



KILGORE ISD STRATEGIC PLAN - 2022-23

We Believe it is our responsibility to prepare our students for tomorrow's opportunities through quality instruction, responsible citizenship, academic achievement, and extracurricular excellence.

CORE VALUE: STUDENT LEARNING

Our school system will ensure that every student will receive meaningful classroom instruction designed to empower him/her to achieve their full potential.

KEY STRATEGIES	GOAL PRIORITIES	MEASURES OF SUCCESS
1 - Utilize the district's TEKS Resource curriculum system to monitor, revise, and refine classroom curriculum to ensure alignment with TEKS Standards and CCMR Standards 2 - Ensure each campus is utilizing progress monitoring of all students, which includes a plan for remediation, intervention, and/or classroom extension, depending on individual student needs	1.1 - Multiple pathways will be developed to ensure success beyond graduation through advanced academic programs such as CTE, Dual-Credit, 1.2 -provide quality staff training and coaching on best practice of Tier I Classroom instruction 2.1 - Student assessment data will be analyzed to identify potential areas in need of academic intervention. 2.2 - campuses will increase the percentage of student STAAR and EOC Performance Measures (MEETS & MASTERS) in Reading and Math 2.3 - identified student subgroups will make progress towards student achievement state designated targets 2.4 - The district believes that there is a correlation between student attendance and student achievement; therefore, campus and district leaders will establish student incentives and programs to improve student attendance.	1.1 - more high school students will be provided opportunity for to take the TSI exam, PSAT, SAT, and ACT 1.2 - student course interest surveys will be provided in the spring to help determine CTE and Dual-Credit course offerings 2.1 - provide high impact student tutoring opportunities to close identified achievement gaps 2.2 - TAPR report will be used to measure goal priority success 2.3 - TAPR report will be used to measure goal priority success 2.4 - Weekly, monthly quarterly PEIMS reporting, and TAPR reports will be used to measure success

CORE VALUE: EMPLOYEE DEVELOPMENT

Our school system will implement practices and procedures intended to recruit, develop, and retain high quality teaching, administrative, and support professionals

KEY STRATEGIES	GOAL PRIORITIES	MEASURES OF SUCCESS
1 - actively pursue and attract highly qualified personnel through a variety of methods and opportunities	1.1 - annually review compensation packages to ensure recruiting and retention competitiveness	1.1 - TASB Salary Survey Comparison Audit results will be used to create recommendations for 2023-24 Compensation & Benefits Plan
2 - develop and provide ongoing training opportunities for teachers, administrators, and support personnel	2.1 - campus and district leaders will work together to create and implement a new-to-teaching and new-to-KISD teacher mentor training and support program.	2.1 - New-to-Teaching and New-to-KISD Mentor and Support Plans will be researched and piloted in 2022-23 for full intended implementation in 2023-24
	2.2 - campus and district leaders will work together to provide training and opportunities designed to build leadership characteristics and experiences for district employees	2.2 - KISD Aspiring Leaders Program will be researched and piloted in 2022-23 for full intended implementation in 2023-24
3 - maintain a culture of open and transparent communication and a climate of opportunity and support	3.1 - to ensure effective two-way communication district and campus leaders will meet and communicate regularly with departments and campus staff	3.1 - district and campus leaders will meet daily, weekly, monthly, and/or quarterly as appropriate
	3.2 - create and implement an annual district employee survey to measure and identify factors which impact district/campus culture and employee climate and retention	3.2 - employee survey will be created and implemented in 2022-23
		3.2 - Sick Leave Donation program will be researched, created, and brought to the school board for consideration in 2022-23

CORE VALUE: FAMILY AND COMMUNITY ENGAGEMENT

Our School System will build and maintain enduring positive relationships with all stakeholders to create common interest and support of the District's mission, vision, and goals.

KEY STRATEGIES	GOAL PRIORITIES	MEASURES OF SUCCESS
1 - actively pursue meaningful district-to-parent/guardian relationships through effective two-way communication and ongoing learning opportunities 2 - promote and foster positive district-to-community communication and engagement opportunities	1.1 - district, campus, and classroom teacher correspondence will be utilized to ensure recurring positive communications with parents/guardian 2.1 - district and campus leadership will create and implement an annual stakeholder survey to measure and identify factors which impact district/campus climate and culture 2.2 - to foster community stakeholder relationships, campus and district leadership will work together to continue program awareness and engagement opportunities	1.1 - district and campuses will utilize routine daily, weekly, monthly, and quarterly communication techniques as appropriate to promote student and district/campus related information 1.1 - Investigate the program Character Counts as a potential community/parent engagement opportunities 2.1 - stakeholder survey will be created and implemented in 2022-23 2.2 - continuation of discussion of Kilgore College Barter System and offered Dual-credit courses 2.2 - Stakeholder Survey will be used to identify potential factors of improvement

CORE VALUE: EFFECTIVE AND EFFICIENT OPERATIONS

Our school system will establish systemic and systematic operational processes to align resources with the district's mission, vision, and goals.

KEY STRATEGIES	GOAL PRIORITIES	MEASURES OF SUCCESS
1 - Create facility design standards for existing and future facilities that outline current student needs and classroom learning expectations	1.1 - provide for the development needs of all schools to include keeping them safe, upgrading/improving old facilities, evaluate preventive maintenance schedules for campus needs so that facility life is extended 1.2 - Campus and district leaders will work together to create short and long range rotation schedules for Technology and Transportation	1.1 - ongoing and recurring local maintenance and operations plans will be routinely discussed and amended as appropriate. 1.1 - Employee Survey (to be created) will be used to identify potential student, staff, and facility needs/wants. 1.2 - ongoing and recurring local rotation schedules will be routinely revisited to ensure determined priorities are being appropriately addressed
2 - ensure exemplary financial management practices are being applied and funding resources are being maximized	2.1 - district and campus leaders will continue to work together to evaluate and redirect program budgets and expenditures in order to effectively impact student achievement 2.2 - the district will maintain balanced budgets and TEA recommended fund balance amounts	2.1 - District will achieve highest rating on the state Financial Integrity Rating System (FIRST) 2.2 - the District's annual financial audit will be used to measure success

CORE VALUE: SAFE AND HEALTHY ACADEMIC ENVIRONMENT

Our school system will provide and maintain a safe and healthy academic environment grounded in our Bulldog Community's traditions, values, and expectations.

KEY STRATEGIES	GOAL PRIORITIES	MEASURES OF SUCCESS
1 - maintain a culture that provides students and staff members opportunities to learn and work in a safe environment.	1.1 - ensure that safety, security, and best practice procedures are in place and routinely monitored to ensure a safe academic environment	1.1 - update and communicate annually the district's Emergency Operations Plan in alignment with Standard Response Protocol, Texas School Safety Center, and other local and state recommendations for best practice.
	1.2 - upgrade security measures as resources allow.	1.1 - Complete required federal, state, and district training to support a safe and secure school system for all students and staff.
		1.2 - research feasibility of additional safety measures and security programs to ensure continued safe academic environment. Such as additional Student Resource Officers, installation of traffic gates, installation of security glass, creation of Employee Guardian Plan, staff member training, building entrance procedures
2 - prioritize student and staff member social-emotional health and well being	2.1 - develop a comprehensive inventory of current and potential practices occurring across the district regarding social and emotional wellness	2.1 - comprehensive inventory will be created in 2022-23 to be used for immediate discussion
	2.2 - increase awareness of enrichment programs and opportunities to address the needs of student and staff member social and emotional wellness.	2.2 - research potential programs and additional curriculum that supports healthy students and staff
	2.3 - ensure positive culture in KISD classrooms	2.3 - stakeholder survey will be used to measure staff, student, and parent perception and identify targets for improvement