

## KCISD District Goals 2018-2019

<b>Goal 1:</b>	Meet the educational needs of every student by continually addressing teaching and learning so all students reach their maximum potential.
Objective 1.1	Maintain and refine a viable District curriculum and support its effective implementation in every classroom.
EOA 1.1.1	The District will prioritize and implement suggestions from the Technology Audit and updated Technology Plan to increase the integration of technology into classrooms.
EOA 1.1.2	Board Presentations: The Board will receive a formal synopsis of curriculum and lessons for various program areas and other programs of interest to the Board as requested. Curriculum updates will be September of 2018 and April 2019.  Board of Trustees will receive reports throughout the year, by program: Food Service – Nov. 2018 CTE – Feb. 2019 Technology – March 2019
EOA 1.1.3	September 2018: The Board will receive evidence of student progress in Year 1
EOA 1.1.4	Ongoing: The Board will receive teacher feedback on curriculum alignment and effectiveness in addition to the annual teacher survey results. Teachers will give feedback through “Talk to Tommy” link and surveys. Results will be reported monthly to Board with any changes or recommendations that require implementation.
Objective 1.2	KCISD will maintain a set of comparable districts to Kirbyville CISD and compare our overall scores and subpopulations to those districts. The district will perform favorably in comparison to those districts.
EOA 1.2.1	September 2018: KCISD will perform at, or above, the median level for like districts and Region 5. Both overall student performance and sub-populations will be analyzed, including attendance/graduation/dropout rates.
EOA 1.2.2	KCISD will create a district wide attendance committee focusing on increasing the annual student attendance rate. District will be compared to comparable districts and Region 5.
Objective 1.3	Continually develop a sense of ownership in students for learning.
EOA 1.3.1	The superintendent will create a student advisory committee comprised of students in grades 6-12 allowing students to be involved in decision-making by providing a forum for student voice. Board of Trustees will be sent minutes from each meeting and any recommendation that may be implemented.
EOA 1.3.2	June 2019: The Board will receive evidence and student feedback annually, including comments, about how students feel they are engaged as decision makers in the educational process. (Student survey will be conducted in March 2019 with data analyzed and reported in May 2019).
Objective 1.4	Ensure a climate of high expectations for student behavior to support academic success and post-secondary achievement.
EOA 1.4.1	The Board will receive a summary of character development programs throughout the district, including career and college days, along with instruction in applying for scholarships in a proactive and timely manner in June 2019.
EOA 1.4.2	The Board will receive a report in June 2019 outlining the District Behavior Management Plan, along with all professional development specific to student behavior and discipline.
EOA 1.4.3	The Board of Trustees will receive a summary every 6 weeks of discipline reports, by campus compared to the previous year. Teacher and principal feedback regarding the effectiveness of campus discipline will be reported each semester.
<b>Goal 2:</b>	Kirbyville CISD will maintain a high quality workforce to support student success.
Objective 2.1	Report annually in July: Maintain and refine a recruitment plan that attracts high quality individuals.
EOA 2.1.1	The district will continue to develop partnerships with associations and educator preparation programs to promote Kirbyville CISD as an attractive employer. The Board will receive a summary of the district recruitment efforts; including any recommended changes at May 2019 Board Meeting.

EOA 2.1.2	Kirbyville CISD will continue to be marketed as an attractive employer across the state by using traditional and nontraditional strategies to recruit a high quality and diverse staff. A monthly summary report will be provided that will include employee credentials, experience, and diversity.
Objective 2.2	Maintain and enhance a working environment that retains high quality employees.
EOA 2.2.1	The district will continue to provide a competitive total compensation and professional development package.
EOA 2.2.2	KCISD will report in June 2019 the advantages of becoming a District of Innovation.
EOA 2.2.3	The Board will receive a summary of employees who resigned along with exit survey responses regarding reason for resignation, including the administration's response/recommendations
EOA 2.2.4	The district will solicit feedback from employees in a variety of ways, including an anonymous organizational health survey, with full results provided to the Board annually, including the administration's response/recommendations. Survey results will be reported to the Board of Trustees in April 2019.

<b>Goal 3:</b>	Optimize resources to support district goals and student success.
Objective 3.1	Identify and implement best practices to enhance revenue and efficiency in district operations.
EOA 3.1.1	Administration will provide the Board with quarterly updates of revenue and expenses for the General Fund. Included in these updates will be year-end forecasts and justifications for variances from the original or amended budgets.
EOA 3.1.2	District will research, communicate and disseminate information to staff and community all year about the importance of a Tax Ratification Election (TRE).
EOA 3.1.3	Administration will review professional service contracts as well as other services not requiring bids for potential benefit of a proposal process (ongoing all year).
Objective 3.2	Ensure that facilities are updated and maintained in ways that maximize student access to equitable, safe, high-quality facilities.
EOA 3.2.1	The Board will receive final updates regarding progress on construction and projected numbers/usage of district facilities.
EOA 3.2.2	The Board will receive regular information regarding specific aspects of maintenance and grounds work.

<b>Goal 4:</b>	Proactively improve communication and perception of KCISD by engaging the students, community and district employees.
Objective 4.1	Build spirit, pride, commitment and ownership within KCISD and our community.
EOA 4.1.1	September 2019: Maintain and refine a district-wide communications plan that produces a positive, consistent and unified message about Kirbyville CISD.
EOA 4.1.2	Seek out and celebrate stories of current student and alumni success throughout the community.
EOA 4.1.3	Provide ongoing opportunities for the Kirbyville community to volunteer at all campuses to promote a positive learning environment and model exceptional adult behaviors.
EOA 4.1.4	Foster and enhance multiple partnerships to promote KCISD as the district of choice. A summary of proposed and established partnerships will be presented during the evaluation process.

<b>Goal 5:</b>	KCISD will proactively address school safety topics and strategically plan to ensure all student and staff are safe.
Objective 5.1	Review existing Emergency Operations Plan, ensuring the plan is easily and clearly communicated to staff.
EOA 5.1.1	Create a district wide security committee composed of staff, law enforcement and board members to review policy and revise EOP as needed.
EOA 5.1.2	Develop a process to determine the safety levels necessary to ensure staff can respond to a safety crisis.
EOA 5.1.3	Research and obtain feedback from staff and community on "Guardian/Marshall" plan.