Kilgore Independent School District

Kilgore High School

2023-2024 Improvement Plan

Mission Statement

Preparing today's students for tomorrow's opportunities

Vision

Igniting life-long learning in all students

Table of Contents

Comprehensive Needs Assessment

Demographics

Demographics Summary

Student Population

- African American- 13.6%

- Hispanic- 36.8%

- White- 44%

- Asian- 0.6%

- 2+ Races- 4.5%

- ECD- 52.1%

- LEP- 11.58%

- At Risk- 53.7%

- GT- 5.5%

- Homeless- 1.1%

Staff Population

- African American- 8.4%

- Hispanic- 7.4%

- White- 83.8%

- 2+ Races- 0.3%

Community

- African American- 12.8%

- Hispanic- 20.1%

- White- 79.7%

- Asian- 1.4%

- 2+ Races- 3.9%

Demographics Strengths

KHS staff represents the African American, Hispanic, White, and 2+Races.

KHS attends recruiting events/ fairs and posts on social media to look for quality applicants.

Problem Statements Identifying Demographics Needs

Problem Statement 1: Staff does not mirror the student population. **Root Cause:** Lack of quality applicants.

Student Learning

Student Learning Summary

English 1

- Approaches- 66%

- Meets- 46%

- Masters- 10%

English 2

- Approaches- 58%

- Meets- 47%

- Masters- 10%

Biology

- Approaches- 83%

- Meets- 55%

- Masters- 19%

Algebra 1

- Approaches- 76%

- Meets- 36%

- Masters- 15%

US History

- Approaches- 88%

- Meets- 64%

- Masters- 40%

Student Learning Strengths

For the 2020-21 EOC's, KHS students increased in mastery in the following areas (compared to 2019):

English 1

- 2022- 8%
- 2021- 10%
- 2019-7%

English2

- 2022- 5%
- 2021- 10%
- 2019- 3%

Biology

- 2022- 14%
- 2021- 19%
- 2019-12%

Algebra1

- 2022- 13%
- 2021- 15%
- 2019-19%

US History

- 2022-30%
- 2021- 40%
- 2019-25%

Problem Statements Identifying Student Learning Needs

Problem Statement 1: Scores dropped during the 2022 testing period.   **Root Cause:** This group of students has been historically low in their test scores,

School Processes & Programs

School Processes & Programs Summary

Core teachers use TEKS Resource Systems.

Core teachers use DMAC to track assessment data.

PLC's are held weekly to discuss planning and data trends.

Teachers are encouraged to attend professional development workshops as needed.

Leadership team meets weekly, or as needed.

Academic counseling, as well as mental health counseling, is available as needed. (Next Step)

A wide variety of extracurricular/cocurricular activities are available to meet the diverse student population.

We are a 1-to-1 campus for technology.

School Processes & Programs Strengths

There are opportunities for each and every student to find an activity that can tailor to their strengths.

Problem Statements Identifying School Processes & Programs Needs

Problem Statement 1: Too many students are not involved in the vast array of opportunities presented.   **Root Cause:** Lack of interest, motivation, communication, and/or time to participate.

Priority Problem Statements

Goals

Goal 1: KHS will develop, continuously enhance, and utilize rigorous college, career, and life ready curriculum that is responsive to the needs of individual learners.

Performance Objective 1: By May 2024, KHS will ensure that 80% of all students will achieve a minimum of one year's growth in Reading

    Evaluation Data Sources: Universal Screeners

Strategy 1 Details				Reviews			
Strategy 1: RTI meetings will be held every semester to determine if interventions are effective. Universal screeners will be given BOY, MOY, and EOY and data will be assessed with RTI team and targeted plans of intervention will be written and followed.				**Formative**			**Summative**
				Nov	**Feb**	**Apr**	**June**

Strategy's Expected Result/Impact: Students will meet or exceed growth in Reading.
     Staff Responsible for Monitoring: RTI Coordinator
 	
     RTI Team
 	
     Campus Principals							

Strategy 2 Details				**Reviews**			
Strategy 2: Provide extended learning opportunities: Intervention classes, Intervention period, tutorials, learning lab				**Formative**			**Summative**
				Nov	**Feb**	**Apr**	**June**

Strategy's Expected Result/Impact: Students will meet or exceed growth Reading.
     Staff Responsible for Monitoring: Classroom Teachers
 	
     Campus Principals
 	
     Department Heads
 	
     Instructional Specialist
 	
     Intervention Teachers
 	
     RTI Coordinator							

Strategy 3 Details		Reviews		
Strategy 3: Students that did not pass the Spring administration of Reading EOC/STAAR, will be placed in an intervention class.		Formative		Summative
		Nov	**Feb**	**Apr**	**June**

Strategy 3 Details	Reviews			
Strategy 3: Students that did not pass the Spring administration of Reading EOC/STAAR, will be placed in an intervention class. **Strategy's Expected Result/Impact:** Students will meet passing standard or growth on upcoming EOC assessment. **Staff Responsible for Monitoring:** Campus Principal Intervention Reading Teachers RTI Coordinator Campus Counselor	Formative			Summative
	Nov	**Feb**	**Apr**	**June**

Strategy 4 Details	Reviews			
Strategy 4: Summer professional development and routine on demand professional development, including STAAR 2.0 training, will be provided for ELAR teachers. **Strategy's Expected Result/Impact:** Broaden understanding of instructional objectives to create lessons that meet the needs of learners. **Staff Responsible for Monitoring:** Campus Principal Instructional Specialist ELAR Department Head Curriculum Director	Formative			Summative
	Nov	**Feb**	**Apr**	**June**

0% No Progress   100% Accomplished   → Continue/Modify   ✗ Discontinue

Goal 1: KHS will develop, continuously enhance, and utilize rigorous college, career, and life ready curriculum that is responsive to the needs of individual learners.

Performance Objective 2: By May 2024, KHS will ensure that 80% of all students will achieve a minimum of one year's growth in Math.

    Evaluation Data Sources: Universal Screeners

Strategy 1 Details	Reviews			
Strategy 1: RTI meetings will be held every semester weeks to determine if interventions are effective. Universal screener data will be assessed with RTI team and targeted plans of intervention will be written and followed.	**Formative**			**Summative**
Strategy's Expected Result/Impact: Students will meet or exceed growth in Math. **Staff Responsible for Monitoring:** RTI Coordinator RTI Team Campus Principals	**Nov**	**Feb**	**Apr**	**June**

Strategy 2 Details	Reviews			
Strategy 2: Provide extended learning opportunities: Intervention classes, Intervention period, tutorials, learning lab	**Formative**			**Summative**
Strategy's Expected Result/Impact: Students will meet or exceed growth in Math. **Staff Responsible for Monitoring:** Classroom Teachers Campus Principals Department Heads RTI Coordinator	**Nov**	**Feb**	**Apr**	**June**

Strategy 3 Details	Reviews			
Strategy 3: Master Schedule will include Intervention Math sections to meet the needs of students based upon Middle of the Year Universal Screener data from previous year. Sirius will be used for progress monitoring.	**Formative**			**Summative**
Strategy's Expected Result/Impact: Targeted Math intervention for students.	**Nov**	**Feb**	**Apr**	**June**

Staff Responsible for Monitoring: Campus Principal

Reading Intervention Teacher

Campus Counselor

RTI Coordinator

0% No Progress   100% Accomplished   → Continue/Modify   ✗ Discontinue

Goal 1: KHS will develop, continuously enhance, and utilize rigorous college, career, and life ready curriculum that is responsive to the needs of individual learners.

Performance Objective 3: By May 2024, 80% of all students will meet or exceed grade level standard on EOC.

Evaluation Data Sources: EOC assessments

Strategy 1 Details	Reviews			
Strategy 1: Teachers will continue to utilize TEKS Resource system for scope and sequence, unit plans, and performance assessments.	**Formative**			**Summative**
Strategy's Expected Result/Impact: Level of instruction will be consistent across all grade levels, matching the rigor of assessments. **Staff Responsible for Monitoring:** Curriculum Director Campus Principal Department Heads Instructional Specialist	Nov	Feb	Apr	June

Strategy 2 Details	Reviews			
Strategy 2: Teachers will use TEKSGuide as a resource for instructional activities that correlate with the scope and sequence in TEKS Resource System.	**Formative**			**Summative**
Strategy's Expected Result/Impact: Activities will match the level of the TEK and will create a high level of engagement. **Staff Responsible for Monitoring:** Curriculum Director Campus Principal Classroom Teacher Department Heads Instructional Specialist	Nov	Feb	Apr	June

Strategy 3 Details	Reviews			
Strategy 3: Ensure differentiated instruction is incorporated in all content areas. Utilize co-teach, tiered intervention, Blended Learning, Fundamental 5 **Strategy's Expected Result/Impact:** Instruction provided will meet individual learner needs. **Staff Responsible for Monitoring:** Campus Principals Department Head Curriculum Director	**Formative**			**Summative**
	Nov	**Feb**	**Apr**	**June**

0% No Progress   100% Accomplished   ➡ Continue/Modify   ✖ Discontinue

Goal 2: KHS will promote academic success by engaging students through real-world experiences while cultivating independent thinking and creative problem-solving.

Performance Objective 1: Expand the use of connections with content and real-world scenarios

   Evaluation Data Sources: Lesson Plans

Strategy 1 Details	Reviews			
Strategy 1: Making connection activities and instructional practices will be discussed in PLC meetings.	**Formative**			**Summative**
Strategy's Expected Result/Impact: Understanding of real world objectives and ways to incorporate strategies into classrooms. **Staff Responsible for Monitoring:** Department Heads Campus Principal Instructional Specialist	**Nov**	**Feb**	**Apr**	**June**

Strategy 2 Details	Reviews			
Strategy 2: Professional development for the math department on making real world connections and exploring cross-curricular activities..	**Formative**			**Summative**
Staff Responsible for Monitoring: Instructional Specialist Campus Principals Curriculum Director Department Heads Math Teachers CTE Teachers	**Nov**	**Feb**	**Apr**	**June**

Strategy 3 Details	Reviews			
Strategy 3: CTE will promote engaging students providing real-world relevance for learning through PBL allowing connections for students and schools with communities and the real world along with developing and maintaining an advisory committee the includes industry and community members.	Formative			Summative
	Nov	**Feb**	**Apr**	**June**
Strategy's Expected Result/Impact: Promote retention of learning and application to new situations, builds confidence and produces problem solvers. **Staff Responsible for Monitoring:** CTE Director Principal Teachers				

0% No Progress   100% Accomplished   → Continue/Modify   ✗ Discontinue

Goal 2: KHS will promote academic success by engaging students through real-world experiences while cultivating independent thinking and creative problem-solving.

Performance Objective 2: KISD will empower campuses by providing the technological resources needed for enhancing educational opportunities.

Evaluation Data Sources: Technology Surveys, Sign In Sheets

Strategy 1 Details	Reviews			
Strategy 1: Sustain 1:1 device for the KHS students and staff.	**Formative**			**Summative**
Strategy's Expected Result/Impact: Increased opportunities for technological resources.	**Nov**	**Feb**	**Apr**	**June**
Staff Responsible for Monitoring: Secondary Librarian				
Campus Principal				
Technology Director				
Instructional Technologist				
Strategy 2 Details	**Reviews**			
Strategy 2: Staff will receive continual professional development for how to use technology to enhance instruction in August and throughout the school year. Brainstorm learning platform alternatives.	**Formative**			**Summative**
	Nov	**Feb**	**Apr**	**June**
Strategy's Expected Result/Impact: Increase of engagement through technology				
Staff Responsible for Monitoring: Instructional Technologist				
Classroom Teachers				
Campus Principal				
0% No Progress 100% Accomplished ➡ Continue/Modify ✖ Discontinue				

Goal 2: KHS will promote academic success by engaging students through real-world experiences while cultivating independent thinking and creative problem-solving.

Performance Objective 3: The KHS CTE department will purchase, maintain, and update equipment, furnishings, and software necessary to ensure students have access to industry based technology and equipment in all CTE classrooms and labs

Evaluation Data Sources: Inventory

Strategy 1 Details	Reviews			
Strategy 1: Increased access to resources and technology necessary to provide a better experience in Career and Technical Education.	**Formative**			**Summative**
Strategy's Expected Result/Impact: Increase in CTE Completers and preparing for real-world applications as well as earned TEA approved industry based credentials by CTE students. **Staff Responsible for Monitoring:** Principal, CTE Coordinator	**Nov**	**Feb**	**Apr**	**June**
0% No Progress 100% Accomplished → Continue/Modify ✖ Discontinue				

Goal 3: KHS will attract, develop, and retain high-quality staff through a well-defined, personally valuable professional development plan and support structure.

Performance Objective 1: KISD will develop and maintain a strategic plan to attract, hire and retain high-quality and diverse teachers and administrators through mentoring, compensation, leadership development, and other incentives by May 2024.

> **Evaluation Data Sources:** T-Tess evaluations
> Annual teacher retention rates
> Annual Teacher Equity numbers
> LEAD Academy

Strategy 1 Details		Reviews		
Strategy 1: KHS will ensure that 100% of staff have met all qualifications to assure high-quality instruction and student service.	**Formative**			**Summative**
Strategy's Expected Result/Impact: All classrooms will be served by a highly-qualified, certified instructor. **Staff Responsible for Monitoring:** HR Director Campus Principals Superintendent	**Nov**	**Feb**	**Apr**	**June**

Strategy 2 Details		Reviews		
Strategy 2: KHS will recruit and participate in job fairs and maintain partnerships with Colleges, Universities, and Local Service Centers.	**Formative**			**Summative**
Strategy's Expected Result/Impact: 100% of staff will be highly qualified and certified in content area. **Staff Responsible for Monitoring:** Campus Principal Human Resource Director	**Nov**	**Feb**	**Apr**	**June**

Strategy 3 Details	Reviews			
Strategy 3: Provide staff training in Methods for addressing needs of students for special programs:	Formative			Summative
Suicide prevention Conflict Resolution Violence Prevention Dyslexia Programs Accelerated Education Other Required Trainings	Nov	Feb	Apr	June
Strategy's Expected Result/Impact: Teachers gain a greater understanding of ways to protect and instruct our students **Staff Responsible for Monitoring:** Campus Principal Human Resource Director				

Strategy 4 Details	Reviews			
Strategy 4: All new to campus teachers will be assigned a mentor teacher and monthly new teacher spotlight.	Formative			Summative
Strategy's Expected Result/Impact: Colleague dialogue to enhance teacher performance. **Staff Responsible for Monitoring:** Campus Principal	Nov	Feb	Apr	June
Department Heads Curriculum Directors				

0% No Progress   100% Accomplished   → Continue/Modify   ✖ Discontinue

Goal 3: KHS will attract, develop, and retain high-quality staff through a well-defined, personally valuable professional development plan and support structure.

Performance Objective 2: KHS will develop and implement a coherent, content-focused, best-practices plan for the professional development of instructional leaders, teachers, and support staff through coaching and quality feedback.

    Evaluation Data Sources: Professional Development Agendas, PLC notes, Walkthrough Data, T-TESS Evaluation data

Strategy 1 Details	Reviews			
Strategy 1: Provide specific professional development for all teachers in areas of intervention, effective planning, and high level of instruction.	**Formative**			**Summative**
Strategy's Expected Result/Impact: Growth on T-TESS Evaluation **Staff Responsible for Monitoring:** Campus Administrative Team Curriculum Director	Nov	Feb	Apr	June

Strategy 2 Details	Reviews			
Strategy 2: KHS Administrative Staff will receive DMAC training to better understand and provide coaching through data driven practices.	**Formative**			**Summative**
Strategy's Expected Result/Impact: Administrative Staff will have a broader understanding of teacher data. **Staff Responsible for Monitoring:** Curriculum Director Campus Principal	Nov	Feb	Apr	June

Strategy 3 Details	Reviews			
Strategy 3: Continue to implement Get Better Faster 90 day framework for effective coaching practices.	**Formative**			**Summative**
Strategy's Expected Result/Impact: Coaching model will assist with teacher growth. **Staff Responsible for Monitoring:** Curriculum Director Campus Principal	Nov	Feb	Apr	June

Strategy 4 Details		Reviews			
Strategy 4: Staff will be divided into quartiles every 9 weeks to determine quantity of walkthroughs.		**Formative**			**Summative**
Strategy's Expected Result/Impact: Priority given to teachers in Quartile 1.		**Nov**	**Feb**	**Apr**	**June**
Staff Responsible for Monitoring: Campus Principals Curriculum Directors Instructional Specialist					

Strategy 5 Details		Reviews			
Strategy 5: Ensure department heads and instructional specialist are being utilized in ways to maximize growth of all staff.		**Formative**			**Summative**
Strategy's Expected Result/Impact: Department Heads/Instructional Specialist will play a deeper role in staff development.		**Nov**	**Feb**	**Apr**	**June**
Staff Responsible for Monitoring: Campus Principals Curriculum Director Department Heads					

0% No Progress	100% Accomplished	→ Continue/Modify	✕ Discontinue

Goal 3: KHS will attract, develop, and retain high-quality staff through a well-defined, personally valuable professional development plan and support structure.

Performance Objective 3: KHS will ensure that new teachers will be assigned mentors/coaches to help guide and direct them throughout the 2023-2024 school year.

Evaluation Data Sources: Mentor teacher checklist
Sign-in sheets
Survey of new teachers

Goal 4: KHS will promote an emotionally and physically safe and secure learning environment.

Performance Objective 1: KHS will foster a culture of caring and compassionate educators to provide a supportive learning environment.

    Evaluation Data Sources: Family and staff surveys

Strategy 1 Details		Reviews			

Strategy 1: By May 2024, KISD will develop and implement a continuous program that teaches educators how to build secure, appropriate relationships among staff, students, and parents.
 	
    Strategy's Expected Result/Impact: There will be an increase in parental involvement and community stakeholder perception of KHS.
    Staff Responsible for Monitoring: Campus Principals
		Formative			**Summative**

		Nov	Feb	Apr	June
Strategy 2 Details		**Reviews**			

Strategy 2: Climate and culture will continue to be addressed . KHS Administrative Team will be assigned a staff member to routinely check in with to determine needed supports or resources. Campus activities that promote opportunities for positive relationships will be created.
 	
    Strategy's Expected Result/Impact: Increased positive climate and culture
    Staff Responsible for Monitoring: Campus Principal
 	
All Employees
		Formative			**Summative**

		Nov	Feb	Apr	June
0% No Progress	100% Accomplished	→ Continue/Modify	✖ Discontinue		

Goal 4: KHS will promote an emotionally and physically safe and secure learning environment.

Performance Objective 2: Inspire students to develop and exhibit character traits that are reflective of community standards.

Evaluation Data Sources: Next Step Training Notes and Sign In Sheets
Student of the Month Incentives
Discipline Records

Strategy 1 Details	Reviews			

Strategy 1: In collaboration with Next Step, KHS will adopt a curriculum to teach students character traits and to address social-emotional learning.
    Strategy's Expected Result/Impact: Curriculum will meet the needs of social-emotional learning.
    Staff Responsible for Monitoring: Counselors
 	
Principals
	Formative			**Summative**

	Nov	**Feb**	**Apr**	**June**

Strategy 2 Details	Reviews			

Strategy 2: Points will be assigned for discipline infractions that violate the Student Code of Conduct. Through communication with the student and parents, students will be placed on a behavior contract. If infractions continue, students will be placed in DAEP if they reach 12 points.
    Strategy's Expected Result/Impact: Reduced discipline infractions and increased communication with parents regarding discipline concerns.
    Staff Responsible for Monitoring: Campus Principals
	Formative			**Summative**

	Nov	**Feb**	**Apr**	**June**

Strategy 3 Details	Reviews			
Strategy 3: Partner with local agencies, including KBAD, to provide education and incentives for students to remain drug free. **Strategy's Expected Result/Impact:** Decrease in student use of drugs.	**Formative**			**Summative**
	Nov	**Feb**	**Apr**	**June**
0% No Progress	Accomplished	Continue/Modify		Discontinue

Goal 4: KHS will promote an emotionally and physically safe and secure learning environment.

Performance Objective 3: KHS will develop a system to ensure an emotionally safe environment for learning and working.

    Evaluation Data Sources: Student and Family surveys will depict an increase in school approval
    Teacher PD will reflect training in diversity and cultural awareness
    Next Step Counseling/Workforce Readiness Program/REACH program services

Strategy 1 Details	Reviews			
Strategy 1: Promote character education and good decision making through programs, assemblies, and mentors.	**Formative**			**Summative**
Strategy's Expected Result/Impact: Students gain better understanding of successful conflict resolution practices **Staff Responsible for Monitoring:** Campus Principals Counselors	**Nov**	**Feb**	**Apr**	**June**
Strategy 2 Details	**Reviews**			
Strategy 2: KHS will focus on RTI-B and providing a process to help at-risk students adapt to learning stressful learning environments.	**Formative**			**Summative**
Strategy's Expected Result/Impact: Few students out of class Fewer repeat discipline offenses **Staff Responsible for Monitoring:** RTI-B coordinator Campus principals	**Nov**	**Feb**	**Apr**	**June**
0% No Progress 100% Accomplished → Continue/Modify ✗ Discontinue				

Goal 4: KHS will promote an emotionally and physically safe and secure learning environment.

Performance Objective 4: KHS will increase safety planning and awareness for staff, students, and parents.

    Evaluation Data Sources: Audit Reports
Facility Needs and Safety Agendas and Sign in sheets
Facility Needs Report

Strategy 1 Details	Reviews			
Strategy 1: Provide staff, student, and parent training on the awareness of Bullying prevention, Cyberbullying, mental health, drug use prevention, violence prevention, school and bus safety.	**Formative**			**Summative**
	Nov	**Feb**	**Apr**	**June**
Strategy's Expected Result/Impact: Heightened awareness of safety. Parent participation in safety awareness trainings. **Staff Responsible for Monitoring:** Campus Principals District Safety Coordinator				

Strategy 2 Details	Reviews			
Strategy 2: Evaluate and update emergency operation plan to include new standard response plan, drill schedules, protocols for suicide prevention, conflict resolution, violence prevention, sexual abuse, and trauma-informed care policies.	**Formative**			**Summative**
	Nov	**Feb**	**Apr**	**June**
Strategy's Expected Result/Impact: Updated policies and procedures for emergency operation plan **Staff Responsible for Monitoring:** District Safety Director Campus Principals Superintendent				

Strategy 3 Details	Reviews			
Strategy 3: Campuses will be able to develop plans to measure, monitor and address campus threats (digital, physical, emotional).	**Formative**			**Summative**
	Nov	**Feb**	**Apr**	**June**
Strategy's Expected Result/Impact: Campuses will develop threat assessment teams Threat assessment protocols will be outlined **Staff Responsible for Monitoring:** District Safety Director Campus Threat Assessment Team				

Strategy 4 Details		Reviews			
Strategy 4: Provide staff training in CPR, Stop the Bleed, seizure awareness, and other safety awareness strategies as required by TEA.		**Formative**			**Summative**
		Nov	**Feb**	**Apr**	**June**
Strategy's Expected Result/Impact: 100% of staff will receive all required safety training. **Staff Responsible for Monitoring:** District Safety Director Nurses HR Director					

Strategy 5 Details		Reviews			
Strategy 5: Conduct a Facility Needs Assessment and share with community stakeholders to determine ways to ensure safety and a positive learning environment for students and staff.		**Formative**			**Summative**
		Nov	**Feb**	**Apr**	**June**
Strategy's Expected Result/Impact: Facility improvements **Staff Responsible for Monitoring:** Superintendent Campus Principal					

0% No Progress   100% Accomplished   → Continue/Modify   ✖ Discontinue

Goal 4: KHS will promote an emotionally and physically safe and secure learning environment.

Performance Objective 5: KHS will ensure that all exterior doors are locked during the instructional day.

Evaluation Data Sources: Door checklists
Door checks
SRO reports

Goal 5: KHS will engage, educate, and partner with parents and community members to help advocate for student success.

Performance Objective 1: Encourage parents to be participate in campus activities.

Evaluation Data Sources: Sign-in Sheets
Surveys
Agendas
Parent/Student outreach set by KHS counselors

Strategy 1 Details	Reviews			
Strategy 1: KHS will promote student, teacher, and campus achievements and keep parents informed about important information and upcoming events through a variety of mediums, including, but not limited to: campus and district website, campus Facebook page, school newspaper, school messenger, conferences	**Formative**			**Summative**
	Nov	Feb	Apr	June
Strategy's Expected Result/Impact: Improved community relations. Public will be better informed about the great things going on at KHS through social media, Skylert, and other forms of communication **Staff Responsible for Monitoring:** Campus PR Coordinator Campus Principals Counselors				

Strategy 2 Details	Reviews			
Strategy 2: KHS will host parent nights throughout the year to provide information about graduation requirements and CCMR.	**Formative**			**Summative**
	Nov	Feb	Apr	June
Freshmen Orientation Freshmen Preview Night Dual Credit Financial Aid (FAFSA) Night **Strategy's Expected Result/Impact:** Increased parental involvement **Staff Responsible for Monitoring:** Campus Principals Counselors CTE Director				

0% No Progress	100% Accomplished	→ Continue/Modify	✗ Discontinue

Goal 5: KHS will engage, educate, and partner with parents and community members to help advocate for student success.

Performance Objective 2: Parents and Community members will be involved in the decision making process for the district.

    Evaluation Data Sources: Campus and District Decision Making Sign In Sheets
Booster Club Agendas and Sign In Sheets

Strategy 1 Details	Reviews			
Strategy 1: KHS will include parent and community volunteers on the SBDMC and campus level committees, ensuring they have a voice in the decision making process.	**Formative**			**Summative**
Strategy's Expected Result/Impact: KHS will include parent and community volunteers on the SBDMC and campus level committees, ensuring they have a voice in the decision making process. **Staff Responsible for Monitoring:** Campus Principals CTE Coordinator Counselors	**Nov**	**Feb**	**Apr**	**June**

Strategy 2 Details	Reviews			
Strategy 2: All parents will have opportunities to be part of educational meetings specific to their student. Including but not	**Formative**			**Summative**
limited to: LPACs RTIs ARDs 504 IGPs Booster Clubs Attendance Discipline	**Nov**	**Feb**	**Apr**	**June**
Strategy's Expected Result/Impact: Increase opportunities for parents to participate in and support their student throughout the educational process **Staff Responsible for Monitoring:** Campus Principals Athletic Director RTI Coordinator Counselors ESL Coordinator Diagnostician Teachers				

0% No Progress   100% Accomplished   ➡️ Continue/Modify   ❌ Discontinue

Goal 6: KHS will prepare our graduates to succeed in the college/career path of their choice.

Performance Objective 1: 75% of KHS students will meet CCMR accountability standards.

    Evaluation Data Sources: Pathways data

Strategy 1 Details	Reviews			
Strategy 1: Increase number of TSI participants and prep provided to ensure passing standard is met.	**Formative**			**Summative**
Strategy's Expected Result/Impact: Increased CCMR	**Nov**	**Feb**	**Apr**	**June**
Staff Responsible for Monitoring: CTE/CCMR Director Campus Principal				

Strategy 2 Details	Reviews			
Strategy 2: Accurate student tracking to ensure CCMR points have been obtained will be consistently conducted.	**Formative**			**Summative**
Strategy's Expected Result/Impact: CCMR Tracking Spreadsheet	**Nov**	**Feb**	**Apr**	**June**
Staff Responsible for Monitoring: Campus Principal CTE/CCMR Director				

Strategy 3 Details	Reviews			
Strategy 3: CTE will be proactive in providing sequence of courses leading to industry certifications.	**Formative**			**Summative**
Strategy's Expected Result/Impact: Increase the number of certifications earned by 10% in the next year. Impact CCMR and validate student competency in specific area.	**Nov**	**Feb**	**Apr**	**June**
Staff Responsible for Monitoring: Campus Principal CTE/CCMR Director				

Strategy 4 Details	Reviews			
Strategy 4: Target specific needs of at risk students and provide the necessary programs for them to be successful.	**Formative**			**Summative**
	Nov	**Feb**	**Apr**	**June**
Credit Recovery DAEP Gateway Homebound **Strategy's Expected Result/Impact:** Decreased dropout rate. Increased graduation rate. improved academic achievement. Beginning in the 9th grade, all students will complete a PGP which will be updated annually. **Staff Responsible for Monitoring:** Campus Principals Counselors' SPED staff DAEP Coordinator Gateway Coordinator				

Strategy 5 Details	Reviews			
Strategy 5: Kilgore High School students will earn college credit through Dual Credit courses.	**Formative**			**Summative**
Strategy's Expected Result/Impact: Increased number of college credit hours earned in academic courses by 3% and in CTE courses by 8%.	**Nov**	**Feb**	**Apr**	**June**
Staff Responsible for Monitoring: Campus Administrators Counselors CTE/CCMR Director				

Strategy 6 Details	Reviews			
Strategy 6: Master Schedule will be designed to allow students opportunities to participate in ACT, SAT, TSI prep courses.	**Formative**			**Summative**
Strategy's Expected Result/Impact: Students will be bettered prepared to successfully complete college entrance exams	**Nov**	**Feb**	**Apr**	**June**
Staff Responsible for Monitoring: Campus Principals CTE/CCMR Director Counselors				

Strategy 7 Details	Reviews			
Strategy 7: TSI testing will begin at the Freshman level and be offered for all Jrs. and Srs. that have not met CCMR.	**Formative**			**Summative**
Strategy's Expected Result/Impact: Increase number of KHS graduates meeting college entrance requirements by 10%. Increase the number of students meeting 1 point in CCMR by 10%. **Staff Responsible for Monitoring:** Campus Principals Counselors CTE/CCMR Director	**Nov**	**Feb**	**Apr**	**June**

Strategy 8 Details	Reviews			
Strategy 8: Expand exposure to, knowledge of, and participation in nontraditional career opportunities.	**Formative**			**Summative**
Strategy's Expected Result/Impact: Increased knowledge of opportunities and participation for non traditional fields through regular class and dual credit setting. **Staff Responsible for Monitoring:** Campus Principals CTE/CCMR Director Counselors CTE Teachers	**Nov**	**Feb**	**Apr**	**June**

Strategy 9 Details	Reviews			
Strategy 9: Purchase, maintain, and update equipment and software necessary to ensure students have access to industry based technology and equipment in all CTE classrooms and labs. To include, but not limited to, laptops, media production equipment, health science equipment, welding equipment, construction equipment	**Formative**			**Summative**
Strategy's Expected Result/Impact: Meet industry standards. Increase Student participation in CTE courses, events by 10%. Increase access to technology and resources necessary to provide a better experience in CTE. **Staff Responsible for Monitoring:** CTE/CCMR Director Campus Principals Technology Director	**Nov**	**Feb**	**Apr**	**June**

0% No Progress	100% Accomplished	➡ Continue/Modify	✖ Discontinue

Goal 6: KHS will prepare our graduates to succeed in the college/career path of their choice.

Performance Objective 2: By May 2024, students will have the opportunity to engage in various academic and CTE disciplines for exploring interests, aptitudes, and goals to successfully navigate a career pathway connecting education and employment after high school.

Evaluation Data Sources: CTE Completers
Endorsements
Surveys

Strategy 1 Details	Reviews			
Strategy 1: Provide necessary materials, equipment, and learning environments engaging learning opportunities relevant to their career aspirations.	**Formative**			**Summative**
Strategy's Expected Result/Impact: Intent to continue towards a specific career **Staff Responsible for Monitoring:** Principal CTE/CCMR Director Teachers	**Nov**	**Feb**	**Apr**	**June**

0% No Progress   100% Accomplished   ➡ Continue/Modify   ❌ Discontinue

Goal 7: KHS will employ alternative education opportunities as the needs arise for students to be successful.

Performance Objective 1: KHS will improve attendance and lower the dropout rate of students by adding an additional Gateway monitor with a traditional schooling section each day.

Evaluation Data Sources: Dropout rate
Attendance rate