actively exercise their rights within our democracy. Kaufman ISD graduates approach life with wonder and curiosity; seek creative opportunities; possess the ability to adapt to change; and are confident in their ability to pursue and attain futures beyond what they can imagine!



KAUFMAN ISD STRATEGIC PRIORITIES

PRIORITY 1

EXCELLENCE IN STUDENT PERFORMANCE

PRIORITY 2

EXCELLENCE IN A COLLABORATIVE
WORK ENVIRONMENT

PRIORITY 3

INTEGRITY-DRIVEN DISTRICT
AND CAMPUS OPERATIONS

PRIORITY 4

COMMUNITY SERVICE AND ENGAGEMENT



PRIORITY 1

EXCELLENCE IN STUDENT PERFORMANCE

STRATEGIES

- 1.1 Increase Academic Achievement and Growth in All Levels
- 1.2 Increase College, Career, or Military Readiness by graduation.
- 1.3 Ensure the Safety and Well-Being of Students

EXCELLENCE in Student Performance	Data Source	Goal	Base Line		Targets				
			2024	2025	2026	2027	2028	2029	2030
1.1.1 Increase the percentage students reaching the "Meets" standard for English Language Arts (ELAR).	STAAR Performance (TAPR)	60%	51%	TBD					
1.1.2 Increase the percentage of students reaching the "Meets" standard for Math.		55%	46%	TBD					
1.2 Maintain high standards for graduates earning College, Career, and/or Military (CCMR) indicators.		90%	96%	TBD					
1.3.1 Increase the percentage of students enrolled in Hazel Health service.	Hazel Health Data	80%	NA	62%					
1.3.2 Decrease the percentage of student's discipline placements to fall below the State levels.	TAPR	2.0%	3.7%	TBD					



PRIORITY 2

EXCELLENCE IN A COLLABORATIVE WORK ENVIRONMENT

STRATEGIES

- 2.1 Ensure continuous professional development and training.
- 2.2 Increase the Competitive Compensation for the district
- 2.3 Increase Staff Satisfaction, Engagement, & Well-Being

EXCELLENCE in a Collaborative Work Environment	Data Source	Goal	Base Line		Targets				
			2024	2025	2026	2027	2028	2029	2030
2.1 Increase the Teacher Retention Rate.	TAPR	90%	85%	TBD					
2.2 Increase the percentage of Teachers receiving a Teacher Incentive Allotment Stipend.	TEA Award List	20%	NA	NA	TBD				
2.3 Increase Staff Satisfaction on the District's annual survey.	Survey Data	90%	NA	TBD					



PRIORITY 3

INTEGRITY- DRIVEN DISTRICT AND CAMPUS OPERATIONS

STRATEGIES

- 3.1 Promote Operational Efficiency and Streamlined Maintenance Procedures
- 3.2 Create Systematic, Long-Range Facility Planning
- 3.3 Ensure Strong Financial Stewardship and Open Two-Way Communication Regarding District's Financial Position

INTEGRITY- Driven District and Campus Operations	Data Source	Goal	Base Line		Targets				
			2024	2025	2026	2027	2028	2029	2030
3.1 Increase the monthly completion rate of Work Orders.	School Dude	95%	NA	TBD					
3.2 Increase the completion percentage of Priority Maintenance Projects.	TASB Program	90%	NA	TBD					
3.3 Maintain a "Superior" rating in the F.I.R.S.T. system.	TEA FIRST	Superior	Superior	TBD					



PRIORITY 4

COMMUNITY SERVICE AND ENGAGEMENT

STRATEGIES

- 4.1 Increase Parent and Family Engagement & Satisfaction
- 4.2 Promote Community Engagement
- 4.3 Expand Community Partnerships

Community SERVICE and Engagement	Data Source	Goal	Base Line		Targets				
			2024	2025	2026	2027	2028	2029	2030
4.1 Increase family satisfaction on the District's annual survey.	Survey Data	90%	NA	TBD					
4.2 Increase community engagement with social media channels.	KISD Website	85%	NA	72%					
4.3 Increase the number of community partners.	Department Data	12	2	7					