

Killeen Independent School District
Career Center
2021-2022 Campus Improvement Plan



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Comprehensive Needs Assessment

Demographics

Demographics Summary

The KISD Career Center (KCC) is a Career and Technical Education (CTE) facility in the Killeen Independent School District (KISD). In 2012, KCC officially opened at 1320 Stagecoach Road in Killeen, Texas.

Our feeder pattern is district-wide, and we have open enrollment for all 10th through 12th graders. The students that attend KCC (% of their enrollment) are from Ellison HS (19%), Killeen HS (12%), Harker Heights HS (18%), Shoemaker HS (16%), and Pathways Academic Center (3%). Students have the option to attend either the morning (4 instructional periods) or afternoon sessions (3 instructional periods); juniors and seniors may attend all day if their schedule allows.

As of March 1, 2021, 1,584 students attended classes at the Career Center.

Building	CCZ	CCAM	CCPM	CCALL
CE Ellison HS	3	195	277	12
Killeen HS	0	129	106	19
Harker Heights HS	6	223	209	42
Robert M Shoemaker HS	1	201	135	13
Pathways Academic Center	0	6	7	0
Total	10	754	734	86

We have a diverse population of students attending the KISD Career Center. 31% of our students are the dependents of active duty military service members. 53% of the students are males, and 47% are female.

Students by Ethnicity:

Ethnicity	Percent
Hispanic	31.54%
Indian	0.41%
Asian	5.19%
Black	39.42%
Pacific Islander	3.11%
White	13.69%
Two or More Races	6.64%

Students by Special Program Indicators:

Special Education = 9%

Gifted & Talented = 3%

Students with Dyslexia = 7%

English as a Second Language (ESL) = 7%

Migrant = 0%

In 2012-2013, the school year ended with 647 total students. As of March 1, 2021 there were 1,584 students enrolled.

During the 2019-2020 school year no students dropped out while attending KCC.

Teachers are recruited through job postings on the KISD website, in local newspapers, and on various professional organizational websites. Teachers are also recruited at teacher job fairs held within and outside the district. All CTE teachers who teach 4 or more CTE courses, receive a stipend.

Our staff is comprised of 56.5 teachers, which include 17.5 core academic, 36 CTE, and 7 special education. We also have 11 special education aides, 1 ISS aide, 1 computer aide, and 2 instructional aides.

Professional development opportunities are provided to teachers based upon instructional needs. We intentionally seek opportunities which support the integration of Core and CTE coursework. The majority of CTE teachers enter the teaching profession directly from an industry-based job. Providing quality professional development is essential to retaining CTE teachers throughout the district. The majority of this professional development is provided by statewide organizations, although we continue to seek and create local opportunities to provide professional development.

KISD uses a mentoring program for all new teachers in the district. Each year, experienced teachers mentor new hires and follow guidelines required by the district. We have a buddy system for teachers new to our campus, but not new to teaching.

100% of KCC teachers have been trained in T-TESS.

Non-Traditional Enrollment:

KISD has a non-traditional program concentration of 37% compared to the state target of 48%.

Demographics Strengths

Student enrollment closely mirrors the district's ethnic makeup.

The career center is actively engaged in the community with numerous business and industry partnerships through practicum sites and advisory board members. The career center

actively engages with parents, prospective students, and the community through showcase events and regular tours.

Retention of KCC teachers was at 96% from the 20-21 school year to the 21-22 school year.

Problem Statements Identifying Demographics Needs

Problem Statement 1 (Prioritized): Student enrollment in certain programs at KCC are not in alignment with industry needs. Student enrollment in non-traditional courses is below the state average. **Root Cause:** Recruiting efforts have not focused on the specific programs to help increase student interest and awareness.

Student Learning

Student Learning Summary

The main purpose of our facility is to support students in becoming college and career ready. Our data is not entirely comparable to the data from other campuses within the district. Our facility is an extension of the other campuses and is not a stand-alone campus. Students from all four of the traditional campuses and Pathways are represented in our data. In addition to state assessment data, our student achievement is based upon the number and types of business and industry certifications that our students earn. *Due to COVID 19, only forty nine percent of Career Center seniors met a College Career Military Readiness (CCMR) indicator during the 2019-2020 school year. KCC teachers continued to work with students into the summer to complete certification exams. During the 2020-2021 school year 64.4% of seniors met a CCMR indicator.

House Team/Ethnicity	CCMR	% CCMR	TSI Complete	% TSI Complete	Certification	% Certification	Total Students
CCALL	51	66%	26	34%	42	55%	77
CCAM	210	66%	74	23%	172	54%	318
CCPM	111	54%	55	26%	80	39%	204
CCZ	6	86%	6	86%	3	43%	7
ALL KCC Seniors	378	64%	161	27%	297	49%	606
American Indian/Alaska Native	1	33%	0	0%	1	33%	3
Asian	23	72%	10	31%	18	56%	32
Black or African American	117	53%	40	18%	81	36%	222
Hispanic/Latino	131	70%	51	27%	113	61%	186
Native Hawaiian/Other Pacific Islander	7	58%	2	17%	6	50%	12
Two or More Races	32	71%	17	38%	26	58%	45
White	67	63%	41	39%	52	49%	106

KCC utilizes the Scholarship Lady of Central Texas and Naviance to support students with college applications, financial aid, employment applications, and college research.

Students taking ELA II or US History at the Career Center performed as shown below on the Spring 2021 EOC exams:

Career Center Spring 2021 ELA II End of Course Scores

	Total Students	Approaches	Approaches %	Meets	Meets %	Masters	Masters %
Total	199	153	77%	113	57%	7	4%
Eco Dis	85	69	81%	49	58%	1	1%
American Indian/Alaskan Native	3	2	67%	2	67%	1	33%
Asian	4	4	100%	4	100%	0	0%
Black/African American	77	58	75%	36	47%	2	3%
Hispanic	63	48	76%	40	64%	2	3%
Native Hawaiian/Pacific Islander	4	4	100%	3	75%	0	0%

Career Center Spring 2021 ELA II End of Course Scores

Two or More Races	18	14	78%	9	50%	0	0%
White	30	23	77%	19	63%	2	7%
LEP	16	5	31%	1	6%	0	0%
SPED	4	3	75%	3	75%	1	25%

Career Center Spring 2021 US History End of Course Scores

	Total Students	Approaches	Approaches %	Meets	Meets %	Masters	Masters %
Total	258	237	92%	195	76%	137	53%
Eco Dis	97	84	87%	74	76%	38	39%
Asian	5	5	100%	5	100%	5	100%
Black/African American	92	82	89%	59	64%	32	30%
Hispanic	88	77	88%	70	80%	47	53%
Native Hawaiian/Pacific Islander	4	4	100%	4	100%	1	25%
Two or More Races	21	20	95%	16	76%	14	67%
White	48	46	96%	45	94%	38	79%
LEP	17	12	71%	6	35%	4	24%
SPED	28	22	79%	13	46%	9	32%

ELA II approaches scores were better than the previous year's scores with 77% of students meeting the approaches level. More than half of students met grade level. Only 7 students mastered the EOC. This is an area that needs improvement moving into the 21 - 22 school year.

Students US History scores outperformed the state and the district in all three categories. Throughout the approaches category there is little variation in scores by subgroup.

Student Learning Strengths

Students from the Career Center outperformed the district, region, and state on approaches or above for ELA II and US History scores from the prior year. Additionally, 53% of students taking the US History exam mastered the EOC.

Problem Statements Identifying Student Learning Needs

Problem Statement 1 (Prioritized): 64% of Career Center Seniors met a College Career Military Readiness Indicator. This was a 15% increase over the prior year. **Root Cause:** Teaching and learning in the remote learning environment was new for both teachers and students. Students in person had a much higher success rate than students learning remotely.

Problem Statement 2 (Prioritized): A low percentage of students scored at the masters level on the ELA II EOC. **Root Cause:** Students did not engage with enough rigorous content to prepare them to score at the master's level.

School Processes & Programs

School Processes & Programs Summary

School Processes & Programs Summary

Personnel (recruitment/support/retention)

Killeen ISD Career Center teachers are recruited through local, regional and statewide job fairs. Our campus leadership team works closely with our district and local colleges at Texas A&M - Central Texas and University of Mary Hardin-Baylor to recruit, support, retain and allow partnering opportunities for teachers to mentor student teachers. Training, observations, and student teaching opportunities initiate the process of building a cohesive and collaborative school community.

New teachers are partnered with a mentor teacher at the campus level and participate in a district wide mentoring program that includes induction training throughout the year for added support. All teachers are provided opportunities to attend local, regional, state, and national professional development opportunities. Each new teacher is assigned a mentor or a buddy to aid him/her in professional development. The new teachers, together with their mentors, regularly meet to discuss and support their needs and celebrate their successes.

We believe in making Killeen Career Center a safe place where staff can grow, learn, and collaborate to foster a supportive learning environment suitable for the creation and success of professional young adults entering college or the workforce.

Professional Practices

Professional Development is planned and provided to staff based on need and input from staff surveys. The impact of training ensures that teachers are prepared to increase student achievement.

Teachers expressed the desire to work closer to their peer teachers to glean more through collaboration and observation. From this expression through surveys, Professional Learning Communities (PLCs) were re-organized at the beginning of the 2019-2020 SY. PLC's are centered around small groups that focuses on three big ideas (learning, building a collaborative culture, and results oriented) and four essential questions:

- What is it we want our students to learn?
- How will we know each student has learned it?
- How will we respond when some students don't know it?
- How do we extend and enrich the learning for those students who have learned it?

Teachers that attended the Professional Learning Communities at Work conference, June 2019 were trained to facilitate PLC's that focused on specific instruction and improving classroom practices. Staff continued to attend the Professional Learning Communities at Work conference in June 2020. During the Spring (March) of 2021, teachers attending the RTI at Work Institute Spring 2021. This training brings awareness and response on research-based practices in which educators can engage to increase success for all students.

Teachers participate in goal setting for T-TESS and individual teachers set Student Learning Objectives with students to monitor throughout the school year. The goals for the district and the campus are evident in the core values, mission and vision statements. Target areas for growth at KCC includes growing each program in the sense of full enrollment and increasing passing rates on industry certification exams. These goals are measurable by numerical data that is documented as students complete their programs.

Killeen ISD adopted the TEKS Resource System as our curriculum for core academic teachers. Core academic teachers at Killeen Career Center use the Instructional Focus Documents (IFD), the Vertical Alignment Document (VAD), and the Year at a Glance (YAG) to map units of instruction. Our CTE revised coursework was implemented at the beginning of the 2017-2018 school year. Online training from the CTE Texas Resource Center on the revisions are available. Teachers collaborate each year on updating their course syllabi and pacing calendar for their specific content. Lessons are prepared based upon the Texas Essential Knowledge and Skills (TEKS).

Programs and Opportunities for Students

All Killeen ISD Career Center students select their endorsement and program of study in 8th grade. Four virtual parent sessions were held during the Spring of 2021 (March 29, March 31, April 6, and April 8) to provide insight on program offerings and procedures that are offered to students at the Career Center. It is our goal that every student engages in a rigorous curriculum, receives an appropriate level of instructional support and participates in relevant assessments that guide students to be future ready.

All students are under the House Bill 5 requirements, which means they will be taking the required courses including core classes and elective courses. Students have the opportunity to earn credits towards an associate degree and are required to take licensure and/or certification exam for their program of study. This means that some students will graduate with licenses and/or workforce certifications and/or hours toward post-secondary education.

There are courses with specific limitations due to student safety and regulations:

Course	Teacher to Student Ratio	Reason
Cosmetology	1:25	TDLR Regulation
Automotive	1:20	Shop space and student safety
Welding	1:25 (with teacher aide)	Shop space and student safety
Collision	1:20	Shop space and student safety
Practicum in Vet Med		Available practicum placements
Phlebotomy	1:22	Student safety
EMT	1:20	Regulation
Practicum in Robotics	TBD	Space and Equipment

The ultimate goal of instruction at KCC is for students to earn their high school diploma on time and to graduate with industry-related certifications enabling them to transition successfully into post-secondary opportunities. We strive to maintain a professional learning environment and treat students more like college bound students and future professional employees by gaining valuable post secondary skills through our 35 programs of study in 13 Career Clusters; 21 are in the Business & Industry Endorsement, 11 are in the Public Service Endorsement, and 3 are in the STEM Endorsement. There are 55 Industry Based Certifications that students may challenge.

It is the intent that all coursework provides students with access to real-world experiences and career training that includes job shadowing, volunteering /clinical internships, and community service. Students are able to challenge dual credit courses online through Central Texas College. Students were able to take Dual Credit US History and Math face to face for the first time during the 2018-2019 school year. As new technologies are developed, we will strive to incorporate them into our programs so that our students are prepared and competitive while entering the workforce with the most current training and skills available.

KCC students have access to use various forms of technology including: computers, 3D printers, sign making machines, industry specific equipment, such as embroidery machines. Our trade shops contain welding machines, CNC machines, a water jet, and a sandblaster that is trailer mounted for larger projects. It is our goal to train students in using relevant, state-of-the-art equipment to prepare them for industry expectations. Students use various certification platforms to prepare for industry based certifications in Gmetrix such as: AutoCAD, Entrepreneurship & Small Business, and Adobe products.

For the 2021-2022 SY, English II and US History teachers assessed students on common unit assessments (CUA's). The CUA's shows growth of student knowledge of TEKS

throughout the year as well as TEKS needing improvements to meet grade level standards. At the end of March 2021 - April 1, students who were identified as needing remediation on specific skills in English, US History, and Algebra I participated in an accelerated instructional boot camp in preparation for End of Course Assessments.

KCC also focuses on professional “soft” skill attainment through CTE programs. Student learning is reinforced through competing with co-curricular student organizations. The Career Center offers a wide variety of Career and Technical Student Organizations (CTSO's) based on the student’s program of study including BPA, DECA, FFA, TAFE, SkillsUSA, TSA, and HOSA. Work-Based Learning is provided through lab settings at KCC and in partnership with local businesses.

Procedures

School safety is a priority at the KISD Career Center. We participated in a safety review process during the 19 - 20 school year. We received excellent feedback on our plan and implementation. While our efforts in this area are successful, we continue to strive for improvements and sustained excellence by practicing monthly drills and ensuring that training is executed well and after action feedback is provided.

School Processes & Programs Strengths

KCC offers 35 programs of study in 13 Career Clusters; 21 are in the Business & Industry Endorsement, 11 are in the Public Service Endorsement, and 3 are in the STEM Endorsement. There are 55 Industry Based Certifications that students may challenge.

Students have opportunities to take dual credit courses online through Central Texas College. Students continue with Dual Credit US History face to face since the 2018-2019 school year.

The staff are abreast of the latest trends and technological advancements in order to fully support a learning environment suitable for the creation of professional young adults entering the workforce.

Our campus focuses on real world experiences through collaboration with CTE and core teachers to provide students with rich learning experiences to be future ready.

Problem Statements Identifying School Processes & Programs Needs

Problem Statement 1 (Prioritized): Walk through and observation data show that staff still have room to grow in the implementation of the KISD instruction framework utilizing learning targets, GRR, and student ownership of learning. **Root Cause:** Staff at KCC need different levels of support from new staff to staff that is working to master the KISD instructional framework use and purpose.

Problem Statement 2 (Prioritized): Our Staff and Advisory Board members identified soft skills that students need in order to be more prepared for their post secondary transition to college and/or career fields. **Root Cause:** A lack of consistent and intentional education to students allows for significant gaps in soft skill attainment.

Problem Statement 3 (Prioritized): Sustaining excellence in school safety is an area that we must continue to focus on. **Root Cause:** School safety is of the utmost importance and even when we are successful sustaining excellence and improving is always a priority.

Perceptions

Perceptions Summary

KISD and the KCC serve the Killeen, Harker Heights, Nolanville, and Ft. Hood communities. Due to COVID we had to limit community involvement throughout the school year. Opportunities to showcase our facility and our programs of study were provided through virtual tours.

The Career Center's core values are:

Collaboration, Honesty, Professionalism, Integrity, Responsibility, Service

KCC utilizes these values along with our mission and vision to help decision making. Additionally, as we strive to serve our students, we work to embed the values as a part of their educational experience because we believe that these values are as important as any technical skill that student can obtain.

At the career center we do not have as much discipline issues as the home campuses; however, for students with struggling behavior we have counselors to assist with checking in on them. We also have AP's that assist with checking in on them. If needed, we will assign a mentor of the students choosing. The challenges we had this year with half of the students either F2F or Remote were students not engaged nor turning in assignments. We have a team working on an RTI process that will help with struggling students during the lunch hour for the 2021-2022 school year. We try to promote our Core Values with students and staff by recognizing them with a "Shout Out" or through a Social Media platform.

Students and teachers when asked about how they feel about the career center both groups really enjoy being at the career center. They feel safe and a high percentage of students would recommend the career center to others. This year with students having the option to be a Remote Learner, on a scale of 1 to 5 teachers averaged about a 3.44 with students turning in assignments. Higher compared to our F2F learners. On a scale of 1 to 5 students rated the career center at about 4.15 when compared to their home campus. Students feel the staff is effective in promoting school safety. Students' 1st choice of Social Media platform is Instagram then Twitter followed by Facebook. On a scale from 1 to 5 students' rate KCC Social media communication at around 3. Students were split on viewing Campus Information through the TV's located throughout the building.

In alignment with our district, KCC provides inexperienced teachers with professional development opportunities and a veteran mentor. The most significant factor in the success of a new teacher is the new teacher-mentor relationship. The mentor is committed to ensuring that new teachers embrace the District's culture and develop the necessary knowledge, attitudes, and skills to help them realize our vision, which results in retaining new teachers. Mentors provide feedback through surveys and focus group opportunities throughout the year, including the 2020-2021 Induction Celebration. Staff at KCC is involved in the improvement planning process by providing feedback at SBDM, coffee with the principal and electronic surveys. Family and community members are involved as members of: our advisory boards, Site-Based Decision Making Committee, and in developing our Campus.

Approximately 80% of our teachers that took the survey feel they have adequate time for teacher collaboration and preparation. Over 95% of our teachers feel safe and find the campus to be clean and in good condition. Over 95% feel our students are well behaved. Based on the survey teachers deal with more emotional behaviors versus discipline issues.

This year most of our parents communicated with teachers or staff through Zoom or teleconference. We had a small percentage attend F2F conferences. All staff are also required to communicate to parents. Parents feel that teachers and staff members actively listen to their students' concern. Parents request teachers need to respond to parent concern via email or call back within 48 hours. Parents feel that their students are safe at the Career Center. Approximately

85% . Parents feel comfortable using the website and the District does allow for the information on the website to be translated over 100 languages. Parents feel that not all teachers are consistent with grades.

Our business and industry partnerships bring resources from the community to the campus to help meet the needs of the students. Our business partners expect us to prepare students with basic skills and a willingness to learn and work before sending them to their practicum sites.

KCC CTSOs exist to prepare high school graduates for the next step, whether it is post-secondary education or entry into the workforce. Rigorous academic content tied to technical subject matter, as well as internships and other cooperative work experiences, are hallmarks of CTE programs. CTSOs are considered an integral part of CTE; they help students develop the technical and leadership skills that will enable them to succeed in their career paths.

61 students took the KCC Culture and Climate Student Survey. Results from the KCC Culture and Climate Student Survey revealed the following:

1. Which KISD Career Center Student are you?

AM Student	33
PM Student	26
ALL Day Student	2

2. What was your Learning Location for this school year 2020-2021?

Remote Learner	11
Face to Face	37
Remote Learner with Required F2F at the Career Center	13

3. Do you feel Safe at the KISD Career Center?

Strongly Agree	25
Agree	23
Neutral	11
Disagree	1
Strongly Disagree	0

4. Are effective procedures in place to promote school safety?

Strongly Agree	17
Agree	29
Neutral	13
Disagree	2
Strongly Disagree	0

5. How do you feel about the Career Center?

I love it and would recommend this school to others.38

Neutral (I like it). 22
I don't like it. 1

6. How would you rate the Career Center compared to your Home campus? 1 being low and 5 being high.

4.15 Average Number

7. Daily announcements are effective and informative.

Strongly Agree	8
Agree	24
Neutral	25
Disagree	2
Strongly disagree	2

8. I regularly get campus information from the TV's located throughout the building.

Strongly Agree	5
Agree	14
Neutral	21
Disagree	17
Strongly disagree	4

9. Do you find the Career Center website and Social Media platforms to be user friendly and contain current information?

Strongly Agree	13
Agree	17
Neutral	25
Disagree	5
Strongly Disagree	1

10. What type of Social Media platform do you prefer or use the most? You can choose more than one answer.

Facebook	9
Twitter	16
Instagram	58
LinkedIn	0

11. When it comes to textbooks which one do you prefer?

Having access to your own textbook.	24
Having access only in your teachers classroom (classroom set).	7
I am okay with either.	30

12. What type of textbook do you prefer?

Hard copy textbook (printed)	16
Electronic textbook (eBook online).	8
I am okay with either.	24
Both	13

83 Parents took the KCC Culture and Climate Parent/Community Survey. Results from the KCC Culture and Climate Parent/Community Survey revealed the following:

1. Do you feel like your student have teachers that actively listen and try to help when they have questions or concerns?

All of the Teachers	33
Some of the Teachers	46
None of the Teachers	4

2. Do you feel like your student have Admin Staff (principal, assistant principal, counselor, etc.) that actively listen and try to help when they have a question or concern?

All of the Admin Staff	42
Some of the Admin Staff	34
None of the Admin Staff	6

3. Do you feel like your student is being appropriately challenged academically so that they are prepared for STAAR/EOC tests?

Strongly Agree	24
Agree	29
Neutral	16
Disagree	13
Strongly Disagree	1

4. Do you feel like your student is being appropriately challenged academically so that they are prepared for post high school readiness?

Strongly Agree	22
Agree	33
Neutral	16
Disagree	10
Strongly Disagree	1

5. Do you feel like your student is safe at school?

Strongly Agree	21
Agree	34
Neutral	21
Disagree	6
Strongly Disagree	0

6. Are you comfortable with the amount of technology that your student has access to?

Strongly Agree	30
Agree	41
Neutral	8
Disagree	2
Strongly Disagree	2

7. Do you find the Career Center website and Social Media platforms to be user friendly and contain current information?

Strongly Agree	19
Agree	33
Neutral	29
Disagree	2
Strongly Disagree	0

8. Do you feel like your student's teachers are consistent with grades?

Strongly Agree	21
Agree	26
Neutral	17
Disagree	14
Strongly Disagree	5

9. Do you keep up with your student's current grades in their classes using Home Access?

Strongly Agree	47
Agree	25
Neutral	9
Disagree	2
Strongly Disagree	0

10. Parents are made to feel welcome in this school.

Agree	26
Neutral	28
Disagree	5
Strongly disagree	2

45 Staff took the KCC Culture and Climate Staff Survey. Results from the KCC Culture and Climate Staff Survey revealed the following:

1. The school's schedule allows adequate time for teacher collaboration.

Strongly Agree	10
Agree	17
Neutral	8
Disagree	10
Strongly disagree	0

2. The school's schedule allows adequate time for teacher preparation and planning.

Strongly Agree	9
Agree	21
Neutral	7
Disagree	8
Strongly disagree	0

3. The school environment is clean and in good condition.

Strongly Agree	23
Agree	18
Neutral	3
Disagree	1
Strongly disagree	0

4. I feel safe in the classrooms.

Strongly Agree	26
Agree	15
Neutral	3
Disagree	1
Strongly disagree	0

5. I feel safe in the hallways and bathrooms.

Strongly Agree	27
Agree	15

Strongly Agree	27
Neutral	3
Disagree	0
Strongly disagree	0

6. Students at this school are well-behaved.

Strongly Agree	7
Agree	28
Neutral	8
Disagree	2
Strongly disagree	0

7. I spend a great deal of time dealing with students' social and emotional challenges. (1 being never to 5 being everyday all the time)

2.78 Average Number

8. I spend too much of my teaching time on disciplining students. (1 being never to 5 being everyday all the time)

1.91 Average Number

9. I spend a lot of time trying to get Remote Learners to do the assignments. (1 being never to 5 being everyday all the time)

3.44 Average Number

10. I spend a lot of time trying to get F2F to do the assignments. (1 being never to 5 being everyday all the time)

2.91 Average Number

11. School administrators and staff communicate with each other effectively.

Strongly Agree	14
Agree	16
Neutral	7
Disagree	8
Strongly disagree	0

12. This school is a good place for me to work and learn.

Strongly Agree	29
Agree	12
Neutral	3
Disagree	1
Strongly disagree	0

Perceptions Strengths

Students at the Career Center like attending school here and feel safe at the Career Center.

Staff at the Career Center like working here and feel safe at the Career Center.

Parents feel that teachers and staff members actively listen to their students' concern.

Parents feel that the Career Center is preparing their child(s) academically and for post high school readiness.

The adopted values of the Career Center serve students and staff in defining appropriate behaviors while also preparing students for life after high school.

Problem Statements Identifying Perceptions Needs

Problem Statement 1 (Prioritized): Announcement's efforts using the TV's throughout the campus can be improved as evidenced in the student survey. **Root Cause:** TV locations not effectively visible to students.

Problem Statement 2 (Prioritized): 22% of staff felt the school schedule does not provide enough time for collaboration. **Root Cause:** Unlike a home campus our schedule does not often allow for teachers to have a common conference period.

Problem Statement 3 (Prioritized): 23% of parents surveyed asked for more consistency in grading practices. **Root Cause:** Grading both online and in person assignments created new challenges for our teachers.

Priority Problem Statements

Problem Statement 6: Student enrollment in certain programs at KCC are not in alignment with industry needs. Student enrollment in non-traditional courses is below the state average.

Root Cause 6: Recruiting efforts have not focused on the specific programs to help increase student interest and awareness.

Problem Statement 6 Areas: Demographics

Problem Statement 1: 64% of Career Center Seniors met a College Career Military Readiness Indicator. This was a 15% increase over the prior year.

Root Cause 1: Teaching and learning in the remote learning environment was new for both teachers and students. Students in person had a much higher success rate than students learning remotely.

Problem Statement 1 Areas: Student Learning

Problem Statement 2: Walk through and observation data show that staff still have room to grow in the implementation of the KISD instruction framework utilizing learning targets, GRR, and student ownership of learning.

Root Cause 2: Staff at KCC need different levels of support from new staff to staff that is working to master the KISD instructional framework use and purpose.

Problem Statement 2 Areas: School Processes & Programs

Problem Statement 5: Announcement's efforts using the TV's throughout the campus can be improved as evidenced in the student survey.

Root Cause 5: TV locations not effectively visible to students.

Problem Statement 5 Areas: Perceptions

Problem Statement 3: A low percentage of students scored at the masters level on the ELA II EOC.

Root Cause 3: Students did not engage with enough rigorous content to prepare them to score at the master's level.

Problem Statement 3 Areas: Student Learning

Problem Statement 4: Our Staff and Advisory Board members identified soft skills that students need in order to be more prepared for their post secondary transition to college and/or career fields.

Root Cause 4: A lack of consistent and intentional education to students allows for significant gaps in soft skill attainment.

Problem Statement 4 Areas: School Processes & Programs

Problem Statement 8: 22% of staff felt the school schedule does not provide enough time for collaboration.

Root Cause 8: Unlike a home campus our schedule does not often allow for teachers to have a common conference period.

Problem Statement 8 Areas: Perceptions

Problem Statement 7: Sustaining excellence in school safety is an area that we must continue to focus on.

Root Cause 7: School safety is of the utmost importance and even when we are successful sustaining excellence and improving is always a priority.

Problem Statement 7 Areas: School Processes & Programs

Problem Statement 9: 23% of parents surveyed asked for more consistency in grading practices.

Root Cause 9: Grading both online and in person assignments created new challenges for our teachers.

Problem Statement 9 Areas: Perceptions

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: 70% of more of the students attending the KISD Career Center will graduate meeting a College Career Military Readiness (CCMR) indicator.

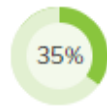
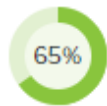






Targeted or ESF High Priority

Evaluation Data Sources: CCMR Reports

Summative Evaluation: Exceeded Objective

Strategy 1 Details	Reviews			
<p>Strategy 1: Staff at the KISD Career Center will inform students about the CCMR indicators.</p> <p>This will be done through:</p> <ol style="list-style-type: none"> 1) Student Assemblies 2) Info graphics 3) Announcements 4) Celebrations 5) Videos <p>Strategy's Expected Result/Impact: Improve KCC students graduating meeting CCMR indicators to 70%.</p> <p>2020 -2021 - 64%</p> <p>Staff Responsible for Monitoring: CTE Program Advisor, Campus Leadership, KCC Counselors</p> <p>TEA Priorities: Connect high school to career and college</p> <p>Problem Statements: Student Learning 1</p> <p>Funding Sources: Extracurricular-Awards - 163 - Career & Technology - 163.36.6498.xx.003.22.xxx - \$10,000 , Leadership Awards - 163 - Career & Technology - 163.23.6498.xx.003.22.xxx - \$750, Misc. Operating Expenses - 163 - Career & Technology - 163.11.6499.00.003.22.000 - \$2,000, Rentals - 163 - Career & Technology - 163.11.6269.xx.003.22.xxx - \$2,875</p>	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 2 Details	Reviews			
<p>Strategy 2: Students at the KISD Career Center will be provided tutorials and study sessions to better prepare them for success on CCMR indicators.</p> <p>Strategy's Expected Result/Impact: Improve KCC students graduating meeting CCMR indicators to 70%.</p> <p>2020 -2021 - 64%</p> <p>Staff Responsible for Monitoring: Teachers, Leadership Team</p> <p>TEA Priorities: Connect high school to career and college</p> <p>Problem Statements: Student Learning 1</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
<p>Strategy 3: Multiple sources will be used to provide college and financial aid information and deadlines.</p> <p>Strategy's Expected Result/Impact: College and financial aid information will be provided through: Remind, KCC website, daily announcements, school TV, My95.1, print materials.</p> <p>Staff Responsible for Monitoring: KCC Counselors</p> <p>TEA Priorities: Connect high school to career and college</p> <p>Problem Statements: Perceptions 1</p> <p>Funding Sources: Contracted Services - 244 - Perkins - 244.31.6299.00.003.22.000 - \$43,800</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 4 Details	Reviews			
<p>Strategy 4: Students will have the opportunity to attend presentations on college and financial aid.</p> <p>Strategy's Expected Result/Impact: Offer at least 2 general day-time presentations and at least 2 evening presentations each semester. Share resources from Naviance and the Scholarship Lady of Central Texas with students each marking period.</p> <p>Staff Responsible for Monitoring: KCC Counselors, Gear Up</p> <p>TEA Priorities: Connect high school to career and college</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 5 Details	Reviews			
<p>Strategy 5: Students will have the opportunity to meet with college reps to learn about admission requirements.</p> <p>Strategy's Expected Result/Impact: Provide at least 2 college trips, and have at least 3 college reps visit our campus each semester.</p> <p>Staff Responsible for Monitoring: KCC Counselors</p> <p>TEA Priorities: Connect high school to career and college</p>	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 6 Details	Reviews			
<p>Strategy 6: Current scholarship opportunities will be posted on various media such as: campus website, TV monitors, and KCC social media platforms</p> <p>Strategy's Expected Result/Impact: Scholarship information will be accessible online everyday.</p> <p>Staff Responsible for Monitoring: KCC Counselors</p> <p>TEA Priorities: Connect high school to career and college</p> <p>Problem Statements: Perceptions 1</p>	Formative			Summative
	Nov	Jan	Mar	June
				
 No Progress  Accomplished  Continue/Modify  Discontinue				

Performance Objective 1 Problem Statements:

Student Learning
<p>Problem Statement 1: 64% of Career Center Seniors met a College Career Military Readiness Indicator. This was a 15% increase over the prior year. Root Cause: Teaching and learning in the remote learning environment was new for both teachers and students. Students in person had a much higher success rate than students learning remotely.</p>
Perceptions
<p>Problem Statement 1: Announcement's efforts using the TV's throughout the campus can be improved as evidenced in the student survey. Root Cause: TV locations not effectively visible to students.</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: Create an engaging classroom experience for all learners, using best practices from research, to improve student achievement.

Evaluation Data Sources: CCMR Data, EOC Data, Walkthrough Data, Observation Data, Student and Parent Surveys









Summative Evaluation: Met Objective

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: By monitoring the progress of all student groups (race/ethnicity, special education, ELL, economically disadvantaged), strengthening the instructional core, and implementing RtI with fidelity, students within all student groups will perform within 5% or better of the all students category on EOC exams.

Evaluation Data Sources: STAAR / EOC Results

Summative Evaluation: Met Objective

Strategy 1 Details	Reviews			
<p>Strategy 1: Teachers will administer formative assessments (CUA where applicable) in each unit. Scores and data will be used to provide interventions so that students will be successful on their EOC based summative assignments.</p> <p>Strategy's Expected Result/Impact: Student success on EOC's.</p> <p>Staff Responsible for Monitoring: Principal, Assistant Principal, Teachers</p> <p>Schoolwide and Targeted Assistance Title I Elements: 2.4, 2.5, 2.6</p>	Formative			Summative
	Nov	Jan	Mar	June
				
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </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: By implementing the district curriculum along with strategies and initiatives to strengthen the instructional core, 80% of tested students will meet or exceed the approaches level on the ELA II EOC.

Evaluation Data Sources: Performance on STAAR / EOC Exams

Summative Evaluation: Exceeded Objective

Strategy 1 Details	Reviews			
<p>Strategy 1: Teachers will participate in training and vertical alignment planning in order to develop instruction which prepares students to be successful in coursework.</p> <p>Strategy's Expected Result/Impact: Improved performance of students in course content to include EOC's.</p> <p>Staff Responsible for Monitoring: Principal, Asst Principal, CTE DIS, Teachers</p> <p>Schoolwide and Targeted Assistance Title I Elements: 2.4, 2.6</p> <p>Problem Statements: Student Learning 1 - School Processes & Programs 1</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<p>Strategy 2: Teachers will administer CUA's and through the PLC process will work to ensure students are progressing towards success on the EOC.</p> <p>Strategy's Expected Result/Impact: 80% of tested students will meet or exceed the approaches level on the ELA II EOC ELA II scores will improve by at least 5% at the masters level</p> <p>Staff Responsible for Monitoring: Principal, CTE CIS, Assistant Principal</p> <p>Schoolwide and Targeted Assistance Title I Elements: 2.4 - TEA Priorities: Build a foundation of reading and math</p> <p>Problem Statements: Student Learning 2</p>	Formative			Summative
	Nov	Jan	Mar	June
No Progress Accomplished Continue/Modify Discontinue				

Performance Objective 4 Problem Statements:

Student Learning
<p>Problem Statement 1: 64% of Career Center Seniors met a College Career Military Readiness Indicator. This was a 15% increase over the prior year. Root Cause: Teaching and learning in the remote learning environment was new for both teachers and students. Students in person had a much higher success rate than students learning remotely.</p>

Student Learning

Problem Statement 2: A low percentage of students scored at the masters level on the ELA II EOC. **Root Cause:** Students did not engage with enough rigorous content to prepare them to score at the master's level.

School Processes & Programs






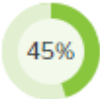


Problem Statement 1: Walk through and observation data show that staff still have room to grow in the implementation of the KISD instruction framework utilizing learning targets, GRR, and student ownership of learning. **Root Cause:** Staff at KCC need different levels of support from new staff to staff that is working to master the KISD instructional framework use and purpose.









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: By implementing the curriculum along with strategies and initiatives to strengthen the instructional core, at least 90% of KCC all day students will graduate on the foundation graduation plan with at least one endorsement.

Evaluation Data Sources: Graduation plans

Summative Evaluation: Exceeded Objective

Strategy 1 Details	Reviews			
<p>Strategy 1: PLC's will examine student formative assessment data to ensure that they are progressing towards course and program goals.</p> <p>Strategy's Expected Result/Impact: 90% or more of KCC all day students will graduate with an endorsement.</p> <p>Staff Responsible for Monitoring: KCC Admin, Counselors</p> <p>Problem Statements: Demographics 1</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<p>Strategy 2: Students will learn about the industry-based certifications offered in their program of study during instruction. They will also learn about the requirements for obtaining these certifications, such as meeting a specified number of instructional hours. Students will participate in events and instructional experiences related to their program of study/endorsement/or CTSO beyond the normal school day. For example, our cosmetology students will work on Tuesday evenings.</p> <p>Strategy's Expected Result/Impact: Students participating in programs offering industry based certifications will successfully obtain the certifications.</p> <p>2020 - 2021 school year 49% of seniors earned an IBC. The goal for the 2021 - 2022 school year is for 55% or more of seniors to earn an IBC.</p> <p>Staff Responsible for Monitoring: KCC Teachers KCC Leadership Team</p> <p>TEA Priorities: Connect high school to career and college</p> <p>Problem Statements: Student Learning 1</p> <p>Funding Sources: Student Travel - 163 - Career & Technology - 163.36.6412.00.003.22.000 - \$95,000, Field Trips - 163 - Career & Technology - 163.11.6494.xx.003.22.xxx - \$5,050, Awards - 163 - Career & Technology - 163.11.6498.00.003.22.000 - \$2,500, Awards - 163 - Career & Technology - 163.61.6498.xx.003.22.xxx - \$150</p>	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 3 Details	Reviews			
<p>Strategy 3: Teachers will offer tutoring a minimum of two times a week and focus on interventions for students that need additional time or opportunities to gain a deeper understanding of the content.</p> <p>Strategy's Expected Result/Impact: Higher success rate for students completing courses.</p> <p>Staff Responsible for Monitoring: KCC teachers, KCC Administration</p> <p>Problem Statements: Student Learning 1</p>	Formative			Summative
	Nov	Jan	Mar	June
				
 No Progress  Accomplished  Continue/Modify  Discontinue				

Performance Objective 5 Problem Statements:









Demographics
<p>Problem Statement 1: Student enrollment in certain programs at KCC are not in alignment with industry needs. Student enrollment in non-traditional courses is below the state average. Root Cause: Recruiting efforts have not focused on the specific programs to help increase student interest and awareness.</p>
Student Learning
<p>Problem Statement 1: 64% of Career Center Seniors met a College Career Military Readiness Indicator. This was a 15% increase over the prior year. Root Cause: Teaching and learning in the remote learning environment was new for both teachers and students. Students in person had a much higher success rate than students learning remotely.</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 6: Increase the success of students served by special programs on EOC exams, successful completion of their coursework, and earning industry based certifications.

Evaluation Data Sources: EOC data, student success rate on coursework, industry based certification data

Summative Evaluation: Met Objective

Strategy 1 Details	Reviews			
<p>Strategy 1: Teachers will implement the best practice strategies of the KISD instructional framework with fidelity to improve instruction and CCMR outcomes for students.</p> <p>Strategy's Expected Result/Impact: With appropriate materials and through the implementation of best practices in the classroom targeted student groups will increase success on EOC's, certifications, and course completion.</p> <p>Staff Responsible for Monitoring: KCC Administration</p> <p>Problem Statements: Student Learning 1</p> <p>Funding Sources: Capital Outlay - 244 - Perkins - 244.11.6638.00.003.22.TEC - \$115,000, Instructional Supplies - 244 - Perkins - 244.11.6398.00.003.22.TEC - \$65,268, Textbooks - 163 - Career & Technology - 163.11.6321.xx.003.22.xxx - \$6,653.45, Reading Materials - 163 - Career & Technology - 163.11.6329.00.003.22.000 - \$5,000, Technology - 163 - Career & Technology - 163.11.6638.00.003.22.000 - \$75,000, Instructional Supplies - 163 - Career & Technology - 163.11.6399.00.003.22.000 - \$258,200, Instructional Supplies - 163 - Career & Technology - 163.11.6639.00.003.22.000 - \$34,000</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<p>Strategy 2: Students will participate in field trips to college campuses to explore admissions, program availability, and to motivate them to pursue post-secondary learning opportunities.</p> <p>Strategy's Expected Result/Impact: Special programs students participation in college field trips.</p> <p>Staff Responsible for Monitoring: KCC Administration, CTE Counselors, Inclusion teacher</p> <p>TEA Priorities: Connect high school to career and college</p>	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 3 Details	Reviews			
<p>Strategy 3: Counseling staff shall recruit, advise, and encourage students to take CTE classes that lead to a career opportunity and/or certification.</p> <p>Strategy's Expected Result/Impact: Increase in enrollment in programs of study.</p> <p>Staff Responsible for Monitoring: CTE Program Advisor Counselors</p> <p>TEA Priorities: Connect high school to career and college</p> <p>Problem Statements: Demographics 1</p> <p>Funding Sources: Counselor Supplies - 163 - Career & Technology - 163.31.6399.00.003.22.000 - \$500, - 163 - Career & Technology - 163.31.6498.xx.003.22.xxx - \$250, Misc Counseling Expenses - 163 - Career & Technology - 163.31.6499.xx.003.22.xxx - \$500</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 4 Details	Reviews			
<p>Strategy 4: Tutoring will be provided to support students in achieving academic success.</p> <p>Strategy's Expected Result/Impact: Students will attend tutoring and demonstrate academic achievement via successful grades in their coursework, successful scores on the STAAR End of Course exams, and maintaining eligibility for UIL.</p> <p>Staff Responsible for Monitoring: KCC Administrators</p> <p>Problem Statements: Student Learning 1, 2</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 6 Problem Statements:









Demographics
<p>Problem Statement 1: Student enrollment in certain programs at KCC are not in alignment with industry needs. Student enrollment in non-traditional courses is below the state average. Root Cause: Recruiting efforts have not focused on the specific programs to help increase student interest and awareness.</p>
Student Learning
<p>Problem Statement 1: 64% of Career Center Seniors met a College Career Military Readiness Indicator. This was a 15% increase over the prior year. Root Cause: Teaching and learning in the remote learning environment was new for both teachers and students. Students in person had a much higher success rate than students learning remotely.</p> <p>Problem Statement 2: A low percentage of students scored at the masters level on the ELA II EOC. Root Cause: Students did not engage with enough rigorous content to prepare them to score at the master's level.</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 7: Social Studies EOC testers will improve approaches level scores from 92% to 96% or higher.

Evaluation Data Sources: EOC test results

Summative Evaluation: Exceeded Objective

Strategy 1 Details	Reviews			
<p>Strategy 1: Social Studies Teachers will administer formative assessments (CUA's where appropriate) in each unit. Scores and data will be used to provide interventions so that students will be successful on their EOC based summative assignments.</p> <p>Strategy's Expected Result/Impact: Student success on summative assignments and EOC's.</p> <p>Staff Responsible for Monitoring: Teachers and Administrators</p> <p>Problem Statements: School Processes & Programs 1</p>	Formative			Summative
	Nov	Jan	Mar	June
				
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>				

Performance Objective 7 Problem Statements:

School Processes & Programs
<p>Problem Statement 1: Walk through and observation data show that staff still have room to grow in the implementation of the KISD instruction framework utilizing learning targets, GRR, and student ownership of learning. Root Cause: Staff at KCC need different levels of support from new staff to staff that is working to master the KISD instructional framework use and purpose.</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 8: Increase program enrollment for workforce identified in high wage and in demand jobs by at least 5% from the 20 - 21 school year to the 21 - 22 school year. At KCC the programs that meet this definition and have low enrollment numbers are electrical technology; IT/Cyber; Education and Training; and Robotics.

Increase non-traditional program enrollment by 5% from the 20 - 21 school year to the 21-22 school year as identified by the federal Perkins Grant. At KCC these programs are:













17 - 18 = 35.46%

18 - 19 = 36.55%

Males	Female
Animal Science	Architectural Design
Education and Training	Construction
Health Science	Electrical Technology
Cosmetology	A/V Productions
	IT/Cyber Security
	Welding
	Marketing
	Robotics
	Automotive Technology
	Auto Collision

Evaluation Data Sources: SSRS Reports with enrollment and course request data.

Summative Evaluation: Some progress made toward meeting Objective

Strategy 1 Details	Reviews			
<p>Strategy 1: Recruit at Home Campus Events, Middle School Tours, Elementary Career Fairs, and via Social Media Platforms.</p> <p>Strategy's Expected Result/Impact: Increase targeted program enrollments.</p> <p>Staff Responsible for Monitoring: CTE Program Advisor, Counselors, Program Teachers, and Campus Leadership</p> <p>TEA Priorities: Connect high school to career and college - Results Driven Accountability</p> <p>Problem Statements: Demographics 1</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<p>Strategy 2: Recruit through KCC events and camps.</p> <p>Strategy's Expected Result/Impact: Increase targeted program enrollments.</p> <p>Staff Responsible for Monitoring: CTE Program Advisor, Counselors, Program Teachers, and Campus Leadership</p> <p>TEA Priorities: Connect high school to career and college - Results Driven Accountability</p> <p>Problem Statements: Demographics 1</p>	Formative			Summative
	Nov	Jan	Mar	June
				
 No Progress  Accomplished  Continue/Modify  Discontinue				

Performance Objective 8 Problem Statements:









Demographics
<p>Problem Statement 1: Student enrollment in certain programs at KCC are not in alignment with industry needs. Student enrollment in non-traditional courses is below the state average. Root Cause: Recruiting efforts have not focused on the specific programs to help increase student interest and awareness.</p>

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

Performance Objective 1: Improve implementation of the KISD instructional framework. 100% of teachers will engage in individualized and/or job specific professional development

Evaluation Data Sources: Walkthrough data, CCMR Data, EOC Data, PD Data

Summative Evaluation: Met Objective

Strategy 1 Details	Reviews			
<p>Strategy 1: All teachers will engage in PLC meetings, and campus/district professional development. Strategy's Expected Result/Impact: Improve implementation of the KISD instructional framework and improved student success. Staff Responsible for Monitoring: KCC Administration, Teachers</p> <p>Schoolwide and Targeted Assistance Title I Elements: 2.4, 2.5, 2.6 - TEA Priorities: Recruit, support, retain teachers and principals Problem Statements: Student Learning 1, 2 - School Processes & Programs 1</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<p>Strategy 2: Staff will attend professional development/training to learn more about relevant topics, such as classroom management, technology, instructional strategies, and differentiation. Strategy's Expected Result/Impact: Staff learning will increase student success in their courses. Staff Responsible for Monitoring: KCC Administration</p> <p>TEA Priorities: Recruit, support, retain teachers and principals Problem Statements: Student Learning 1 Funding Sources: Miscellaneous Expenses - 163 - Career & Technology - 163.13.6499.xx.003.22.xxx - \$200, Teacher Fees - 163 - Career & Technology - 163.13.6495.00.003.22.000 - \$300, Professional Development - 163 - Career & Technology - 163.11.6411.00.003.22.000 - \$54,000, Professional Development - 163 - Career & Technology - 163.31.6411.00.003.22.000 - \$10,000, Professional Development - 163 - Career & Technology - 163.23.6411.00.003.22.000 - \$12,000, Professional Development - 163 - Career & Technology - 163.11.6118.00.003.22.000 - \$4,000</p>	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 3 Details	Reviews			
<p>Strategy 3: New teacher meetings will be held throughout the school year to provide new teachers with additional support and time to collaborate with other new teachers and the campus administrative team.</p> <p>Strategy's Expected Result/Impact: Improved retention of new teachers.</p> <p>Staff Responsible for Monitoring: CTE & STEM DIS</p> <p>TEA Priorities: Recruit, support, retain teachers and principals</p> <p>Problem Statements: Student Learning 1</p> <p>Funding Sources: Professional Development Supplies - 163 - Career & Technology - 163.13.6399.00.003.22.000 - \$5,000</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 4 Details	Reviews			
<p>Strategy 4: Development of teacher instructional strategies through PLC activities. PLC discussions are guided by the four questions of a PLC.</p> <p>Strategy's Expected Result/Impact: Improve KCC students graduating meeting CCMR indicators to 70%.</p> <p>2020 -2021 - 64%</p> <p>Staff Responsible for Monitoring: KCC Administration</p> <p>Funding Sources: Misc Services - 163 - Career & Technology - 163.13.6299.00.003.22.000 - \$2,000, Leadership Membership - 163 - Career & Technology - 163.23.6495.xx.003.22.xxx - \$700, Counselor Membership - 163 - Career & Technology - 163.31.6495.xx.003.22.xxx - \$400</p>	Formative			Summative
	Nov	Jan	Mar	June
No Progress Accomplished Continue/Modify Discontinue				

Performance Objective 1 Problem Statements:









Student Learning
<p>Problem Statement 1: 64% of Career Center Seniors met a College Career Military Readiness Indicator. This was a 15% increase over the prior year. Root Cause: Teaching and learning in the remote learning environment was new for both teachers and students. Students in person had a much higher success rate than students learning remotely.</p>
<p>Problem Statement 2: A low percentage of students scored at the masters level on the ELA II EOC. Root Cause: Students did not engage with enough rigorous content to prepare them to score at the master's level.</p>
School Processes & Programs
<p>Problem Statement 1: Walk through and observation data show that staff still have room to grow in the implementation of the KISD instruction framework utilizing learning targets, GRR, and student ownership of learning. Root Cause: Staff at KCC need different levels of support from new staff to staff that is working to master the KISD instructional framework use and purpose.</p>

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

Performance Objective 2: Staff will be provided additional teacher collaboration time on each of the 6 professional development days during the 21-22 school year.

Evaluation Data Sources: PD Day agendas

Summative Evaluation: Met Objective

Strategy 1 Details	Reviews			
<p>Strategy 1: Staff collaboration time will be increased by providing time on each of the 6 PD days during the school year for teachers to collaborate in addition to regular PLC meetings.</p> <p>Strategy's Expected Result/Impact: Staff will have additional time for collaboration.</p> <p>Staff Responsible for Monitoring: Admin.</p> <p>Problem Statements: Perceptions 2</p>	Formative			Summative
	Nov	Jan	Mar	June
				
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>				

Performance Objective 2 Problem Statements:













Perceptions
<p>Problem Statement 2: 22% of staff felt the school schedule does not provide enough time for collaboration. Root Cause: Unlike a home campus our schedule does not often allow for teachers to have a common conference period.</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: All Killeen ISD personnel will promote effective parental and community involvement through communication, participation, and partnerships in accomplishing the district's goals.

Evaluation Data Sources: Parent sign in logs, Staff Communication logs

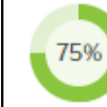
Summative Evaluation: Significant progress made toward meeting Objective

Strategy 1 Details	Reviews			
<p>Strategy 1: Volunteer opportunities will be advertised for soldiers, parents and community members to support and participate in campus events throughout the school year.</p> <p>Strategy's Expected Result/Impact: Increase partnerships that help student success and achieving the district goals.</p> <p>Staff Responsible for Monitoring: CTE Program Advisor</p> <p>Schoolwide and Targeted Assistance Title I Elements: 3.2</p> <p>Problem Statements: Demographics 1 - Student Learning 1</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<p>Strategy 2: KCC will partner with Adopt-A-Unit to seek unit's participation in campus events and to provide participation in the unit's events throughout the school year.</p> <p>Strategy's Expected Result/Impact: Increase in partnership opportunities that will further the mission of both organizations.</p> <p>Staff Responsible for Monitoring: CTE Program Advisor and CTSO Sponsors</p> <p>Problem Statements: Demographics 1</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
<p>Strategy 3: CTE staff will hold cluster advisory meetings per TEA Requirements.</p> <p>Strategy's Expected Result/Impact: Learning opportunities for students and staff will be relevant and aligned with post-secondary and industry standards.</p> <p>Staff Responsible for Monitoring: Principal</p> <p>Schoolwide and Targeted Assistance Title I Elements: 2.5 - TEA Priorities: Connect high school to career and college</p> <p>Problem Statements: Student Learning 1 - School Processes & Programs 2</p>	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 4 Details	Reviews			
<p>Strategy 4: KCC will host a parent and student information session to inform parents and students about the requirements and expectations for courses as needed.</p> <p>Strategy's Expected Result/Impact: Improved communication and understanding of course objectives, requirements, and outcomes.</p> <p>Staff Responsible for Monitoring: KCC Administration, KCC Teachers</p> <p>Schoolwide and Targeted Assistance Title I Elements: 3.2 - TEA Priorities: Connect high school to career and college</p> <p>Problem Statements: Demographics 1 - Student Learning 1</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 5 Details	Reviews			
<p>Strategy 5: CTE Counselors and a CTE Program Advisor will be hired to serve as a life-line for other district personnel, parents/guardians, and students to learn more about CTE programs and four-year planning for CTE endorsement areas. Additionally, students will be supported through the implementation of the districts guidance and counseling program.</p> <p>Strategy's Expected Result/Impact: Students will be engaged in activities supporting their learning and success in CTE programs. District staff, parents/guardians, and students will have a common understanding of CTE programming.</p> <p>Staff Responsible for Monitoring: Principal</p> <p>Problem Statements: Demographics 1</p> <p>Funding Sources: Staff - 244 - Perkins - 244.31.6100.00.003.22.000 - \$260,000</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 6 Details	Reviews			
<p>Strategy 6: Increase communication with parents through a monthly newsletter.</p> <p>Strategy's Expected Result/Impact: Improve parent perceptions of KCC through increase understanding of the campus and our unique programming.</p> <p>Staff Responsible for Monitoring: Admin</p> <p>Problem Statements: Perceptions 3</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 7 Details	Reviews			
<p>Strategy 7: Work with students that are not successfully passing their classes to provide additional time, support, and structure. Teachers and administrators will regularly communicate with parents in regards to student progress.</p> <p>Strategy's Expected Result/Impact: Improved students success in coursework.</p>	Formative			Summative
	Nov	Jan	Mar	June

Staff Responsible for Monitoring: Admin, teachers

Problem Statements: Student Learning 1 - Perceptions 3



No Progress

Accomplished

Continue/Modify

Discontinue

Performance Objective 1 Problem Statements:

Demographics

Problem Statement 1: Student enrollment in certain programs at KCC are not in alignment with industry needs. Student enrollment in non-traditional courses is below the state average. **Root Cause:** Recruiting efforts have not focused on the specific programs to help increase student interest and awareness.

Student Learning

Problem Statement 1: 64% of Career Center Seniors met a College Career Military Readiness Indicator. This was a 15% increase over the prior year. **Root Cause:** Teaching and learning in the remote learning environment was new for both teachers and students. Students in person had a much higher success rate than students learning remotely.

School Processes & Programs

Problem Statement 2: Our Staff and Advisory Board members identified soft skills that students need in order to be more prepared for their post secondary transition to college and/or career fields. **Root Cause:** A lack of consistent and intentional education to students allows for significant gaps in soft skill attainment.

Perceptions

Problem Statement 3: 23% of parents surveyed asked for more consistency in grading practices. **Root Cause:** Grading both online and in person assignments created new challenges for our teachers.

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: Communication to students through announcements, and social media will improve by 5%

Evaluation Data Sources: KCC student survey

Summative Evaluation: Significant progress made toward meeting Objective

Strategy 1 Details	Reviews			
<p>Strategy 1: Staff will ensure students are able to engage in all campus wide announcements. Strategy's Expected Result/Impact: Improved communication with students</p> <p>In 20-21, 52% of students said daily announcements were effective, 41% were neutral, 7% felt they were ineffective. Staff Responsible for Monitoring: KCC Administration</p> <p>Problem Statements: Perceptions 1</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<p>Strategy 2: A student advisory group will be maintained. Strategy's Expected Result/Impact: Improved communication with students Staff Responsible for Monitoring: Principal</p> <p>Problem Statements: School Processes & Programs 2, 3 - Perceptions 1</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 3 Details	Reviews			
<p>Strategy 3: KCC social media and website presence will increase. Strategy's Expected Result/Impact: Improved communication with students as evidenced through annual student survey.</p> <p>20-21: 49% of students felt that social media and the website were effective, 41% were neutral, 10% felt they were not helpful. Staff Responsible for Monitoring: CTE Program Advisor Webmaster</p> <p>Problem Statements: Perceptions 1</p>	Formative			Summative
	Nov	Jan	Mar	June
No Progress Accomplished Continue/Modify Discontinue				

Performance Objective 2 Problem Statements:

School Processes & Programs

Problem Statement 2: Our Staff and Advisory Board members identified soft skills that students need in order to be more prepared for their post secondary transition to college and/or career fields. **Root Cause:** A lack of consistent and intentional education to students allows for significant gaps in soft skill attainment.

Problem Statement 3: Sustaining excellence in school safety is an area that we must continue to focus on. **Root Cause:** School safety is of the utmost importance and even when we are successful sustaining excellence and improving is always a priority.

Perceptions











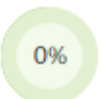

Problem Statement 1: Announcement's efforts using the TV's throughout the campus can be improved as evidenced in the student survey. **Root Cause:** TV locations not effectively visible to students.









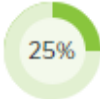







Goal 4: Killeen ISD will provide a safe and healthy learning environment, and identify and address social, emotional, and behavioral distractors; thereby improving student achievement.

Performance Objective 1: Through implementation of an effective discipline management plan and providing a safe, secure, and orderly learning environment, we expect a 5% reduction in each discipline incident category.

Evaluation Data Sources: Monthly/Yearly Discipline incident reports

Summative Evaluation: Some progress made toward meeting Objective

Strategy 1 Details	Reviews			
<p>Strategy 1: Teacher duty stations will be assigned. Strategy's Expected Result/Impact: Staff will serve their duty by being visible throughout the building before school, during student lunches, and after school. Staff Responsible for Monitoring: KCC Admin Problem Statements: School Processes & Programs 3</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<p>Strategy 2: KISD police will monitor the inside and outside of the building as needed. Strategy's Expected Result/Impact: Police are visible throughout the school day. Staff Responsible for Monitoring: KISD Police assigned to KCC Problem Statements: School Processes & Programs 3 Funding Sources: Parking Decals - 163 - Career & Technology - 163.23.6299.xx.003.22.xxx - \$500</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
<p>Strategy 3: District assigned drug dog will be used. Strategy's Expected Result/Impact: Drug dog will be on campus at least once a month to deter student possession of drugs on campus. Staff Responsible for Monitoring: KCC Administration Problem Statements: School Processes & Programs 3</p>	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 4 Details	Reviews			
<p>Strategy 4: Conduct monthly safety drills beginning in September.</p> <p>Strategy's Expected Result/Impact: Students and staff will evacuate the building under three minutes in a safe and orderly manner.</p> <p>Staff Responsible for Monitoring: KCC Administration</p> <p>Problem Statements: School Processes & Programs 3</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 5 Details	Reviews			
<p>Strategy 5: Administrative review of emergency plans and drills and recommendations for improvement of safety on campus.</p> <p>Strategy's Expected Result/Impact: KCC Admin will meet after each monthly drill to guide needed improvements for student safety.</p> <p>Staff Responsible for Monitoring: KCC Administration</p> <p>Problem Statements: School Processes & Programs 3</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 6 Details	Reviews			
<p>Strategy 6: Continued use of high resolution cameras to monitor student activity in the hallways and campus exterior.</p> <p>Strategy's Expected Result/Impact: Provide a safe school environment.</p> <p>Staff Responsible for Monitoring: KCC Administration and KISD police</p> <p>Problem Statements: School Processes & Programs 3</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 7 Details	Reviews			
<p>Strategy 7: Students, parents, and faculty may use an online system to report suspected bullying on campus. All reports in online will be investigated by the Assistant Principal(s).</p> <p>Strategy's Expected Result/Impact: Students will experience a safe campus. Student survey results will measure effectiveness.</p> <p>20-21: 80% of students felt safe, 18% were neutral, 2% did not feel safe.</p> <p>Staff Responsible for Monitoring: KCC Assistant Principal</p> <p>Problem Statements: School Processes & Programs 3</p>	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 8 Details	Reviews			
<p>Strategy 8: Through the implementation of Restorative Practices teachers will build more positive relationships with students, and implement a consistent behavior management plan.</p> <p>Strategy's Expected Result/Impact: Decreased student behavior incidents</p> <p>Staff Responsible for Monitoring: Teachers, Admin</p> <p>Problem Statements: School Processes & Programs 2, 3</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 9 Details	Reviews			
<p>Strategy 9: Through the implementation of health services students at the KISD Career Center will be provided with the physical health services needed.</p> <p>Strategy's Expected Result/Impact: Students health will be monitored and cared for.</p> <p>Staff Responsible for Monitoring: Nurse</p> <p>Funding Sources: Supplies - 163 - Career & Technology - 163.33.6399.xx.003.22.xxx - \$500, Membership - 163 - Career & Technology - 163.33.6495.xx.003.22.xxx - \$200</p>	Formative			Summative
	Nov	Jan	Mar	June
No Progress Accomplished Continue/Modify Discontinue				

Performance Objective 1 Problem Statements:









School Processes & Programs
<p>Problem Statement 2: Our Staff and Advisory Board members identified soft skills that students need in order to be more prepared for their post secondary transition to college and/or career fields. Root Cause: A lack of consistent and intentional education to students allows for significant gaps in soft skill attainment.</p> <p>Problem Statement 3: Sustaining excellence in school safety is an area that we must continue to focus on. Root Cause: School safety is of the utmost importance and even when we are successful sustaining excellence and improving is always a priority.</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 1: Through efficient and effective management of resources and operations, campus support will be maximized.

Evaluation Data Sources: Time, Resources, Budget and Inventory reports

Summative Evaluation: Met Objective

Strategy 1 Details	Reviews			
<p>Strategy 1: SBDM Committee will evaluate performance objectives in the campus improvement plan to ensure the connection between the objectives and student achievement.</p> <p>Strategy's Expected Result/Impact: Campus Improvement Plan</p> <p>Staff Responsible for Monitoring: KCC Administration and KCC SBDM Committee</p> <p>Problem Statements: Demographics 1 - Student Learning 1 - School Processes & Programs 2</p>	Formative			Summative
	Nov	Jan	Mar	June
				
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>				

Performance Objective 1 Problem Statements:









Demographics
<p>Problem Statement 1: Student enrollment in certain programs at KCC are not in alignment with industry needs. Student enrollment in non-traditional courses is below the state average. Root Cause: Recruiting efforts have not focused on the specific programs to help increase student interest and awareness.</p>
Student Learning
<p>Problem Statement 1: 64% of Career Center Seniors met a College Career Military Readiness Indicator. This was a 15% increase over the prior year. Root Cause: Teaching and learning in the remote learning environment was new for both teachers and students. Students in person had a much higher success rate than students learning remotely.</p>
School Processes & Programs
<p>Problem Statement 2: Our Staff and Advisory Board members identified soft skills that students need in order to be more prepared for their post secondary transition to college and/or career fields. Root Cause: A lack of consistent and intentional education to students allows for significant gaps in soft skill attainment.</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: Achieve a seamless integration of innovative technologies in the teaching and learning environment to support all learners.

Evaluation Data Sources: Campus Improvement Plan funding summary. TEAMS report.

Summative Evaluation: Met Objective

Strategy 1 Details	Reviews			
<p>Strategy 1: Campus equipment and supplies (including computers, graphing calculators, and other technologies as recommended by staff, administration, BEST Advisory board, SBDM committee) will be effectively utilized to enhance instruction and increase the level of rigor.</p> <p>Strategy's Expected Result/Impact: Improve KCC students graduating meeting CCMR indicators to 70%.</p> <p>2020 -2021 - 64%</p> <p>Staff Responsible for Monitoring: KCC Admin, SBDM</p> <p>TEA Priorities: Connect high school to career and college</p> <p>Problem Statements: Student Learning 1</p> <p>Funding Sources: Non-Tech Controlled Items - 163 - Career & Technology - 163.11.6395.00.003.22.000 - \$50,000, Office Supplies/Postage - 163 - Career & Technology - 163.23.6399.xx.003.22.xxx - \$3,000, Facility Controlled Items - 163 - Career & Technology - 163.51.6395.xx.003.22.xxx - \$5,000, Facility Maintenance - 163 - Career & Technology - 163.51.6249.xx.003.22.xxx - \$5,000, In District Printing Counselors - 163 - Career & Technology - 163.31.6397.00.003.22.000 - \$1,000, Furniture - 163 - Career & Technology - 163.11.6393.00.003.22.000 - \$4,800, In District Printing - 163 - Career & Technology - 163.11.6397.00.003.22.000 - \$500, Tech Controlled Items - 163 - Career & Technology - 163.11.6398.00.003.22.000 - \$50,000, Facility Items - 163 - Career & Technology - 163.51.6639.xx.003.22.xxx - \$12,000, Items Technology Facilities - 163 - Career & Technology - 163.51.6638.xx.003.22.xxx - \$17,000, Rentals Facility - 163 - Career & Technology - 163.51.6269.xx.003.22.xxx - \$2,000, Contracted Maintenance - Parents & Community - 163 - Career & Technology - 163.61.6249.xx.003.xx.xxx - \$1,000, Supplies - 163 - Career & Technology - 163.61.6399.xx.003.22.xxx - \$200</p>	Formative			Summative
	Nov	Jan	Mar	June
				
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Performance Objective 2 Problem Statements:









Student Learning
<p>Problem Statement 1: 64% of Career Center Seniors met a College Career Military Readiness Indicator. This was a 15% increase over the prior year. Root Cause: Teaching and learning in the remote learning environment was new for both teachers and students. Students in person had a much higher success rate than students learning remotely.</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 3: Ensure that all learners have ubiquitous and equitable capacity, infrastructure, staffing, hardware and software to support effective and efficient operations.

Evaluation Data Sources: Increase in use of innovative technologies for teaching and learning.

Summative Evaluation: Met Objective

Strategy 1 Details	Reviews			
<p>Strategy 1: Ensure that technical support is provided in order to keep computers and computer labs updated and functional to maximize instruction.</p> <p>Strategy's Expected Result/Impact: Repair logs, teacher/computer tech input.</p> <p>Staff Responsible for Monitoring: Career Center Administrative Team.</p> <p>Problem Statements: Student Learning 1</p> <p>Funding Sources: Contracted Maintenance/Software Maintenance - 163 - Career & Technology - 163.11.6249.00.003.22.000 - \$33,000, Misc. Services - 163 - Career & Technology - 163.11.6299.00.003.22.000 - \$116,000, Tech Supplies - 163 - Career & Technology - 163.11.6394.00.003.22.000 - \$35,000, Membership Campus Tech - 163 - Career & Technology - 163.12.6495.xx.003.22.xxx - \$200, Air Card - 163 - Career & Technology - 163.36.6299.xx.003.22.xxx - \$500, Student Insurance - 163 - Career & Technology - 163.11.6429.00.003.22.000 - \$2,000, Staff - 244 - Perkins - 244.11.6129.00.003.22.000 - \$26,500, Supplies Campus Tech - 163 - Career & Technology - 163.12.6399.xx.003.22.xxx - \$1,000, Supplies Facility - 163 - Career & Technology - 163.51.6399.xx.003.22.xxx - \$6,500, Software Licenses - 163 - Career & Technology - 163.11.6396.00.003.22.000 - \$5,000, Supplies - 163 - Career & Technology - 163.51.6299.xx.003.22.xxx - \$2,500</p>	Formative			Summative
	Nov	Jan	Mar	June
				
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>				

Performance Objective 3 Problem Statements:

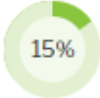







Student Learning
<p>Problem Statement 1: 64% of Career Center Seniors met a College Career Military Readiness Indicator. This was a 15% increase over the prior year. Root Cause: Teaching and learning in the remote learning environment was new for both teachers and students. Students in person had a much higher success rate than students learning remotely.</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 4: Student participation in CTSO's will increase by 5% or more.

Evaluation Data Sources: CTSO Membership Rosters

Summative Evaluation: Some progress made toward meeting Objective

Strategy 1 Details	Reviews			
<p>Strategy 1: Students will be provided opportunities outside of the normal class time to prepare for CTSO activities. Strategy's Expected Result/Impact: Increased student participation and success in CTSO's. Staff Responsible for Monitoring: CTE Program Advisor KCC Admin</p> <p>TEA Priorities: Connect high school to career and college Problem Statements: Demographics 1 Funding Sources: Extra-Curricular Supplies - 163 - Career & Technology - 163.36.6399.00.003.22.000 - \$2,300, Certifications - 163 - Career & Technology - 163.31.6299.xx.003.22.xxx - \$62,000, Field Trips - 163 - Career & Technology - 163.36.6494.xx.003.22.xxx - \$5,000, Sams - 163 - Career & Technology - 163.23.6499.xx.003.22.xxx - \$45, Extracurricular Memberships - 163 - Career & Technology - 163.36.6495.xx.003.22.xxx - \$12,000, Community Misc. Expenses - 163 - Career & Technology - 163.61.6499.xx.003.22.xxx - \$1,600, Extra Curricular Travel - 163 - Career & Technology - 163.36.6411.00.003.22.000 - \$53,000</p>	Formative			Summative
	Nov	Jan	Mar	June
				
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>				

Performance Objective 4 Problem Statements:

Demographics
<p>Problem Statement 1: Student enrollment in certain programs at KCC are not in alignment with industry needs. Student enrollment in non-traditional courses is below the state average. Root Cause: Recruiting efforts have not focused on the specific programs to help increase student interest and awareness.</p>

Campus Funding Summary

244 - Perkins					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	1	3	Contracted Services	244.31.6299.00.003.22.000	\$43,800.00
1	6	1	Capital Outlay	244.11.6638.00.003.22.TEC	\$115,000.00
1	6	1	Instructional Supplies	244.11.6398.00.003.22.TEC	\$65,268.00
3	1	5	Staff	244.31.6100.00.003.22.000	\$260,000.00
5	3	1	Staff	244.11.6129.00.003.22.000	\$26,500.00
Sub-Total					\$510,568.00
Budgeted Fund Source Amount					\$510,568.00
+/- Difference					\$0.00
163 - Career & Technology					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	1	1	Extracurricular-Awards	163.36.6498.xx.003.22.xxx	\$10,000.00
1	1	1	Misc. Operating Expenses	163.11.6499.00.003.22.000	\$2,000.00
1	1	1	Leadership Awards	163.23.6498.xx.003.22.xxx	\$750.00
1	1	1	Rentals	163.11.6269.xx.003.22.xxx	\$2,875.00
1	5	2	Awards	163.61.6498.xx.003.22.xxx	\$150.00
1	5	2	Field Trips	163.11.6494.xx.003.22.xxx	\$5,050.00
1	5	2	Awards	163.11.6498.00.003.22.000	\$2,500.00
1	5	2	Student Travel	163.36.6412.00.003.22.000	\$95,000.00
1	6	1	Instructional Supplies	163.11.6639.00.003.22.000	\$34,000.00
1	6	1	Reading Materials	163.11.6329.00.003.22.000	\$5,000.00
1	6	1	Technology	163.11.6638.00.003.22.000	\$75,000.00
1	6	1	Instructional Supplies	163.11.6399.00.003.22.000	\$258,200.00
1	6	1	Textbooks	163.11.6321.xx.003.22.xxx	\$6,653.45
1	6	3	Counselor Supplies	163.31.6399.00.003.22.000	\$500.00
1	6	3		163.31.6498.xx.003.22.xxx	\$250.00
1	6	3	Misc Counseling Expenses	163.31.6499.xx.003.22.xxx	\$500.00
2	1	2	Professional Development	163.11.6411.00.003.22.000	\$54,000.00

163 - Career & Technology

Goal	Objective	Strategy	Resources Needed	Account Code	Amount
2	1	2	Professional Development	163.11.6118.00.003.22.000	\$4,000.00
2	1	2	Professional Development	163.23.6411.00.003.22.000	\$12,000.00
2	1	2	Teacher Fees	163.13.6495.00.003.22.000	\$300.00
2	1	2	Miscellaneous Expenses	163.13.6499.xx.003.22.xxx	\$200.00
2	1	2	Professional Development	163.31.6411.00.003.22.000	\$10,000.00
2	1	3	Professional Development Supplies	163.13.6399.00.003.22.000	\$5,000.00
2	1	4	Counselor Membership	163.31.6495.xx.003.22.xxx	\$400.00
2	1	4	Misc Services	163.13.6299.00.003.22.000	\$2,000.00
2	1	4	Leadership Membership	163.23.6495.xx.003.22.xxx	\$700.00
4	1	2	Parking Decals	163.23.6299.xx.003.22.xxx	\$500.00
4	1	9	Membership	163.33.6495.xx.003.22.xxx	\$200.00
4	1	9	Supplies	163.33.6399.xx.003.22.xxx	\$500.00
5	2	1	Rentals Facility	163.51.6269.xx.003.22.xxx	\$2,000.00
5	2	1	Contracted Maintenance - Parents & Community	163.61.6249.xx.003.xx.xxx	\$1,000.00
5	2	1	Furniture	163.11.6393.00.003.22.000	\$4,800.00
5	2	1	In District Printing	163.11.6397.00.003.22.000	\$500.00
5	2	1	Tech Controlled Items	163.11.6398.00.003.22.000	\$50,000.00
5	2	1	Non-Tech Controlled Items	163.11.6395.00.003.22.000	\$50,000.00
5	2	1	Office Supplies/Postage	163.23.6399.xx.003.22.xxx	\$3,000.00
5	2	1	Facility Controlled Items	163.51.6395.xx.003.22.xxx	\$5,000.00
5	2	1	Facility Maintenance	163.51.6249.xx.003.22.xxx	\$5,000.00
5	2	1	In District Printing Counselors	163.31.6397.00.003.22.000	\$1,000.00
5	2	1	Facility Items	163.51.6639.xx.003.22.xxx	\$12,000.00
5	2	1	Supplies	163.61.6399.xx.003.22.xxx	\$200.00
5	2	1	Items Technology Facilities	163.51.6638.xx.003.22.xxx	\$17,000.00
5	3	1	Student Insurance	163.11.6429.00.003.22.000	\$2,000.00
5	3	1	Contracted Maintenance/Software Maintenance	163.11.6249.00.003.22.000	\$33,000.00
5	3	1	Misc. Services	163.11.6299.00.003.22.000	\$116,000.00
5	3	1	Tech Supplies	163.11.6394.00.003.22.000	\$35,000.00
5	3	1	Supplies Campus Tech	163.12.6399.xx.003.22.xxx	\$1,000.00

163 - Career & Technology

Goal	Objective	Strategy	Resources Needed	Account Code	Amount
5	3	1	Membership Campus Tech	163.12.6495.xx.003.22.xxx	\$200.00
5	3	1	Air Card	163.36.6299.xx.003.22.xxx	\$500.00
5	3	1	Supplies Facility	163.51.6399.xx.003.22.xxx	\$6,500.00
5	3	1	Software Licenses	163.11.6396.00.003.22.000	\$5,000.00
5	3	1	Supplies	163.51.6299.xx.003.22.xxx	\$2,500.00
5	4	1	Extra-Curricular Supplies	163.36.6399.00.003.22.000	\$2,300.00
5	4	1	Sams	163.23.6499.xx.003.22.xxx	\$45.00
5	4	1	Certifications	163.31.6299.xx.003.22.xxx	\$62,000.00
5	4	1	Field Trips	163.36.6494.xx.003.22.xxx	\$5,000.00
5	4	1	Extracurricular Memberships	163.36.6495.xx.003.22.xxx	\$12,000.00
5	4	1	Community Misc. Expenses	163.61.6499.xx.003.22.xxx	\$1,600.00
5	4	1	Extra Curricular Travel	163.36.6411.00.003.22.000	\$53,000.00
Sub-Total					\$1,077,373.45
Budgeted Fund Source Amount					\$1,077,373.45
+/- Difference					\$0.00
Grand Total Budgeted					\$1,587,941.45
Grand Total Spent					\$1,587,941.45
+/- Difference					\$0.00


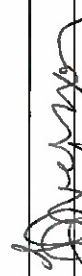



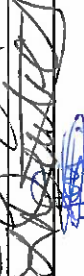







Addendums

2021-2022 Site Based Decision Making Team

Meeting Date: October 25, 2021

4:00 P.M.

KCC Lecture Hall and MS Teams

Committee Role	Name	Position	Signature
Classroom Teacher	John Bridenstine	CTE Teacher	
Classroom Teacher	Jeremy Terry	CTE Teacher	
Classroom Teacher	Lorre Swanson	CTE Teacher	
Classroom Teacher	James Gilmore	CTE Teacher	
Classroom Teacher	Shanna Wood-Casey	CTE Teacher	
Classroom Teacher	Jesus Mancillas	CTE Teacher	
Classroom Teacher	Sylvia De Santiago	CTE Teacher	
Classroom Teacher	Leah Behymer	CTE Teacher	
Classroom Teacher	Jeremy Alfred	ELA Teacher	
Classroom Teacher	Donnis Hamilton	ELA Teacher	
Classroom Teacher	Lisa Deutsch-White	History Teacher	
Classroom Teacher	Omotayo Abudu	Math Teacher	
Classroom Teacher	Ryan Tibbitts	Science Teacher	
Classroom Teacher	Gail Johnson	SPED Teacher	
District-level Professional	Michelle Taylor	District-Level Professional	
Parent	David Palmisano	Parent	
Student	Xander Rivera	Student	
Business Representative	Maura Gomez	Business Representative	
Community Representative	Daniel Hall	Community Representative	
Administrator/Chair	Russell Porterfield	Chair	