



**KENNEDALE ISD**

**2024-2029**

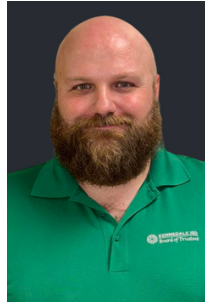
**ACADEMIC  
STRATEGIC  
PLAN**



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Hello Wildcat Community,

Over the past five years, Kennedale ISD has been undergoing a comprehensive needs assessment in all areas of our district. This has been a process that has led to the development of our District's Vision, Mission, Beliefs, and Goals; redistributing our student populations along with the creation of the Arthur Early Childhood Center; and the passage of a \$98 million dollar bond for facilities upgrades. More recently, we have conducted a district engagement process to develop a new academic strategic plan that will guide the district's educational program for the following five years.

Along with ESC Region 11's Texas Strategic Leadership team, school district leaders partnered to conduct a landscape analysis to examine several aspects of our district academics. This analysis included performing an academic assessment of student assignments, holding focus groups, distributing stakeholder surveys, and observing K-12 classrooms. The landscape analysis also examined several district data points and the systems that have been put in place to support student achievement.

Based on this data and in the spirit of the continuous improvement model, Kennedale ISD has created a plan to make advancements due to the strengths and opportunities identified throughout this process. This academic strategic plan introduces an approach designed to help every learner in every school. We will look to improve not only student achievement, but the whole student educational experience.

To complement the excellent work that has been taking place in our schools and move our work to the next level, three strategic priorities have been identified. For the next few years, these priorities will serve as the primary focus of our educational program.

We are eager to embark on this journey together and are excited to share our Kennedale ISD Academic Strategic Plan with you. It's a great day to be a Wildcat.

Sincerely,

Dr. Chad Gee

# ABOUT OUR DISTRICT

## STUDENTS

★ 2817 ★



GIFTED AND TALENTED 10%



SPECIAL EDUCATION 17%



EMERGENT BILINGUALS 16%



ECONOMICALLY DISADVANTAGED 57%

## STUDENT DEMOGRAPHICS



32%

White



32%

Hispanic



27%

Black



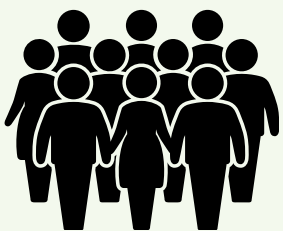
5%

Two or More



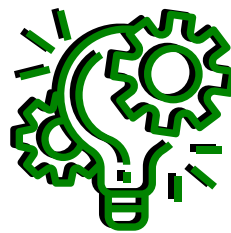
3%

Asian



430

EMPLOYEES



DISTRICT  
*of*  
INNOVATION

23

LANGUAGES  
SPOKEN



5

CAMPUSES

- 1 Early Childhood Center
- 2 Elementary Schools
- 1 Junior High School
- 1 High School



# OUR VISION



# OUR MISSION

The mission of the Kennedale Independent School District is to provide a diverse, engaging, and safe environment where all stakeholders are responsible and accountable for student success.

# OUR GOALS

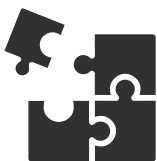
- We will provide an exceptional learning experience to promote high levels of achievement and postsecondary readiness for all students.
- We will engage students, families, and community stakeholders to foster shared responsibility for student success.
- We will ensure that all students and staff learn & work in a safe environment that is responsive to the academic, social, and emotional needs of our stakeholders.
- The district will establish systemic and systematic operational processes to align resources with its mission, vision, and goals.

# DISTRICT BELIEFS

## WE BELIEVE THAT...



Students are a diverse community of learners who will be equipped & provided with broad opportunities and experiences that cultivate integrity, leadership skills, community involvement and support for success. Success is reflected by evidence of grit, appreciation for diverse perspectives and experiences, with global competitiveness and confidence.



Parents and families should be active essential partners who work together with mutual respect and trust for the benefit of students and staff.



Teachers represent a diverse group that love their job, love their students, are flexible, and create a safe and engaging learning environment that is equitable for all because they are the backbone of the district.



Campus leadership should be innovative, responsive, and accountable community builders.



Central Office and the Superintendent exist to provide a transparent and visionary operation that is dedicated to servant leadership, in conjunction with district staff & students. In addition, ensuring that all campuses will be safe, secure spaces, while meeting the essential needs of all students.



The School Board should be engaged with the community and held accountable for student learning by listening, collaborating, and building consensus to make decisions based upon best practices and research while remaining within the scope of their elected responsibilities.

# MILESTONES



## 2019 - February

Conducted department needs assessments for Curriculum, Technology, Child Nutrition, Facilities, Safety and Security.

## 2019 - March

Began internal and external audits on SPED, Bilingual, 504, GT, Policies, classroom resources, universal screeners, and discipline.

## 2019 - April through June

Conducted a District Demographic Study through UTA.

## 2019 - May through July

Roof repairs at JFD, JKA, and CSS.

## 2019 - December

Superintendent and Asst. Superintendent attended the Curriculum Management Audit Training

## 2020 - March

Due to COVID-19, KISD shut down and transitioned to virtual learning.

## 2020 - August

Schools reopened; 50% of students remained virtual learners.

## 2020 - September

Facility Capacity Assessment was conducted for classroom utilization and campus capacity.

## 2020 - December

Demographic Study Results: With the addition of several new housing developments, UTA College of Architecture, Planning, and Public Affairs presented a district demographic study to the Board of Trustees.

## 2021 - April through May

Developed new District Vision, Mission, Goals, and Beliefs through staff, students, and community input.

## 2021 - June

Future Planning and Development Committee conducted stakeholder meetings and the decision was made to convert J. A. Arthur into an Early Childhood Center.

## 2021 - August

The COVID-19 Delta Variant provided challenges at the start of the 21-22 school year.

## 2021 - 2022 School Year

KISD faced several challenges throughout the school year including HB 4545, staffing, state mandates, and JAA flooding.

## 2022 - September

Implementation of the Balanced Scorecard.

## 2022 - November

Engaged in Facilities Long Range Planning

## 2023 - May

Passed a \$98 million bond.

## 2023 - August

Opened the new James A. Arthur Early Childhood Center.

## 2023 - August

Partnered with ESC Region 11 for Texas Strategic Leadership.

## 2023 - September through December

Conducted a landscape analysis of academic programming and schools and facilitated Stakeholder Feedback Surveys.

## 2024 - January

Created a Portrait of a Wildcat.

## 2024 - March

Identified Academic Strategic Priorities.

## 2024 - April

Identified key action steps for the Academic Strategic Plan.

## 2024 - May

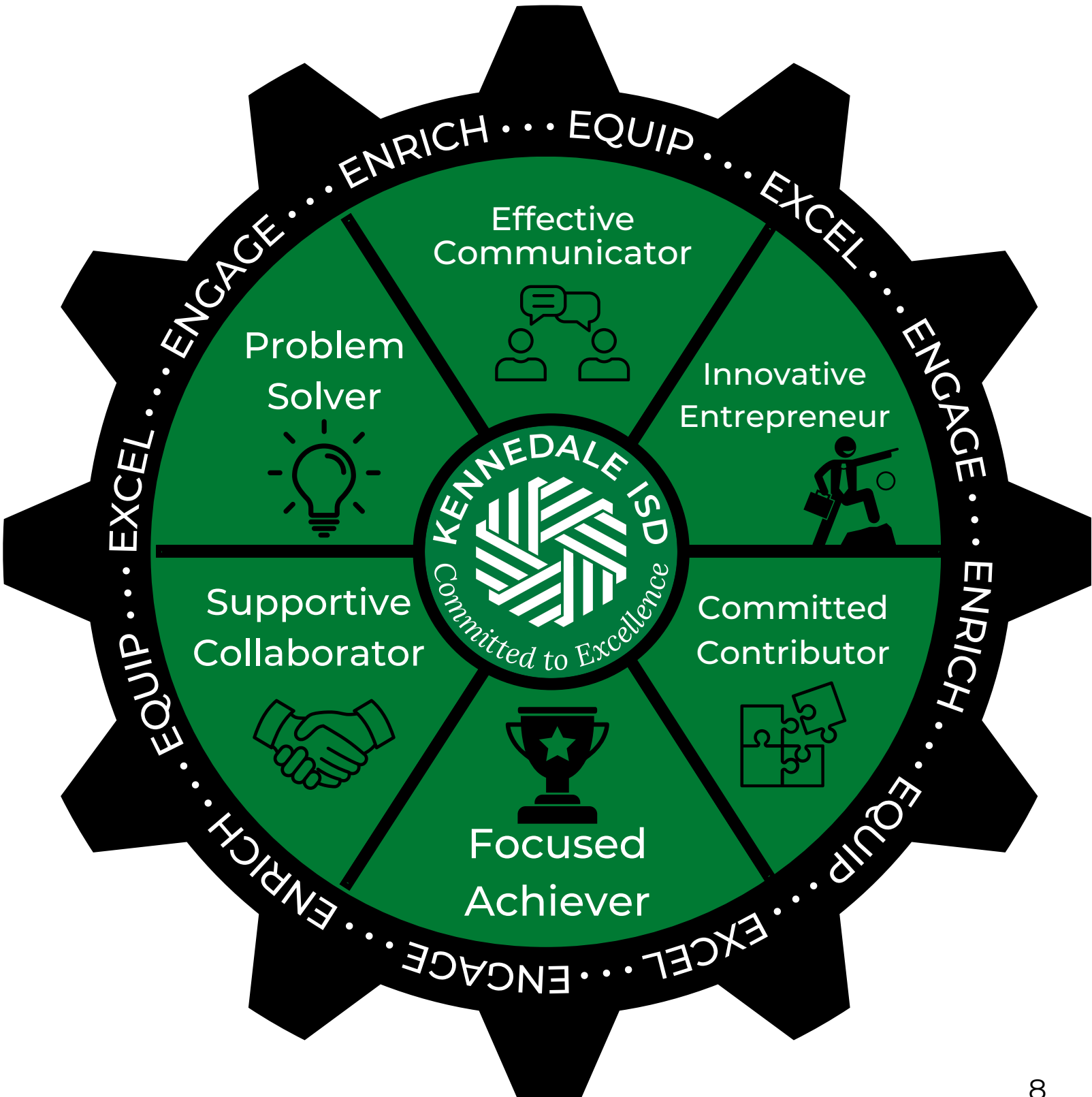
Drafted the Academic Strategic Plan .

## 2024 - June through July

Revised and Finalized the Academic Strategic Plan.

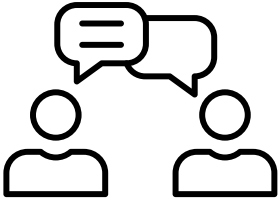
# PORTRAIT OF A

*Wildcat*





## Effective Communicator



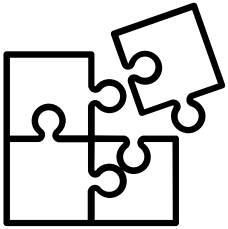
A Wildcat has mastered the art of communication through oral, written, and non-verbal skills, ensuring their voices are heard loud and clear. They utilize a variety of media platforms to express themselves and establish a positive digital footprint. They are keen listeners, striving to understand and appreciate multiple perspectives.

## Innovative Entrepreneur

A Wildcat is proactive, pursuing new endeavors rather than waiting for opportunities to arise. Understanding the dynamic nature of the future, they continuously learn and adapt to stay ahead. They thrive on challenges, seeing them as chances to innovate and explore new solutions.



## Committed Contributor



A Wildcat advocates for and contributes to a better world and community. They demonstrate personal, civic, and global responsibility through ethical behavior. They show empathy, offering support to those in need and advocating for positive change.

## Focused Achiever

A Wildcat understands that success is not always easy to come by—it requires perseverance, even in the face of difficulties. They embrace challenges as opportunities for growth, knowing that setbacks are simply stepping stones to success. They are flexible and when one approach fails, they pivot, try another, and keep moving forward.



## Supportive Collaborator



A Wildcat recognizes and embraces diverse viewpoints. They cherish shared success, owning their roles in achieving collective goals. With adept teamwork, our students navigate challenges, building consensus and resolving issues with grace.

## Problem Solver

A Wildcat thinks critically, confidently making decisions based on their own understanding. They are equipped with the knowledge and drive necessary to approach challenges with understanding and ingenuity. Instead of obstacles, our students see opportunities for growth, approaching each problem with intentionality and a commitment to finding positive solutions.





# KENNEDALE ISD

## STUDENT OUTCOME GOALS

2024-2029



### Goal 1

The percentage of 3rd grade students that score meets grade level or above on STAAR Reading will increase from 37% to 50% by June 2029.



### Goal 2

The percentage of 8th grade students that score meets grade level or above on STAAR Mathematics will increase from 44% to 52% by June 2029.



### Goal 3

The percentage of graduates that meet the criteria for CCMR will increase from 56% to 78% by June 2029.



# STRATEGIC PRIORITIES AND INITIATIVES

## PRIORITY 1

### *Planning and Performance Management*

Over the past few years, Kennedale ISD has actively participated in purposeful process improvement. Planning and performance management are recognized as strategic priorities that continue to support efforts to define procedures and expectations in the academic program and district operations. Kennedale ISD will create a process to evaluate the effectiveness and progress of essential district initiatives during the course of this five-year academic strategic plan. KISD leadership will utilize this process to keep District officials and trustees informed.

## PRIORITY 2

### *Academic Experience*

Student outcomes will improve only when the overall academic experience improves, and Kennedale ISD is committed to enhancing that experience for students, teachers, and families. In support of this commitment, KISD will focus on clear expectations for the district instructional program, providing improved resources, and expanding the guidance provided to students and teachers on post-secondary opportunities. The ultimate goal is to ensure that every KISD graduate is prepared for college, career, or community leadership, and that will continue to be the guiding force for the overall academic experience.

## PRIORITY 3

### *Instructional Capacity Building*

The strength of a Kennedale ISD education is anchored in the dedication of our campus teachers and administrators. KISD remains steadfast in its commitment to nurturing the continuous development of our educators, which is essential for adapting to the dynamic challenges of our world. Empowering campus administrators to foster and effectively enhance our teachers' instructional abilities is a top priority. Additionally, it remains paramount to ensure direct instructional assistance and robust professional growth opportunities for our teachers as they diligently provide for diverse student needs.



# NEXT STEPS

## 2024 AND BEYOND

### Committed to Excellence

The leadership of Kennedale ISD will partner with district stakeholders to ensure milestones are met during this strategic journey. We will remain focused on the commitment to excellence for every KISD student.

Utilizing the scorecard below, we will track our performance regarding our strategic goals and progress measures.

As the priorities and initiatives outlined in this academic strategic plan are implemented, we will update our community on our progress. With this unified plan, we know we will continue to **Engage, Enrich, and Equip** our students so that they **Excel** in their future!

Student Outcome Goals	Baseline	Interim Targets				
		Year 1 24-25	Year 2 25-26	Year 3 26-27	Year 4 27-28	Year 5 28-29
The percentage of 3rd grade students that score meets grade level or above on STAAR Reading will increase from 37% to 50% by June 2029.	<b>37%</b>	38%	41%	44%	47%	50%
The percentage of 8th grade students that score meets grade level or above on STAAR Math will increase from 44% to 52% by June 2029.	<b>44%</b>	45%	46%	48%	50%	52%
The percentage of graduates that meet the criteria for CCMR will increase from 56% to 78% by August 2029.	<b>56%</b>	64%	67%	70%	74%	78%



**KENNEDALE ISD**

*Committed to Excellence*