

Killeen Independent School District
Live Oak Ridge Middle School
2018-2019 Formative and Summative Reviews

Accountability Rating: Met Standard

Distinction Designations:

Top 25 Percent: Comparative Academic Growth

Top 25 Percent: Comparative Closing the Gaps

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.

Table of Contents

.....	4
Goal 1: Killeen ISD will maintain rigorous standards of achievement to prepare all learners for graduation and post-secondary success.	4
Goal 2: Killeen ISD will recruit, employ, develop, and retain a highly effective staff that proactively engages students for success.	13
Goal 3: All Killeen ISD personnel will promote effective parental and community involvement through communication, participation, and partnerships in accomplishing the district's goals.	16
Goal 4: Killeen ISD will provide a safe, healthy, secure, and orderly environment for students, staff, families and community.	19
Goal 5: Killeen ISD will maintain efficient and effective management of resources and operations to maximize learning for all students and staff. ...	21

Goal 1: Killeen ISD will maintain rigorous standards of achievement to prepare all learners for graduation and post-secondary success.

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

Summative Evaluation 1: Significant progress made toward meeting Performance Objective

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Lead all meetings with Mission statements to ensure our work and all decisions are aligned to student success. Use of minutes in PLCs to share concepts covered.	Administrative Team	PLC Minutes				
= Accomplished = Continue/Modify = No Progress = Discontinue						

Goal 1: Killeen ISD will maintain rigorous standards of achievement to prepare all learners for graduation and post-secondary success.

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.

Summative Evaluation 2: Some progress made toward meeting Performance Objective








Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Provide all PLCs: ELAR, History, Math, and Science, with an opportunity to analyze and develop their art of teaching through a book study.	Teacher Leaders, CIS, and Principal	PLC agenda and Implementation of concepts in daily teachings				
= Accomplished = Continue/Modify = No Progress = Discontinue						

Goal 1: Killeen ISD will maintain rigorous standards of achievement to prepare all learners for graduation and post-secondary success.

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

Summative Evaluation 3: Some progress made toward meeting Performance Objective





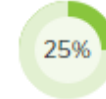




Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
<p>Targeted Support Strategy 1) Teachers will differentiate math instruction using online applications to engage and meet the needs of students. Additional Targeted Support will be provided to White students in math through online enrichment in order to increase academic achievement status meeting grade level standard in math from 40% to 59%, growth status in math from 71% to 74%, and increase Student Success of all 3 STAAR Components averaged for White students from 65% to 73%. While Asian Student Success Status (average of all 3 STAAR Components approaches, meets, and masters) needs to increase from 65% to 73% at a minimum.</p>	Math Teachers, Math Admin, and CIS	Student Computer logs, complete goal setting profiles and monitored, 5%-10% gain on targeted content objectives				
<p>2) Utilize temporary employees as tutors for identified at-risk students' intervention programs such as pullouts during the school day prior to each STAAR for at-risk learners who performed poorly on benchmarks assessments or have a noted concern by their teacher.</p>	Math TL, Math Admin, and Temporary Employee	Sign in sheets, review of pre/post tests, review of student work and grades				
<p>3) Provide professional development opportunities for two Math Teachers to the NCTM conference in June.</p>	Math TL, CIS, and Principal	The employment of strategies learned in lesson plans and walk through data will reflect the use.				























<p>PBMAS</p> <p>4) Conduct small group sessions after school and on weekends with targeted groups of students who need additional support learning and reteach opportunities based upon red line data.</p>	<p>Math Teachers, CIS, and Math Admin</p>	<p>Student Sign In Log</p> <p>5% - 10% gain on targeted TEKS</p> <p>Overall STAAR performance</p>				
<div style="display: flex; justify-content: space-around; align-items: center;"> <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>= No Progress</p> </div> <div style="text-align: center;">  <p>= Discontinue</p> </div> </div>						

Goal 1: Killeen ISD will maintain rigorous standards of achievement to prepare all learners for graduation and post-secondary success.

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

Summative Evaluation 4: Some progress made toward meeting Performance Objective

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
<p>Targeted Support Strategy PBMAS</p> <p>1) Provide additional online learning opportunities and enrichments in reading and writing for at-risk SPED students in reading and writing. Additional Targeted Support will be provided to White and Asian students in reading through online enrichments in order to increase academic achievement status meeting grade level standard in reading for Whites from 32% to 60%, growth status in ELA/Reading from 68% to 69%, and increase Student Success of all 3 STAAR Components averaged for White students from 40% to 58%. While Asian Student Success Status (average of all 3 STAAR Components approaches, meets, and masters) needs to increase from 65% to 73% at a minimum.</p>	<p>ELA-R Teachers, Tech, CIS, ELA-R Admin</p>	<p>Student Computer logs, Sign in sheets, student work--charts that show 5%-10% gain on targeted content objectives (SS)</p>				
<p>2) Provide professional development for ELA teacher of At Risk students.</p>	<p>At-Risk Teacher, CIS, and Principal</p>	<p>Teacher Learning log/agenda Sign in sheets for workshop Registration and Logging</p>				
<p>3) Provide ELA teachers training opportunities in order to design meaningful learning opportunities based on student needs.</p>	<p>ELA-R Teacher Leader, District ELA Instructional Specialist, CIS, and ELA-R Admin</p>	<p>Sign in Sheets, Planning agendas, Review of completed lesson designs including differentiated strategies. 1 per 9 weeks</p>				














<p>PBMAS</p> <p>4) EL teacher will support EL students in both "push-in" and "pull-out" instructional settings. Academic content vocabulary will be "pre-taught" 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>Technologist, ESL Teacher, Core Teachers, and CIS</p>	<p>Student use of Imagine Learning and small group interventions. Student improvement on targeted objectives---5%-10% gain.</p>				
<p>5) An additional ELA teacher will work with at-risk 7th & 8th grade readers developing their reading comprehension deficits.</p>	<p>At-Risk Teacher, ELA TL, CIS, and Principal</p>	<p>Review lesson designs, classroom visits/observations, SSP showing students making progress, and report cards</p>				
<p>6) Provide before/after school and Saturday enrichment for at-risk students in the area of Reading.</p>	<p>At-Risk Teacher, ELA-R TL, CIS, and Principal</p>	<p>Sign in and SSP showing students making progress</p>				
<p>7) ELA department will provide remediation sessions that will focus on the red-line TEKS for Writing STAAR in April- target groups SPED and EL.</p>	<p>ELA Department and CIS</p>	<p>STAAR performance for each assessment will have a gain of at least 5 -10 percentile points</p>				
<p>PBMAS</p> <p>8) Utilize temporary employee/tutors for identified at-risk ELAR students' intervention programs such as pullouts during the school day prior to each STAAR for all at-risk learners who performed poorly on benchmarks assessments or have a noted concern by their teacher.</p>	<p>Temporary Employee, CIS, ELA-R TL, and Principal</p>	<p>Sign in sheets, review of pre/post test along with work and grades</p>				
<p>PBMAS</p> <p>9) Utilize temporary employee/tutors for additional support for identified EL students' intervention programs such as pullouts during the school day prior to each STAAR for all at-risk learners who performed poorly on benchmarks assessments or have a noted concern by their teacher.</p>	<p>Temporary Employee, ESL Teacher, and Principal</p>	<p>Sign in sheets, review of pre/post test along with work and grades</p>				
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  = Accomplished </div> <div style="text-align: center;">  = Continue/Modify </div> <div style="text-align: center;">  = No Progress </div> <div style="text-align: center;">  = Discontinue </div> </div>						

Goal 1: Killeen ISD will maintain rigorous standards of achievement to prepare all learners for graduation and post-secondary success.

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

Summative Evaluation 5: Some progress made toward meeting Performance Objective

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Science teacher will attend professional learning opportunities to gain the STEM skills needed to promote higher achievement in the area of Science.	Science TL, CIS, and Principal	Utilize new teaching strategies gained from conference attendance. Student improvement in learning---targeted objectives 10% gain in performance				
2) (SS) Conduct small group sessions after school and weekends with targeted groups of students who need learning and reteach opportunities based on redline/STAAR data. all major sub-groups in Social Studies	CIS, Social Studies Teachers, SS Admin	STAAR performance from 55% for all 8th graders to 70%				
PBMAS 3) (SS) Science department will combine their remediation efforts to create afterschool and weekend enrichment sessions that will focus on the red-line TEKS before the STAAR in May for at-risk learners.	Science Teachers, Science Admin, and CIS	STAAR performance for each assessment increase by at least ten percentile points.				
4) Provide Science and History Teachers with training days to design meaningful learning opportunities based on student needs.	Science and History Teacher Leaders, District Instructional Specialists, CIS, and Admin					
5) (SS) Utilize temporary employee tutors for identified at-risk History and Science students' intervention programs such as pullouts during the school day prior to each STAAR for all at-risk learners who performed poorly on benchmarks assessments or have a noted concern by their teacher.	Temporary Employee, Science and History Teachers, CIS, and Admin	Sign in sheets, review of pre/post tests, review of student work and grades				

6) Provide professional development for teachers in order to increase awareness of gifted characteristics of students so that no students are overlooked for GT screening.	GT Teachers, CIS, and Principal	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				
7) Provide field-based instruction for TAG students in order to increase their level of mastery of grade level content.	GT Teachers, CIS, and Principal	Increase in student engagement and performance in Index 2				
8) History teachers will attend the Lead4ward conference.	History TL, CIS, and Principal	Utilize the skills gained from the conference and lesson planning evidence. Student improvement increase for all learners by ten percentile points.				
 = Accomplished  = Continue/Modify  = No Progress  = Discontinue						

Goal 1: Killeen ISD will maintain rigorous standards of achievement to prepare all learners for graduation and post-secondary success.

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.

Summative Evaluation 6: Met Performance Objective

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Recruiting for AVID Site Team Members and AVID Elective teachers.	Current Site Team AVID Summer Institute AVID Coordinator Administration PLC Leads	Membership Roster Recruiting for AVID Site Team Members and AVID Elective teachers will increase.				
2) Increase enrollment in the AVID program.	AVID Coordinator, Site Team Members, Counselors, Stidom, and All Staff	Membership Roster				
3) Ensure all AVID students are enrolled in a rigorous course of study.	AVID Coordinator Counselors PLC/Departments All Staff	Student Schedules				
4) Provide staff professional development of the AVID modules to address curriculum needs	AVID teacher, CIS, and Principal	Staff Sign In Lesson Plans				
= Accomplished = Continue/Modify = No Progress = Discontinue						

Goal 2: Killeen ISD will recruit, employ, develop, and retain a highly effective staff that proactively engages students for success.

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

Summative Evaluation 1: Met Performance Objective

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) PLC Meetings to collaborate on lesson design	Teacher Leaders and Admin for each content area	Meeting minutes				
= Accomplished = Continue/Modify = No Progress = Discontinue						

Goal 2: Killeen ISD will recruit, employ, develop, and retain a highly effective staff that proactively engages students for success.

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 disaggregation of data and focusing on red-line TEKS.

Summative Evaluation 2: Some progress made toward meeting Performance Objective

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Bi-weekly walk-throughs and monthly meetings with new teachers to provide instructional support and address curriculum needs.	CIS	Agenda and sign in sheet submitted from NT meetings. A copy of the walk-throughs submitted to appraiser addressing concerns.				
= Accomplished = Continue/Modify = No Progress = Discontinue						

Goal 2: Killeen ISD will recruit, employ, develop, and retain a highly effective staff that proactively engages students for success.

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

Summative Evaluation 3: No progress made toward meeting Performance Objective

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Complete goal setting sheets set up student folders	CIS, Teacher Leaders, Principal	Review of Student Folders, Goal setting pages completed and reviewed at least 4 times this year				
= Accomplished = Continue/Modify = No Progress = Discontinue						

Goal 3: All Killeen ISD personnel will promote effective parental and community involvement through communication, participation, and partnerships in accomplishing the district's goals.

Performance Objective 1: Increase parent-community participation and support on campus in order to foster a positive partnership with all stakeholders.

Summative Evaluation 1: Significant progress made toward meeting Performance Objective

Goal 3: All Killeen ISD personnel will promote effective parental and community involvement through communication, participation, and partnerships in accomplishing the district's goals.

Performance Objective 2: Conduct parent interest meetings during the Back to School activity events in the Fall and one in the Winter.

Summative Evaluation 2: Significant progress made toward meeting Performance Objective

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Provide refreshments during the Parent-Teacher-Association meetings.	PTA President, Administrative Support Staff, and Principal	Program agenda, Sign In sheets, and increase LORMS PTA membership register at the National Office.				
PBMAS 2) Conduct a parent night for EL students and parents exploring improving home-school communication in which the EL teacher will create booklets to promote academic achievement and unity of EL students, parents, and staff.	ESL Teacher, ESL Admin, and Principal	Agenda, Parent sign in sheets and after action review.				
= Accomplished = Continue/Modify = No Progress = Discontinue						

Goal 3: All Killeen ISD personnel will promote effective parental and community involvement through communication, participation, and partnerships in accomplishing the district's goals.

Performance Objective 3: Increase parent and community volunteer hours on campus.

Summative Evaluation 3: Some progress made toward meeting Performance Objective

Goal 3: All Killeen ISD personnel will promote effective parental and community involvement through communication, participation, and partnerships in accomplishing the district's goals.

Performance Objective 4: Utilize Connect Ed communication system, social media, and LORMS website to inform parents and community members of campus wide events.

Summative Evaluation 4: Some progress made toward meeting Performance Objective

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Add a school social media account	Webmaster and Principal	Increase parent involvement at school programs. Parent notification process will be more fluid.				
→ → →						

Goal 3: All Killeen ISD personnel will promote effective parental and community involvement through communication, participation, and partnerships in accomplishing the district's goals.

Performance Objective 5: Increased Parent participation with the AVID program.








Summative Evaluation 5: No progress made toward meeting Performance Objective

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Once every semester host an AVID Family Night and increase parent involvement during site team memberships.	Administration	Increased parent involvement.				
= Accomplished = Continue/Modify = No Progress = Discontinue						

Goal 4: Killeen ISD will provide a safe, healthy, secure, and orderly environment for students, staff, families and community.

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

Summative Evaluation 1: Significant progress made toward meeting Performance Objective

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Conduct monthly safety drills with metal detector and provide assemblies during Safety Week.	APs	1. Safety Drill Report reviewed 2. Student feedback from drills 3. Safety audit results 4. Overall attitude of staff and students concerning campus safety	 66%	 76%	 80%	
 = Accomplished  = Continue/Modify  = No Progress  = Discontinue						

Goal 4: Killeen ISD will provide a safe, healthy, secure, and orderly environment for students, staff, families and community.

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.

Summative Evaluation 2: Significant progress made toward meeting Performance Objective

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Celebrate student success and achievement during Honor Roll Celebrations, NJHS, Academic Awards Ceremonies/Attendance Recognitions, and Zero Referral Celebrations	Grade Level Teachers, APs, and Counselors	Recognize Student Celebrations and performance each grading period, at the end of semesters, and year				
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.	Club Sponsors and Principal	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				

= Accomplished
 = Continue/Modify
 = No Progress
 = Discontinue

Goal 5: Killeen ISD will maintain efficient and effective management of resources and operations to maximize learning for all students and staff.

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

Summative Evaluation 1: Some progress made toward meeting Performance Objective

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Complete District Student Engagement Survey-Brightbytes	Tech and Principal	Review data from previous school year				
2) Teachers will differentiate instruction using online programs and applications to engage and meet the needs of students.	Teacher Leaders, CT, CIS, GEAR UP, TL for Science, History, and ELA-R, and Principal	Monthly reports to verify usage, implementation documented in lesson plans, and an increase in student performance.				
= Accomplished = Continue/Modify = No Progress = Discontinue						

Goal 5: Killeen ISD will maintain efficient and effective management of resources and operations to maximize learning 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.

Summative Evaluation 2:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Survey staff on effectiveness of the technology training provided during scheduled sessions.	Teachers, Tech, and Principal	Review survey---85% favorable results				
= Accomplished = Continue/Modify = No Progress = Discontinue						

Goal 5: Killeen ISD will maintain efficient and effective management of resources and operations to maximize learning 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.

Summative Evaluation 3: Some progress made toward meeting Performance Objective

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
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.	LORMS Lobo Homework Center Staff and Admin	Review of student performance, mastery of concepts on formative assessment, and overall growth in closing the achievement gap.				
2) Teachers of at-risk students in Accelerated Reading classes will utilize research-based best practice instructional strategies to bridge gaps in student learning. The gradual release of responsibility model will be implemented to ensure that students are learning at the rigor necessary for increased student achievement.	At-Risk Teacher, ELA-R TL, CIS, and ELA-R Admin	Student Sign In Roster MAP results Overall review of student performance of STAAR assessments				
= Accomplished = Continue/Modify = No Progress = Discontinue						