

**Kirbyville Consolidated Independent School District  
Goals and Expectations  
2014-2015**

*Kirbyville CISD....Committed to Excellence*

**Goal #1:**

Kirbyville CISD will cultivate a learning community that is focused on the process of continuous learning and improvement for all staff and all students.

**Expectations:**

- **Priority Expectation:** Kirbyville High School will insure that all students are made aware of scholarship and financial aid opportunities and encouraged to apply in a timely manner, including work-study. Students will be provided multiple ways to access the information including, but not limited to, web-based. The Board will receive a report in January and May on all current applications and recipients.
- KCISD will provide for customized professional development opportunities that are specific to identified instructional needs on each campus.
- Staff members of KCISD will analyze and use data to identify patterns of strengths and needs in order to improve instruction and insure student success.
- KCISD will continue to develop and implement programs that will provide advanced academic opportunities for students such as dual credit, AP courses, and career tech.
- KCISD will provide character education throughout the District to address the social development of all students.
- Kirbyville High School will insure that all seniors apply to a college, vocational, technical school or military.
- Kirbyville High School will conduct at least three visits to colleges, universities, vocational, or technical schools each year to insure that students are made aware of opportunities to continue their education beyond high school. Juniors will visit two colleges, universities, vocational, or technical schools during the spring semester. Seniors will visit one college, university, vocational, or technical school during the fall semester.
- Kirbyville Elementary School, Junior High School and High School will host at least one College/Career Day on each respective campus per year.
- Kirbyville CISD will have a 100% graduation/completion rate: KCISD will continue to focus on assuring that all current seniors graduate on time, as well as enrolling all eligible non-graduates into a credit recovery program.

## Goal #2:

Kirbyville CISD will cultivate a school environment that is safe, nurturing, positive, respectful, inspiring, and inviting for all students, all staff, and all guests.

### Expectations:

- **Priority Expectation:** In 2014-2015 the Kirbyville CISD will improve the number of parents who are actively involved in their student's education.
  - The superintendent, staff, and parents will evaluate the success of the District's Parents Involved in Education (PIE) program. The Superintendent will give the Board a report at the January Board Meeting.
  
- **Priority Expectation:** In 2014-2015 the Kirbyville CISD will continue to improve staff attendance rate. A report will be given to the Board bi-monthly as a part of the Superintendent's report documenting staff attendance for both the current six weeks and year to date.
  - 2013-2014 school year – 96%
  - 2014-2015 school year – 96% (goal)
  
- In 2014-2015, Kirbyville CISD will continue to maintain a low turnover rate for master teachers (5 or more years at KCISD).
  - 2013-2014 school year – 1.02%
  
- In 2014-2015, Kirbyville CISD will continue to improve the student attendance rate. The Superintendent and Administrative team will develop a district-wide incentive program to encourage high attendance.
  - 2013-2014 school year – 96%
  - 2014-2015 school year – 96% (goal)
  
- In 2014-2015, Kirbyville CISD will realize a reduction in the number of discipline referrals and the number of placements in the District AEP.
  - 2014-2015 School Year (by Campus and by District):
    - Discipline Referrals
    - DAEP Referrals
    - ISS Referrals
    - OSS Referrals

### **Goal #3:**

Ongoing staff development will be conducted to assure that staff members are fully prepared to deliver high quality instruction that is targeted and appropriate. KCISD students will perform at or above state average levels.

#### **Expectations:**

- **Priority Expectation:** Every effort will be made by the District and the respective campuses to maximize effective instructional time for students. Principal walk-throughs will be utilized to insure effective instructional practices that are consistent in instructional intensity.
- In 2014-2015 all student subgroups will perform within 5% points on all assessments by grade level aggregate and by subject area across grade levels.