

Killeen Independent School District
Live Oak Ridge Middle School
2020-2021 Goals/Performance Objectives/Strategies

Mission Statement

Teach so that students learn to their maximum potential.

Vision

Through the implementation of a full, innovative, rigorous, comprehensive education program, [Live Oak] will provide superior learning opportunities so that upon graduation, students are prepared for success in the workforce and/or in higher education.

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Goals

Goal 1: Killeen ISD will equip and empower campus leadership, faculty, and staff to consistently provide research-based best practices, resulting in future ready students.

Performance Objective 1: Ensure that our mission and goals align with our work so that student achievement is evident and our number one priority.

Evaluation Data Sources: 100% of our monthly PLC minutes submitted will reflect an alignment of the Momentum Plan and mission statement, and Campus Improvement Plan with the PLC agenda.

Strategy 1 Details	Reviews			
<p>Strategy 1: Lead all PLC meetings with Campus momentum plan, and PLC learning goals to ensure all our work and all decisions are aligned to building teachers' capacity and increase student achievement.</p> <p>PLCs will review student data, reflect on teaching practices, explore resources to learn new practices and planning how to apply new learning.</p> <p>PLC minutes will be used to share concepts, and learning covered with other departments.</p> <p>Strategy's Expected Result/Impact: PLC Minutes</p> <p>Increase collaboration and reflection on lesson plan design and student learning will improve teacher effectiveness.</p> <p>Staff Responsible for Monitoring: Administrative Team</p> <p>TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math, Connect high school to career and college, Improve low-performing schools</p> <p>Problem Statements: School Processes & Programs 1, 2</p>	Formative			Summative
	Nov	Jan	Mar	June
	100%	100%	100%	100%
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  <p>No Progress</p> </div> <div style="text-align: center;">  <p>Accomplished</p> </div> <div style="text-align: center;">  <p>Continue/Modify</p> </div> <div style="text-align: center;">  <p>Discontinue</p> </div> </div>				









Performance Objective 1 Problem Statements:

School Processes & Programs
<p>Problem Statement 1: Data is not guiding the teaching and learning processes.</p>
<p>Problem Statement 2: The students are not performing at a high cognitive level on assessments.</p>

Goal 1: Killeen ISD will equip and empower campus leadership, faculty, and staff to consistently provide research-based best practices, resulting in future ready students.

Performance Objective 2: Professional Learning Communities will focus on aligning the task/target with the standard, raising the rigor of learning/teaching, curriculum, instruction and assessment that is collaborative, on-going and student centered based on their needs, work and progress.

Evaluation Data Sources: PLC's will meet every 10 - 12 days to discuss, collaborate and design meaningful learning opportunities through data analysis. PLC Teacher Leaders will meet monthly to support PLC's: provide training, monitor student achievement, and ensure the employment of best practices based upon the needs of the learners.

Strategy 1 Details	Reviews			
<p>Strategy 1: Provide all PLCs: ELAR, History, Math, and Science, with an opportunity to analyze and develop their art of teaching through a book study.</p> <p>Strategy's Expected Result/Impact: PLC agenda and implementation of concepts in the weekly lesson plans and modeled in daily teachings.</p> <p>Staff Responsible for Monitoring: Teacher Leaders, CIS, and Principal</p> <p>TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math, Connect high school to career and college, Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction</p> <p>Problem Statements: School Processes & Programs 1, 2</p>	Formative			Summative
	Nov	Jan	Mar	June
				
 No Progress	 Accomplished	 Continue/Modify	 Discontinue	













Performance Objective 2 Problem Statements:









School Processes & Programs
<p>Problem Statement 1: Data is not guiding the teaching and learning processes.</p>
<p>Problem Statement 2: The students are not performing at a high cognitive level on assessments.</p>

Goal 1: Killeen ISD will equip and empower campus leadership, faculty, and staff to consistently provide research-based best practices, resulting in future ready students.

Performance Objective 3: Provide meaningful learning opportunities so that students have deeper meaning and application of math concepts.

Evaluation Data Sources: For the 2018- 19 school year, math met their student achievement goal. The Math Department will increase pass rate on the seventh grade STAAR, from 57% to 65% for all learners with a special focus on our SPED students. LORMS would like to increase the overall performance rate by 5%.

Strategy 1 Details	Reviews			
<p>Strategy 1: Teachers will differentiate math instruction using best practices to engage and meet the needs of students. Additional Targeted Support will be provided to SPED students in math through online enrichment in order to increase academic achievement status meeting grade level standard in math from 40% to 50%. A growth status in math is expected from 73% to 78%.</p> <p>Strategy's Expected Result/Impact: Student Computer logs, complete goal setting profiles and monitored, 5%-10% gain on targeted content objectives</p> <p>Staff Responsible for Monitoring: Math Teachers, Math Admin, and CIS</p> <p>TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math, Improve low-performing schools - Additional Targeted Support Strategy</p> <p>Problem Statements: Student Learning 5, 6, 8 - School Processes & Programs 2</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<p>Strategy 2: Provide professional development opportunities for two Math Teachers of At Risk students to attend the CAMT conference in June and TI conference in March .</p> <p>Strategy's Expected Result/Impact: The employment of strategies learned in lesson plans and walk through data will reflect the use.</p> <p>Staff Responsible for Monitoring: Math TL, CIS, and Principal</p> <p>TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math, Improve low-performing schools</p> <p>Problem Statements: Student Learning 5, 6 - School Processes & Programs 2</p> <p>Funding Sources: CAMT and Texas Instrument Conference - 166 - State Comp Ed - 166.13.6411.00.050.24.AR0 - \$500</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
<p>Strategy 3: Conduct small group sessions outside the regular tutoring school day with targeted groups of students who need additional support learning and reteach opportunities based upon red line data.</p> <p>Strategy's Expected Result/Impact: Student Sign In Log 5% - 10% gain on targeted TEKS Overall STAAR performance</p> <p>Staff Responsible for Monitoring: Math Teachers, CIS, and Math Admin</p> <p>TEA Priorities: Build a foundation of reading and math, Improve low-performing schools</p> <p>Problem Statements: Student Learning 5, 6 - School Processes & Programs 2</p>	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 4 Details	Reviews			
<p>Strategy 4: Utilize accelerated math class for identified at-risk students' as an intervention program during the school day for at-risk learners who performed poorly on Math STAAR or have a noted concern by their teacher.</p> <p>Strategy's Expected Result/Impact: Review pre/post assessment results with data tracking log, overall STAAR success</p> <p>Staff Responsible for Monitoring: ACC teachers, Math Admin, CIS, and Principal</p> <p>TEA Priorities: Build a foundation of reading and math, Improve low-performing schools</p> <p>Problem Statements: Student Learning 5, 6 - School Processes & Programs 2</p>	Formative			Summative
	Nov	Jan	Mar	June
				
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  <p>No Progress</p> </div> <div style="text-align: center;">  <p>Accomplished</p> </div> <div style="text-align: center;">  <p>Continue/Modify</p> </div> <div style="text-align: center;">  <p>Discontinue</p> </div> </div>				

Performance Objective 3 Problem Statements:









Student Learning
<p>Problem Statement 5: One-third of the LORMS students have never passed a Math STAAR assessment.</p>
<p>Problem Statement 6: Fall 2019 & Winter 2020 MAP projection of proficiency revealed that less than 55% of students would approach grade level on the STAAR Math.</p>
<p>Problem Statement 8: All students have experienced gaps in learning as a result of COVID 19 and the extended school closure for spring of 2020..</p>
School Processes & Programs
<p>Problem Statement 2: The students are not performing at a high cognitive level on assessments.</p>



Goal 1: Killeen ISD will equip and empower campus leadership, faculty, and staff to consistently provide research-based best practices, resulting in future ready students.









Performance Objective 4: Improve reading performance on STAAR Reading and Writing assessments for low performing students.

Evaluation Data Sources:

All students will demonstrate reading and writing improvement on STAAR assessments. Reading would like to raise the overall pass rate by ten-percentile points while increasing for all low performing subgroups by 5%. Writing will increase from 43% pass rate to 60%.

Strategy 1 Details	Reviews			
<p>Strategy 1: Provide additional small group learning opportunities and enrichment in reading and writing for at-risk AA, ED, EL, SPED, and White students outside the regular school day will focus on the red-line TEKS.</p> <p>Strategy's Expected Result/Impact: Student Computer logs, Sign in sheets, student work--charts that show 5%-10% gain on targeted content objectives (SS)</p> <p>Staff Responsible for Monitoring: At-risk Teachers, Tech, CIS, ELA-R Admin</p> <p>TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math, Improve low-performing schools - ESF Levers: Lever 5: Effective Instruction - Additional Targeted Support Strategy</p> <p>Problem Statements: Student Learning 1, 2, 4, 8 - School Processes & Programs 2</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<p>Strategy 2: Provide professional development for ELA teacher of At Risk students on best practice strategies in reading and writing through Engage2Learn.</p> <p>Strategy's Expected Result/Impact: Teacher Learning log/agenda Sign in sheets for workshop Registration and Logging</p> <p>Staff Responsible for Monitoring: At-Risk Teacher, CIS, and Principal</p> <p>TEA Priorities: Recruit, support, retain teachers and principals, Improve low-performing schools</p> <p>Problem Statements: Student Learning 1, 2, 8 - Perceptions 1</p>	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 3 Details	Reviews			
<p>Strategy 3: Provide ESL teachers training opportunities such as TCTLA / TCTELA Conference in order to design meaningful learning opportunities based on student needs for reading and writing.</p> <p>Strategy's Expected Result/Impact: Sign in Sheets, Planning agendas, Review of completed lesson designs including differentiated strategies. 1 per 9 weeks</p> <p>Staff Responsible for Monitoring: ELA-R Teacher Leader, District ELA Instructional Specialist, CIS, and ELA-R Admin</p> <p>TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math, Improve low-performing schools</p> <p>Problem Statements: Student Learning 1, 2, 8 - School Processes & Programs 2</p> <p>Funding Sources: Professional Development for Teachers of ELs - TCTLA/TCTELA - 165/ES0 - ELL - 165.13.6411.00.050.25.ES0 - \$1,720</p>	Formative			Summative
	Nov	Jan	Mar	June
	0%	0%	0%	
Strategy 4 Details	Reviews			
<p>Strategy 4: EL teacher will support EL students with academic content vocabulary by "pre-teaching" whenever possible. EL teacher will collaborate with regular education classroom teachers to ensure that vocabulary and literacy skills taught in small group are transferring to classwork in the regular education classroom. EL teacher will integrate technology that encourages English vocabulary development in real-world situations.</p> <p>Strategy's Expected Result/Impact: Student use of Imagine Learning and iLit and Student improvement on targeted objectives---5%-10% gain.</p> <p>Staff Responsible for Monitoring: Technologist, ESL Teacher, Core Teachers, and CIS</p> <p>TEA Priorities: Build a foundation of reading and math, Improve low-performing schools</p> <p>Problem Statements: Demographics 1 - Student Learning 8 - School Processes & Programs 2</p> <p>Funding Sources: Electronic translators for ELL students - 165/ES0 - ELL - 165.11.6399.00.050.25.ES0 - \$500</p>	Formative			Summative
	Nov	Jan	Mar	June
	50%	75%	80%	
Strategy 5 Details	Reviews			
<p>Strategy 5: An additional ELA teacher will work with at-risk 7th & 8th grade readers developing their reading comprehension deficits through district online support program.</p> <p>Strategy's Expected Result/Impact: Review lesson designs, classroom visits/observations, computer log time, SSP showing students making progress, and report cards</p> <p>Staff Responsible for Monitoring: At-Risk Teacher, ELA TL, CIS, and Principal</p> <p>TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math, Improve low-performing schools</p> <p>Problem Statements: Student Learning 2, 3, 4, 8</p> <p>Funding Sources: At-risk teacher - 166 - State Comp Ed - 166.11.6119.00.050.24.AR0 - \$59,963</p>	Formative			Summative
	Nov	Jan	Mar	June
	50%	75%	80%	100%

Strategy 6 Details	Reviews			
<p>Strategy 6: Provide professional development workshop opportunities for 7th grade writing teachers to empower the at risk learners.</p> <p>Strategy's Expected Result/Impact: Lesson Plans, classroom observation/walk through data, assessment data</p> <p>Staff Responsible for Monitoring: ELA-R TL, CIS, and Principal</p> <p>TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math, Improve low-performing schools - Additional Targeted Support Strategy</p> <p>Problem Statements: Student Learning 2, 8</p> <p>Funding Sources: Empowering Writers Professional Development for Writing Teachers - 166 - State Comp Ed - 166.13.6411.00.050.24.AR0 - \$500, Professional Development for ESL Writing Teacher - 165/ES0 - ELL - 165.13.6411.00.050.25.ES0 - \$1,500</p>	Formative			Summative
	Nov	Jan	Mar	June
				
 No Progress	 Accomplished	 Continue/Modify	 Discontinue	

Performance Objective 4 Problem Statements:

















Demographics
<p>Problem Statement 1: Our overall enrollment has increased to include an increase in the percentage of students identified as At Risk, thus increasing class size and decreasing resources available to at-risk teachers.</p>
Student Learning
<p>Problem Statement 1: Fall 2019 and Winter 2020 MAP projection of proficiency revealed that less than 50% of students would approach grade level in the STAAR reading.</p>
<p>Problem Statement 2: The majority of our students struggle with the writing process. The writing scores have consistently declined over the past three years.</p>
<p>Problem Statement 3: Comparing 2020 CUA data and 2019 STAAR data, 8th grade students have failed to meet 9 out of 36 concept standards.</p>
<p>Problem Statement 4: Nearly 50% of the LORMS students have never passed a Reading STAAR assessment.</p>
<p>Problem Statement 8: All students have experienced gaps in learning as a result of COVID 19 and the extended school closure for spring of 2020..</p>
School Processes & Programs
<p>Problem Statement 2: The students are not performing at a high cognitive level on assessments.</p>
Perceptions
<p>Problem Statement 1: There is low parent and community involvement for campus events and educational support programs.</p>

Goal 1: Killeen ISD will equip and empower campus leadership, faculty, and staff to consistently provide research-based best practices, resulting in future ready students.

Performance Objective 5: Improve student performance on STAAR science and STAAR social studies assessments.

Evaluation Data Sources: For the 2018-19 school year, Science met their desired goal, however, History made gains, but did not reach their targeted goal. Science would like to increase their overall performance from 70% to 75% with detailed focus on the special education and EL learners. History would like to see major growth in all sub-groups with a pass rate of at least 55% which is a ten-percentile gain.

Strategy 1 Details	Reviews			
<p>Strategy 1: Science teacher will attend professional learning opportunities to gain the STEM skills needed to promote higher achievement in the area of Science i.e. CAST Conference & Texas A&M STEM Conference</p> <p>Strategy's Expected Result/Impact: Utilize new teaching strategies gained from conference attendance. Student improvement in learning---targeted objectives 10% gain in performance</p> <p>Staff Responsible for Monitoring: Science TL, CIS, and Principal</p> <p>TEA Priorities: Recruit, support, retain teachers and principals, Connect high school to career and college, Improve low-performing schools</p> <p>Problem Statements: Student Learning 3, 8</p>	Formative			Summative
	Nov	Jan	Mar	June
	75%	90%	90%	100%
Strategy 2 Details	Reviews			
<p>Strategy 2: Conduct small group sessions outside the regular tutoring school day with targeted groups of students who need learning and reteach opportunities based on redline/STAAR data for all major sub-groups in Social Studies.</p> <p>Strategy's Expected Result/Impact: STAAR performance from 45% for all 8th graders to 55%</p> <p>Staff Responsible for Monitoring: CIS, Social Studies Teachers, SS Admin</p> <p>TEA Priorities: Improve low-performing schools</p> <p>Problem Statements: Student Learning 7, 8 - Perceptions 1</p>	Formative			Summative
	Nov	Jan	Mar	June
	0%	0%	0%	→
Strategy 3 Details	Reviews			
<p>Strategy 3: Science department will conduct small group sessions outside the regular tutoring school day with targeted groups of students who need learning and reteach opportunities based on redline/STAAR data for their at-risk learners.</p> <p>Strategy's Expected Result/Impact: Sign in, CUA data, STAAR performance for each assessment increase by at least ten percentile points.</p> <p>Staff Responsible for Monitoring: Science Teachers, Science Admin, and CIS</p> <p>TEA Priorities: Improve low-performing schools</p> <p>Problem Statements: Student Learning 8 - School Processes & Programs 2</p>	Formative			Summative
	Nov	Jan	Mar	June
	0%	0%	0%	→

Strategy 4 Details	Reviews			
<p>Strategy 4: Provide professional development for GT teachers in order to increase awareness of gifted characteristics of students so that no students are overlooked for GT screening.</p> <p>Strategy's Expected Result/Impact: Registration Log, utilization of new techniques evident in lesson plans, and an increase in student performance for Index 2, increase in number of identified GT students</p> <p>Staff Responsible for Monitoring: GT Teachers, CIS, and Principal</p> <p>TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math, Connect high school to career and college, Improve low-performing schools</p> <p>Problem Statements: School Processes & Programs 2</p> <p>Funding Sources: TAG Conference - 177 - Gifted/Talented - 177.13.6411.00.050.21.000 - \$654.13</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 5 Details	Reviews			
<p>Strategy 5: Provide field-based instruction for TAG students in order to increase their level of mastery of grade level content.</p> <p>Strategy's Expected Result/Impact: Increase in student engagement and performance in Index 2</p> <p>Staff Responsible for Monitoring: GT Teachers, CIS, and Principal</p> <p>Problem Statements: Student Learning 8 - School Processes & Programs 2</p> <p>Funding Sources: Field-based instruction for GT Students - 177 - Gifted/Talented - 177.11.6412.00.050.21.000 - \$595.82</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 6 Details	Reviews			
<p>Strategy 6: History teachers will attend the Shaping America Professional Development (Texas Council for Social Studies).</p> <p>Strategy's Expected Result/Impact: Utilize the skills gained from the conference and lesson planning evidence. Student improvement increase for all learners by ten percentile points.</p> <p>Staff Responsible for Monitoring: History TL, CIS, and Principal</p> <p>TEA Priorities: Recruit, support, retain teachers and principals, Connect high school to career and college, Improve low-performing schools</p> <p>Problem Statements: Student Learning 7, 8 - School Processes & Programs 2</p>	Formative			Summative
	Nov	Jan	Mar	June
				
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  <p>No Progress</p> </div> <div style="text-align: center;">  <p>Accomplished</p> </div> <div style="text-align: center;">  <p>Continue/Modify</p> </div> <div style="text-align: center;">  <p>Discontinue</p> </div> </div>				

Performance Objective 5 Problem Statements:

Student Learning

Problem Statement 3: Comparing 2020 CUA data and 2019 STAAR data, 8th grade students have failed to meet 9 out of 36 concept standards.

Problem Statement 7: The History STAAR performance has been consistently at or below 50% for the past three years.

Problem Statement 8: All students have experienced gaps in learning as a result of COVID 19 and the extended school closure for spring of 2020..

School Processes & Programs

Problem Statement 2: The students are not performing at a high cognitive level on assessments.













Perceptions

Problem Statement 1: There is low parent and community involvement for campus events and educational support programs.

Goal 1: Killeen ISD will equip and empower campus leadership, faculty, and staff to consistently provide research-based best practices, resulting in future ready students.

Performance Objective 6: AVID students will achieve college readiness skills that will prepare them to succeed in rigorous curricula, enter mainstream activities in school, and increase their opportunities to enroll in four-year colleges.

Evaluation Data Sources: The AVID enrollment will increase by 20% along with a 10% increase in our High school courses such as Algebra I and Spanish.

Strategy 1 Details	Reviews			
<p>Strategy 1: Recruiting for AVID Site Team Members and AVID Elective teachers.</p> <p>Strategy's Expected Result/Impact: Membership Roster</p> <p>Recruiting for AVID Site Team Members and AVID Elective teachers will increase.</p> <p>Staff Responsible for Monitoring: Current Site Team AVID Summer Institute AVID Coordinator Administration PLC Leads</p> <p>Problem Statements: Demographics 1 - Student Learning 8 - School Processes & Programs 2</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<p>Strategy 2: Increase enrollment in the AVID program.</p> <p>Strategy's Expected Result/Impact: Membership Roster</p> <p>Staff Responsible for Monitoring: AVID Coordinator, Site Team Members, Counselors, Principal, and All Staff</p> <p>Problem Statements: School Processes & Programs 2</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
<p>Strategy 3: Ensure all AVID students are enrolled in a rigorous course of study.</p> <p>Strategy's Expected Result/Impact: Student Schedules</p> <p>Staff Responsible for Monitoring: AVID Coordinator Counselors PLC/Departments All Staff</p> <p>Problem Statements: School Processes & Programs 2</p>	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 4 Details	Reviews			
Strategy 4: Provide staff professional development of the AVID modules to address curriculum needs Strategy's Expected Result/Impact: Staff Sign In Lesson Plans Student Achievement Data Review Staff Responsible for Monitoring: AVID teacher, CIS, and Principal	Formative			Summative
	Nov	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;"> No Progress </div> <div style="text-align: center;"> Accomplished </div> <div style="text-align: center;"> Continue/Modify </div> <div style="text-align: center;"> Discontinue </div> </div>				









Performance Objective 6 Problem Statements:

Demographics
Problem Statement 1: Our overall enrollment has increased to include an increase in the percentage of students identified as At Risk, thus increasing class size and decreasing resources available to at-risk teachers.
Student Learning
Problem Statement 8: All students have experienced gaps in learning as a result of COVID 19 and the extended school closure for spring of 2020..
School Processes & Programs
Problem Statement 2: The students are not performing at a high cognitive level on assessments.

Goal 2: Killeen ISD will recruit, retain, and develop excellent, creative educators to maximize student achievement.

Performance Objective 1: Build leadership teams that empower teacher leaders and supports, enhances and enriches the learning capacity of students, staff and leadership

Evaluation Data Sources: Each administrator will work collaboratively with DESIGNATED content PLC so that student success is priority one. We will meet monthly to communicate, collaborate and reinforce best practices.

Strategy 1 Details	Reviews			
Strategy 1: PLC Meetings to collaborate on lesson design and student work Strategy's Expected Result/Impact: Meeting minutes Staff Responsible for Monitoring: Teacher Leaders and Admin for each content area TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math, Connect high school to career and college, Improve low-performing schools Problem Statements: School Processes & Programs 1, 2	Formative			Summative
	Nov	Jan	Mar	June
	 75%	 100%	 100%	 100%
 0% No Progress	 100% Accomplished	 Continue/Modify	 Discontinue	









Performance Objective 1 Problem Statements:

School Processes & Programs
Problem Statement 1: Data is not guiding the teaching and learning processes.
Problem Statement 2: The students are not performing at a high cognitive level on assessments.

Goal 2: Killeen ISD will recruit, retain, and develop excellent, creative educators to maximize student achievement.

Performance Objective 2: Assist and support teachers (mentoring and peer review/class room visits) so that student learning is improved per 9 week through the dis-aggregation of data and focusing on red-line TEKS.

Evaluation Data Sources: Less than 10% failure rate in all content areas per Nine-Weeks and a 70% mastery of redline TEKS on exams.

Strategy 1 Details	Reviews			
<p>Strategy 1: Bi-weekly walkthroughs and monthly meetings with new teachers to provide instructional support and address curriculum needs.</p> <p>Strategy's Expected Result/Impact: Agenda and sign in sheet submitted from NT meetings.</p> <p>A copy of the walk-throughs submitted to appraiser addressing concerns/praises</p> <p>Notes from follow-up meeting with admin and new teachers</p> <p>Staff Responsible for Monitoring: CIS</p> <p>TEA Priorities: Recruit, support, retain teachers and principals, Improve low-performing schools - ESF</p> <p>Levers: Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction</p> <p>Problem Statements: School Processes & Programs 1, 2</p>	Formative			Summative
	Nov	Jan	Mar	June
				
 No Progress  Accomplished  Continue/Modify  Discontinue				









Performance Objective 2 Problem Statements:

School Processes & Programs
<p>Problem Statement 1: Data is not guiding the teaching and learning processes.</p>
<p>Problem Statement 2: The students are not performing at a high cognitive level on assessments.</p>

Goal 2: Killeen ISD will recruit, retain, and develop excellent, creative educators to maximize student achievement.

Performance Objective 3: Complete goal setting targets individually and small groups (PLC SMART goals) in order to predict and guide us towards student success.

Evaluation Data Sources: Each team member will complete goal setting targets and reflect upon them per Nine Weeks.

Strategy 1 Details	Reviews			
<p>Strategy 1: Complete goal setting sheets and set up student goal tracking folders for each core class.</p> <p>Strategy's Expected Result/Impact: Review of Student Folders</p> <p>Goal setting pages completed and reviewed at least 4 times this year</p> <p>Student achievement data</p> <p>Staff Responsible for Monitoring: CIS, Teacher Leaders, Principal</p> <p>TEA Priorities: Build a foundation of reading and math, Improve low-performing schools</p> <p>Problem Statements: School Processes & Programs 1, 2</p>	Formative			Summative
	Nov	Jan	Mar	June
				
 No Progress  Accomplished  Continue/Modify  Discontinue				

Performance Objective 3 Problem Statements:

School Processes & Programs
<p>Problem Statement 1: Data is not guiding the teaching and learning processes.</p>
<p>Problem Statement 2: The students are not performing at a high cognitive level on assessments.</p>

Goal 3: Killeen ISD will engage all stakeholders in the work of developing lifelong learners through positive, collaborative relationships and meaningful communication.

Performance Objective 1: Conduct parent interest meetings during the Back to School activity events in the Fall and one in the Winter.

Evaluation Data Sources: Membership increases at least 10% each membership drive.

Strategy 1 Details	Reviews			
<p>Strategy 1: Provide refreshments during the Parent-Teacher meetings. Strategy's Expected Result/Impact: Program agenda, sign-in sheets, and increase parent participation. Staff Responsible for Monitoring: Administrative Support Staff, and Principal TEA Priorities: Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning Problem Statements: Perceptions 1</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<p>Strategy 2: Conduct a parent night for EL students and parents exploring improving home-school communication in which the EL teacher will provide booklets to promote academic achievement and unity of EL students, parents, and staff. Strategy's Expected Result/Impact: Agenda, Parent sign in sheets and after action review. Staff Responsible for Monitoring: ESL Teacher, ESL Admin, and Principal TEA Priorities: Build a foundation of reading and math, Connect high school to career and college, Improve low-performing schools - ESF Levers: Lever 3: Positive School Culture Problem Statements: Student Learning 8 - School Processes & Programs 2 - Perceptions 1 Funding Sources: Supplies for EL Parent Night - 263 - ESEA, Title III Part A - 263.61.6399.LE.050.25.000 - \$1,500</p>	Formative			Summative
	Nov	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;"> No Progress</div> <div style="text-align: center;"> Accomplished</div> <div style="text-align: center;"> Continue/Modify</div> <div style="text-align: center;"> Discontinue</div> </div>				


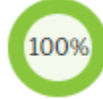






Performance Objective 1 Problem Statements:

Student Learning
Problem Statement 8: All students have experienced gaps in learning as a result of COVID 19 and the extended school closure for spring of 2020..
School Processes & Programs
Problem Statement 2: The students are not performing at a high cognitive level on assessments.
Perceptions
Problem Statement 1: There is low parent and community involvement for campus events and educational support programs.

Goal 3: Killeen ISD will engage all stakeholders in the work of developing lifelong learners through positive, collaborative relationships and meaningful communication.

Performance Objective 2: Utilize Connect Ed communication system, social media, and LORMS website to inform parents and community members of campus wide events.

Evaluation Data Sources: 1. Communicate with parents regularly to ensure the messages are being received through a Social Media Network, Connect Ed, and the parents are familiar with the school's website. 2. Review reports to validate the delivery percentage.

Strategy 1 Details	Reviews			
<p>Strategy 1: The school will add a social media account for additional school-wide communication of upcoming events.</p> <p>Strategy's Expected Result/Impact: Increase parent involvement at school programs. Parent notification process will be more fluid.</p> <p>Staff Responsible for Monitoring: Webmaster and Assistant Principal</p> <p>TEA Priorities: Improve low-performing schools - ESF Levers: Lever 3: Positive School Culture</p> <p>Problem Statements: Perceptions 1</p>	Formative			Summative
	Nov	Jan	Mar	June
				
 No Progress  Accomplished  Continue/Modify  Discontinue				









Performance Objective 2 Problem Statements:

Perceptions
<p>Problem Statement 1: There is low parent and community involvement for campus events and educational support programs.</p>

Goal 3: Killeen ISD will engage all stakeholders in the work of developing lifelong learners through positive, collaborative relationships and meaningful communication.

Performance Objective 3: Increased Parent participation with the AVID program.

Evaluation Data Sources: Sign-in sheets

Strategy 1 Details	Reviews			
<p>Strategy 1: Once every a semester host an AVID Family Night and increase parent involvement during site team memberships.</p> <p>Strategy's Expected Result/Impact: Increased parent involvement.</p> <p>Staff Responsible for Monitoring: Administration</p> <p>ESF Levers: Lever 3: Positive School Culture</p> <p>Problem Statements: Perceptions 1</p>	Formative			Summative
	Nov	Jan	Mar	June
				
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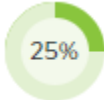







Performance Objective 3 Problem Statements:

Perceptions
Problem Statement 1: There is low parent and community involvement for campus events and educational support programs.

Goal 4: Killeen ISD will provide a safe and healthy learning environment, and identify and address social, emotional, and behavioral distractors; thereby improving student achievement.

Performance Objective 1: Foster a safe, inviting and supportive atmosphere that cultivates a positive learning environment for our learning community members.

Evaluation Data Sources: Conduct student, staff and parent surveys that will assist us in improving student climate. Target: 80% of surveys will be completed and returned.
Review K-12 Poll profiles

Strategy 1 Details	Reviews			
<p>Strategy 1: Provide Internet safety, Intruder safety awareness, cell phone, smoking and drinking safety assemblies during Safety Week.</p> <p>Complete crisis monthly intervention drill.</p> <p>Strategy's Expected Result/Impact:</p> <ol style="list-style-type: none"> 1. Safety Drill Report reviewed 2. Student and faculty feedback from drills 3. District feedback 4. The overall attitude of staff and students concerning campus safety <p>Staff Responsible for Monitoring: APs</p>	Formative			Summative
	Nov	Jan	Mar	June
				
 <p>No Progress</p>	 <p>Accomplished</p>	 <p>Continue/Modify</p>	 <p>Discontinue</p>	

Goal 4: Killeen ISD will provide a safe and healthy learning environment, and identify and address social, emotional, and behavioral distractors; thereby improving student achievement.

Performance Objective 2: Present assemblies, utilize guest speakers, field based instruction, and conduct small/large group meetings with students that inform and enlighten them on campus expectations and celebrations.

Evaluation Data Sources: Student and staff celebrations will be shared/awarded during each grading period.

Strategy 1 Details	Reviews			
<p>Strategy 1: Celebrate student success and achievement during Honor Roll Celebrations, NJHS, Academic Awards Ceremonies/Attendance Recognitions, and Zero Referral Celebrations</p> <p>Strategy's Expected Result/Impact: List of recognized student for celebrations and Performance each grading period, at the end of semesters, and year</p> <p>Program from each celebration</p> <p>Staff Responsible for Monitoring: Grade Level Teachers, APs, and Counselors</p> <p>TEA Priorities: Improve low-performing schools - ESF Levers: Lever 3: Positive School Culture</p> <p>Problem Statements: Demographics 1 - Perceptions 1</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<p>Strategy 2: Experimental Learning Activities for at-risks students. The experience will expose the selected girls and boys to learning opportunities designed to model effective leadership, challenge their mental and physical perception, promote conflict resolution, and push them above their perceived limits by fostering perseverance and self-confidence from a team building approach.</p> <p>Strategy's Expected Result/Impact: More at-risk/low SES students recognized for Academic and Leadership Awards, Increase in student ownership of their learning, and overall increase in at-risk and low SES students achievement on Standardized Tests</p> <p>Staff Responsible for Monitoring: Club Sponsors and Principal</p> <p>TEA Priorities: Improve low-performing schools - ESF Levers: Lever 3: Positive School Culture</p> <p>Problem Statements: Demographics 1 - Perceptions 1</p>	Formative			Summative
	Nov	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;"> No Progress </div> <div style="text-align: center;"> Accomplished </div> <div style="text-align: center;"> Continue/Modify </div> <div style="text-align: center;"> Discontinue </div> </div>				

Performance Objective 2 Problem Statements:

Demographics
<p>Problem Statement 1: Our overall enrollment has increased to include an increase in the percentage of students identified as At Risk, thus increasing class size and decreasing resources available to at-risk teachers.</p>









Perceptions









Problem Statement 1: There is low parent and community involvement for campus events and educational support programs.

Goal 5: Killeen ISD will effectively and efficiently manage district resources and operations to maximize learning opportunities for all students and staff.

Performance Objective 1: Utilize district software programs and resources that will impact learning and improve student achievement.

Evaluation Data Sources: Review KISD Blueprints and refer to lists of software programs that will be used at least once times per grading period

Strategy 1 Details	Reviews			
<p>Strategy 1: Complete District Student Engagement Speak Up Survey</p> <p>Strategy's Expected Result/Impact: Review data from previous school year</p> <p>Staff Responsible for Monitoring: Tech and Principal</p> <p>TEA Priorities: Recruit, support, retain teachers and principals, Connect high school to career and college, Improve low-performing schools</p> <p>Problem Statements: School Processes & Programs 2</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<p>Strategy 2: Teachers will differentiate instruction using online programs and applications to engage and meet the needs of students.</p> <p>Strategy's Expected Result/Impact: Monthly reports to verify usage, implementation documented in lesson plans, and an increase in student performance for: Vizzle Successmaker iLit Imagine Learning Read Theory Edgenuity Schoology</p> <p>Staff Responsible for Monitoring: Teacher Leaders, CT, CIS, TL for Math and ELA-R, and Principal</p> <p>TEA Priorities: Build a foundation of reading and math, Connect high school to career and college, Improve low-performing schools</p> <p>Problem Statements: Demographics 1 - Student Learning 8 - School Processes & Programs 2</p>	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 3 Details	Reviews			
<p>Strategy 3: Math and ELA teachers will utilize MAP data to facilitate student-centered instruction to fill the achievement gaps in learning. The supplemental data will also be used to inform the targeted interventions being provided to at risk students.</p> <p>Strategy's Expected Result/Impact: Tri-annual assessment data will be used to guide instructional needs to increase student performance.</p> <p>Staff Responsible for Monitoring: TL for Math and ELA, CIS, Tech, and Admin</p> <p>ESF Levers: Lever 5: Effective Instruction</p> <p>Problem Statements: Student Learning 8 - School Processes & Programs 1, 2</p> <p>Funding Sources: MAP software (70% benefited at risk program) - 166 - State Comp Ed - 166.31.6299.OL.050.24.AR0 - \$7,037, MAP software (portion benefited ELL program) - 165/ES0 - ELL - 165.31.6299.OL.050.25.ES0 - \$690</p>	Formative			Summative
	Nov	Jan	Mar	June
				
 No Progress	 Accomplished	 Continue/Modify	 Discontinue	









Performance Objective 1 Problem Statements:

Demographics
<p>Problem Statement 1: Our overall enrollment has increased to include an increase in the percentage of students identified as At Risk, thus increasing class size and decreasing resources available to at-risk teachers.</p>
Student Learning
<p>Problem Statement 8: All students have experienced gaps in learning as a result of COVID 19 and the extended school closure for spring of 2020..</p>
School Processes & Programs
<p>Problem Statement 1: Data is not guiding the teaching and learning processes.</p>
<p>Problem Statement 2: The students are not performing at a high cognitive level on assessments.</p>

Goal 5: Killeen ISD will effectively and efficiently manage district resources and operations to maximize learning opportunities for all students and staff.

Performance Objective 2: Present professional development for teachers, co-teachers and support staff so that we are maximizing utilization of computer software/resources.





Evaluation Data Sources: Develop workshops at least once time per grading period that are focused on teachers building knowledge, skills and confidence in using technology in their content areas.

Strategy 1 Details	Reviews			
<p>Strategy 1: Survey staff on effectiveness of the technology training provided during scheduled sessions. over the learning platforms-Schoology, Nearpod, Playpostit, etc.</p> <p>Strategy's Expected Result/Impact: Review survey---85% favorable results</p> <p>Staff Responsible for Monitoring: Teachers, Tech, and Principal</p> <p>ESF Levers: Lever 5: Effective Instruction</p>	Formative			Summative
	Nov	Jan	Mar	June
				
 No Progress	 Accomplished	 Continue/Modify	 Discontinue	

Goal 5: Killeen ISD will effectively and efficiently manage district resources and operations to maximize learning opportunities for all students and staff.

Performance Objective 3: Provide remediation opportunities for low performing students in all content areas to increase student achievement and formative assessment results.

Evaluation Data Sources: Formulate multiple tutorial opportunities for all students to be provided the assistance needed with on-going curricula concepts.

Strategy 1 Details	Reviews			
<p>Strategy 1: Students will be provided homework support Monday- Thursday with content experts to reinforce daily taught skills. The homework center will be open to all students.</p> <p>Strategy's Expected Result/Impact: Review of student performance, mastery of concepts on formative assessment, and overall growth in closing the achievement gap.</p> <p>Staff Responsible for Monitoring: LORMS Lobo Homework Center Staff, Comm. in Schools, and Admin</p> <p>TEA Priorities: Build a foundation of reading and math, Improve low-performing schools</p> <p>Problem Statements: Student Learning 8 - School Processes & Programs 2</p> <p>Funding Sources: Daily tutorial for low-performing students - 166 - State Comp Ed - 166.11.6118.CA.050.24.AR0 - \$10,000</p>	Formative			Summative
	Nov	Jan	Mar	June
	50%	75%	100%	100%
Strategy 2 Details	Reviews			
<p>Strategy 2: At-risk teachers will use AM/PM lab opportunities to bridge the gap in student learning through the use of differentiated and best practices.</p> <p>Strategy's Expected Result/Impact: Computer and SSP Logs, MAP results Overall review of student performance of STAAR assessments</p> <p>Staff Responsible for Monitoring: At-Risk Teachers, Teacher Leaders, Technologist, and CIS</p> <p>TEA Priorities: Build a foundation of reading and math, Improve low-performing schools - ESF Levers: Lever 5: Effective Instruction</p> <p>Problem Statements: Demographics 1 - Student Learning 1, 3, 8 - School Processes & Programs 2</p>	Formative			Summative
	Nov	Jan	Mar	June
	20%	75%	100%	100%
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress </div> <div style="text-align: center;">  Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </div>				

Performance Objective 3 Problem Statements:

Demographics
<p>Problem Statement 1: Our overall enrollment has increased to include an increase in the percentage of students identified as At Risk, thus increasing class size and decreasing resources available to at-risk teachers.</p>
Student Learning
<p>Problem Statement 1: Fall 2019 and Winter 2020 MAP projection of proficiency revealed that less than 50% of students would approach grade level in the STAAR reading.</p> <p>Problem Statement 3: Comparing 2020 CUA data and 2019 STAAR data, 8th grade students have failed to meet 9 out of 36 concept standards.</p>

Student Learning

Problem Statement 8: All students have experienced gaps in learning as a result of COVID 19 and the extended school closure for spring of 2020..

School Processes & Programs
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Problem Statement 2: The students are not performing at a high cognitive level on assessments.
