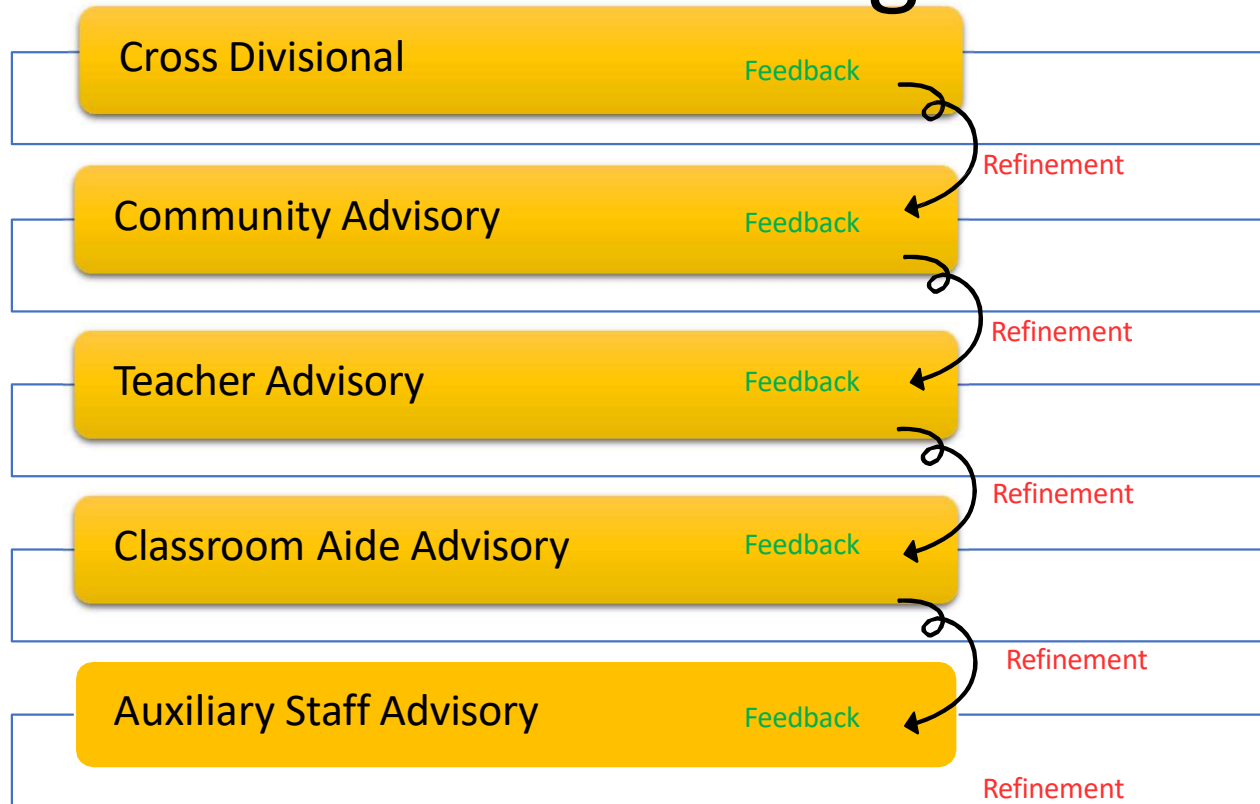


# SYSTEM SCORECARD

Killeen Independent School District



# Feedback Rounding



# Killeen ISD Strategic Plan Balanced Scorecard 2023-2027

## **We Believe:**

- Safe, engaging, rigorous, and diverse learning environments provide the best opportunity for students to reach their maximum potential.
- A high-quality staff with appropriate resources is essential to creating educational experiences that promote student success.
- Effective communication, purposeful collaboration, and strong partnerships create an atmosphere of trust and a strong sense of community vital to student achievement.

**Mission:** Teach so that students learn to their maximum potential.

**Vision:** Through the implementation of a full, innovative, rigorous, comprehensive education program, Killeen ISD will provide superior learning opportunities so that upon graduation, students are prepared for success in the workforce and/or in higher education.

# PRIORITY 1: STUDENT SUCCESS

## **Performance Objectives: 1.1**

Pathways for All students to build connections.

## **Performance Objectives: 1.2**

All students meet or exceed the Texas grade level standards in reading and writing.

## **Performance Objectives: 1.3**

All students meet or exceed the Texas grade level standards in math.

## **Performance Objectives: 1.4**

All students will graduate from high school ready to enroll in post-secondary education, enlist in the military and/or enter the workforce.

# PRIORITY 2: HUMAN CAPITAL

## **Performance Objectives: 2.1**

To recruit and retain staff, the district will promote a positive work environment and provide a competitive compensation and benefits plan.

## **Performance Objectives: 2.2**

The District will implement effective standards and practices that will consistently and strategically staff campuses and departments.

## **Performance Objectives: 2.3**

The District will identify and provide ongoing training and coaching needed for staff to build their professional capacity.

## **Performance Objectives: 2.4**

All staff will have formal and informal opportunities to give and receive feedback regarding job satisfaction and performance.

# **PRIORITY 3: FINANCIAL STEWARDSHIP**

## **Performance Objectives: 3.1**

The District will use data-driven planning to prioritize resource allocations.

## **Performance Objectives: 3.2**

The District will prepare budgets using transparent and open communication among stakeholders.

## **Performance Objectives: 3.3**

The District will continuously evaluate and update policies and procedures to foster a positive culture and climate.

## **Performance Objectives: 3.4**

District Operational Departments training will focus on effective and sustainable use of district resources and procedures.

# **PRIORITY 4: SAFETY & SECURITY**

## **Performance Objectives: 4.1**

Ensure 100% compliance with State-Mandated Emergency Operations Plans (EOPs).

## **Performance Objectives: 4.2**

Strengthen campus security through controlled access system.

## **Performance Objectives: 4.3**

Expand safety training & drills for staff and students.

## **Performance Objectives: 4.4**

Enhance incident reporting, response and transparency.

## **Performance Objectives: 4.5**

Improve Police and Safety Department integration.