[CAMPUS NAME] Campus Improvement Plan

KISD: MISSION | VISION | MOTTO

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

KISD Vision: **PREPARATION | PURPOSE | PRIDE!**

KISD Motto: *"Big City Education. Small Town Values."*

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!

DISTRICT PRIORITIES:
1. **EXCELLENCE** in Student Performance
2. **EXCELLENCE** in a Collaborative Work Environment
3. **INTEGRITY**-Driven District and Campus Operations
4. Community **SERVICE** and Engagement

Priority #1: EXCELLENCE in Student Performance
Strategic Objective 1.1: Increase Academic Achievement and Growth in All Levels

Evaluation Data Sources: State Accountability STAAR results; TAPR Data; MAP Data

Balanced Scorecard Results (Lag Measures)

EXCELLENCE in Student Performance	Data Source	Goal	Base Line		Status					
			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						
3rd/6th/9th										
4th/7th/10th										
5th/8th										

Objective #1.1.1 Details

Objective 1.1.1 Increase the percentage students reaching the "Meets" standard for English Language Arts (ELAR).

1. *Use your previous year's data to create a SMART goal for improving student outcomes in this area.*
2. *Add a Fidelity Check Lead measure connected to Adult Behaviors. How will you ensure that the adults are following through with this plan*
   - *Ex: Conducted XX teacher walkthroughs.*
3. *Drill down to a root cause to ensure that this goal is met on your campus*
4. *Identify the resources you will need/use to implement the improvement plan.*

Lead Measures (Formative Review)	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	June
PK Circle data										
Kindergarten map data										
1st map data										
2nd map data										
3rd map data										
4th map data										
5th map data										
6th map data										
7th map data										
8th map data										
Fidelity Measure: # Walkthroughs										

KAUFMAN INDEPENDENT SCHOOL DISTRICT
District and Campus Improvement Plans
2025-2026

Priority #1: EXCELLENCE in Student Performance
Strategic Objective 1.1: Increase Academic Achievement and Growth in All Levels
Evaluation Data Sources: State Accountability STAAR results; TAPR Data; MAP Data

Balanced Scorecard Results (Lag Measures)

EXCELLENCE in Student Performance	Data Source	Goal	Base Line		Status				
			2024	2025	2026	2027	2028	2029	2030
1.1.2 Increase the percentage of students reaching the "Meets" standard for Math.	STAAR Performance (TAPR)	55%	46%	TBD					
3rd/6th/9th									
4th/7th/10th									
5th/8th									

Objective #1.1.2 Details

1.1.2 Increase the percentage of students reaching the "Meets" standard for Math.

Smart Goal
Fidelity Check Goal
Root Cause
Resources

Lead Measures (Formative Review)	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	June
PK Circle data										
Kindergarten map data										
1st map data										
2nd map data										
3rd map data										
4th map data										
5th map data										
6th map data										
7th map data										
8th map data										
Fidelity Measure: # Walkthroughs										

Objective #1.1.3 & 1.1.4 Details

1.1.3 Smart goal for Science
1.1.4 Smart goal for Social Study

Smart Goal
Fidelity Check Goal
Root Cause
Resources

Priority #1: EXCELLENCE in Student Performance
Strategic Objective 1.2: Increase College, Career, or Military Readiness by graduation
Evaluation Data Sources: State Accountability STAAR results; TAPR Data; TSIA; SAT/ACT; IBC; ASVAB

Balanced Scorecard Results (Lag Measures)

EXCELLENCE in Student Performance	Data Source	Goal	Base Line		Status				
			2024	2025	2026	2027	2028	2029	2030
1.2 Maintain high standards for graduates earning College, Career, and/or Military (CCMR) indicators.	STAAR Performance (TAPR)	90%	96%	TBD					
TSIA Performance									
SAT/ACT									
IBC's									

Objective #1.2 Details	Reviews			
1.2 Maintain high standards for graduates earning College, Career, and/or Military (CCMR) indicators.	Formative (Lead Measures)			Summative (Lag Measures)
	Oct	Feb	May	June
Pk-8th campuses: How can you increase and/or create a CCMR focused atmosphere on your campus? Events? Environment?				
HS: Focus on progress towards semester results from CCMR areas such as: TSIA/SAT/ACT/IBC to track Juniors and Seniors.				

Priority #1: EXCELLENCE in Student Performance
Strategic Objective 1.3: Ensure the Safety and Well-Being of Students
Evaluation Data Sources: Survey's; Hazel Health Enrollment; PEIMS Discipline; RDA data; & TAPR.

Balanced Scorecard Results (Lag Measures)

EXCELLENCE in Student Performance	Data Source	Goal	Base Line		Status				
			2024	2025	2026	2027	2028	2029	2030
1.3.2 Decrease the percentage of student's discipline placements to fall below the State levels.	TAPR	2.0%	3.7%	TBD					

Objective #1.3 Details	Reviews			
1.3 Smart Goal	Formative (Lead Measures)			Summative (Lag Measures)
	Oct	Feb	May	June
How will you decrease the number of referrals and placements in ISS or OCS? Use TAPR and RDA data for your campus to drill down.				
Fidelity Check Goal Root Cause Resources				

Priority #2: EXCELLENCE in a Collaborative Environment
Strategic Objective 2.3: Increase Staff Satisfaction, Engagement, & Well-Being
 Evaluation Data Sources: Survey's; TAPR Retention rates; TIA percentage rate

Balanced Scorecard Results (Lag Measures)

EXCELLENCE in a Collaborative Work Environment	Data Source	Goal	Base Line		Status				
			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					

Objective #2.3 Details	Reviews			
2.3 Smart Goal How will you increase staff satisfaction on your campus? Staff event? Appreciations? How will you help more teachers reach TIA level goals? Fidelity Check Goal Root Cause Resources	Formative (Lead Measures)			Summative (Lag Measures)
	Oct	Feb	May	June

Priority #3: INTEGRITY-Driven District and Campus Operations
Strategic Objective 3.3: Maintain a "Superior" rating in the F.I.R.S.T. system.
 Evaluation Data Sources: Campus level budgets (local/federal/state);

Balanced Scorecard Results (Lag Measures)

INTEGRITY-Driven District and Campus Operations	Data Source	Goal	Base Line		Status				
			2024	2025	2026	2027	2028	2029	2030
3.3 Maintain a "Superior" rating in the F.I.R.S.T. system.	TEA FIRST	*Superior*	Superior	TBD					

Objective #3.3 Details	Reviews			
3.3 Smart Goal Match your budget numbers to your campus priorities. Are you focusing your funding on the things that will lead to an increase in Student Outcomes? Fidelity Check Goal Root Cause Resources	Formative (Lead Measures)			Summative (Lag Measures)
	Oct	Feb	May	June

Priority #4: Community SERVICE and Engagement
Strategic Objective 4.1: Increase Parent and Family Engagement & Satisfaction
Evaluation Data Sources: Survey Data; Event Calendars; Site-Based Attendance

Balanced Scorecard Results (Lag Measures)

Community SERVICE and Engagement	Data Source	Goal	Base Line		Status				
			2024	2025	2026	2027	2028	2029	2030
4.1 Increase family satisfaction on the District's annual survey.	Survey Data	*90%*	NA	TBD					

Objective #4.1 Details		Reviews			
4.1 Smart Goal How will you increase parent satisfaction and engagement on your campus? Events? Appreciations? Increasing voice? Fidelity Check Goal Root Cause Resources		Formative (Lead Measures)			Summative (Lag Measures)
		Oct	Feb	May	June