KIRBYVILLE CISD

District Improvement Plan
2023/2024

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Date Reviewed:

Date Approved:

KIRBYVILLE CISD

Mission

The mission of the Kirbyville Independent School District is to engage all students in a high quality education so they may become responsible, productive citizens in a global society.

Nondiscrimination Notice
KIRBYVILLE CISD does not discriminate on the basis of race, color, national origin, sex, or disability in providing education services, activities, and programs, including vocational programs, in accordance with Title VI of the Civil Rights Act of 1964, as amended; Title IX of the Educational Amendments of 1972; and section 504 of the rehabilitation Act of 1973; as amended.

KIRBYVILLE CISD Site Base

Name	Position
Edwards, Stephen	District Manager
Gore, Kristi	District Manager
Hogan, Cassie	Campus Administrator
Williams, Leslie	District Manager
Lauderdale, Cheryl	Campus Manager
Reagan, Kerri	Teacher
Fussell, Dustin	Teacher
Fountain, Meagan	Teacher
Hughes, Jennifer	Teacher
Moss, Larhonda	Teacher
Kelley, Ledah	Teacher
Fairchild, Staci	Teacher
George, Jessica	Teacher
Reynolds, Crystal	Teacher
Ferguson, Ciara	Business
Thames, David	Community
Loper, Tasha	Parent

Resources

Resource	Source
No rows defined.	

KIRBYVILLE CISD

Goal 1. (Student Achievement) The District will continue to ensure learning for all students through high standards, effective teaching , and the district-wide aligned curriculum.

Objective 1. The percentage of 3rd Grade students that score Meets Grade Level or above on STAAR Reading will maintain or increase from 48% to 50% by June 2024.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. KCISD will provide PLC opportunities. This time will allow for professional growth, vertical planning, student data analysis, and collaboration. (Target Group: All) (Strategic Priorities: 1,2)	Assistant Superintendent, Campus Principals, Superintendent	December 2024	(F)Title II Part A- Supporting Effective Instruction, (L)Local Funds	Criteria: Sign-in Sheets Agendas Observation Reports
2. KCISD will provide training for effective PLCs. (Target Group: All) (Strategic Priorities: 2)	Assistant Superintendent, Campus Principals, Superintendent	December 2024	(F)Title II Part A- Supporting Effective Instruction, (L)Local Funds	Criteria: Sign-in Sheets, agendas, Training materials
3. KCISD will provide contracted services for teacher professional development focused on differentiating instruction and meeting the needs of students. (Strategic Priorities: 1,2)	Assistant Superintendent, Campus Principals, Region 5 ESC, Special Education Director, Superintendent	September 2024	(L)Local Funds	Criteria: Professional development schedule Registration
4. Utilize classroom walkthroughs and observations to ensure effective instructional strategies are being used are being in the classroom. (Target Group: All) (Strategic Priorities: 1,2)	Assistant Superintendent, Campus Principals	May 2024	(L)Local Funds	Criteria: Walkthroughs published in DMAC Feedback from walkthroughs
5. Professional development for campus administrators to ensure effective instructional leadership. (Target Group: All) (Strategic Priorities: 1)	Assistant Superintendent, Superintendent	May 2024	(L)Local Funds	Criteria: Professional development goals and plans Registration 03/15/24 - Pending
6. Campuses will provide intervention and extensions for students who are working above grade level, on level, are below grade level.. This will include HB 4545 students (Target Group: All) (Strategic Priorities: 2)	Accelerated Learning Campus Coordinators, Assistant Superintendent, Campus Principals, Special Education Director	May 2024	(F)ESSER III, (F)Title I Part A-Improving Basic Programs, (L)Local Funds	Criteria: Student intervention logs Teacher plans
7. KCISD campuses will utilize NWEA MAP, STAR Renaissance, TPRI, CLI, and Cambium to measure student reading growth throughout the year. (Target Group: All) (Strategic Priorities: 2)	Assistant Superintendent, Campus Principals, Counselors	May 2024	(F)ESSER III, (F)Title I Part A-Improving Basic Programs, (L)Local Funds	Criteria: Assessment calendars Student data forms
8. KCISD will provide teacher support with	Assistant Superintendent,	December 2024	(L)Local Funds	Criteria: Student assessment

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Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
implementing student data tracking and growth goal setting. (Target Group: All) (Strategic Priorities: 2)	Campus Principals			reports PLC meeting agendas

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Goal 1. (Student Achievement) The District will continue to ensure learning for all students through high standards, effective teaching , and the district-wide aligned curriculum.

Objective 2. The percentage of 3rd Grade students that score Meets Grade Level or above on STAAR Mathematics will maintain or increase from 57% to 59% by June 2024.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. KCISD will provide PLC opportunities. This time will allow for professional growth, vertical planning, student data analysis, and collaboration. (Strategic Priorities: 2)	Assistant Superintendent, Campus Principals, Superintendent	December 2024	(F)Title II Part A- Supporting Effective Instruction	Criteria: Sign-in sheets Observation reports
2. KCISD will provide PLC training for an effective PLC (Target Group: All) (Strategic Priorities: 2)	Assistant Superintendent, Campus Principals, Superintendent	December 2024	(F)Title II Part A- Supporting Effective Instruction	Criteria: Sign-in sheets, training materials, agendas
3. KCISD will provide training in Researched Instructional Based Strategies (RBIS) for all Math teachers K-8th grade. (Strategic Priorities: 2)	Assistant Superintendent, Campus Principals, Region 5 ESC	December 2024	(F)Title I Part A- Improving Basic Programs, (F)Title II Part A- Supporting Effective Instruction	Criteria: District Professional Development Plan, Agendas, Sign-in Sheets
4. Utilize classroom walkthroughs and observations to ensure effective instructional strategies are being used in the classroom. (Target Group: All) (Strategic Priorities: 1,2)	Assistant Superintendent, Campus Principals	May 2024		Criteria: Data through DMAC Admin meeting communication/input Student achievement
5. KCISD will utilize NWEA MAP, Cambium, and CLI growth assessments to monitor Math academic growth throughout the year. (Target Group: All) (Strategic Priorities: 2)	Assistant Superintendent, Campus Principals, Counselors	May 2024	(F)Title I Part A- Improving Basic Programs, (F)Title IV Part A, (L)Local Funds	Criteria: Data reports from performed assessment PLC Agenda
6. Campuses will provide intervention and extensions for students who are working above grade level, on level, are below grade level.. This will include HB 4545 students (Target Group: All) (Strategic Priorities: 2)	Accelerated Learning Campus Coordinators, Assistant Superintendent, Campus Principals, Special Education Director	May 2024	(F)Title I Part A- Improving Basic Programs, (F)Title II Part A- Supporting Effective Instruction, (L)Local Funds	Criteria: Intervention Logs

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Goal 1. (Student Achievement) The District will continue to ensure learning for all students through high standards, effective teaching , and the district-wide aligned curriculum.

Objective 3. The percentage of graduates that meet the CCMR criteria will increase from 49% to 75% by June 2024. The data for CCMR has typically been two years behind, but new Accountability manual for 2023 indicates that it will be only one year behind.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Kirbyville High School will host a CTE Day for the 8th grade students at KJH. This program will highlight and promote CTE courses that will be available to students at the High School Level. (Target Group: All) (Strategic Priorities: 3)	Assistant Superintendent, Campus Principals, Counselors, Student Success Advisor	May 2024	(L)Campus Activity Accounts, (L)Local Funds	Criteria: Student enrollment in CTE Courses/Pathways Schedules and agendas for the event
2. KCISD will partner with DETCCA to meaningfully increase college and career education opportunities. (Target Group: All) (Strategic Priorities: 3)	Campus Principals, Counselors, Student Success Advisor, Superintendent	May 2024	(L)Local Funds	Criteria: Attendance at scheduled meetings Meeting notes and agendas to implement opportunities at KHS
3. KCISD will maintain the position of Student Success Advisor, in partnership with Texas Impact Network, to assist the success of our students in the area of CTE at KJH and KHS. (Target Group: All) (Strategic Priorities: 3)		June 2024	(F)Perkins V: Strengthening CTE, (L)Local Funds, (S)Texas Impact Network	Criteria: Employment recommendation
4. KCISD will provide reimbursement opportunities for students who take the SAT and TSI Exams. (Target Group: 9th,10th,11th,12th) (Strategic Priorities: 3)	Campus Principals, Counselors, Student Success Advisor	May 2024	(L)Local Funds	Criteria: Student registration Test results
5. KCISD will provide updated resources and equipment for CTE classrooms. (Target Group: All) (Strategic Priorities: 3)	Assistant Superintendent, Campus Principals, Chief Financial Officer, Superintendent	August 2024	(F)Perkins V: Strengthening CTE, (L)Local Funds	Criteria: Ordered and received new equipment Observable usage of equipment and resources
6. KCISD will provide funding for CTE organizations to attend and compete in local, state, and national events. (Target Group: CTE) (Strategic Priorities: 3)	Campus Principals, Chief Financial Officer, Superintendent	May 2024	(F)Perkins V: Strengthening CTE, (L)Local Funds	Criteria: Record of participation in events Record of event achievements/placement
7. KCISD will provide SureScore to foster academic excellence, boost test scores, and	Campus Principals, Counselors	May 2024	(L)Local Funds	Criteria: Registration for TSI Passing rates for TSI

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Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
exceed goals of college ready students. (Target Group: 9th,10th,11th,12th) (Strategic Priorities: 3)				
8. KCISD will provide opportunities for students to earn Industrial Based Certifications. (Target Group: 9th,10th,11th,12th) (Strategic Priorities: 3)	Assistant Superintendent, Campus Principals, Counselors, Student Success Advisor	June 2024	(F)Perkins V: Strengthening CTE, (L)Local Funds	Criteria: Placement of CTE courses in the Master schedule which offer an IBC opportunity

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Goal 2. (Effective and Efficient Utilization of Personnel, Infrastructure, and Operations) The District will assure the efficiency and effectiveness of instruction and maintain its infrastructure and physical plant to the highest standards. The District will continue to recruit, employ and retain teaching, administrative, and support staff that are highly qualified. Operational processes, including technology integration, will be reviewed annually to assure resources are being utilized as effectively as possible.

Objective 1. Presentations of the district's administrative systems will be included in the regular monthly meetings of the Board of Trustees as information and/or discussion items.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. KCISD will continue the maintenance of a 1:1 device program for all students, provide technology teaching devices in the classroom such as Promethean boards, and WIFI capability (Target Group: All) (Strategic Priorities: 2)	Superintendent, Technology Director	May 2024	(F)Title IV Part A, (L)Local Funds	Criteria: Walkthroughs Inventory check
2. Continue to provide targeted professional development opportunities that engage staff in effective uses of technology to improve student engagement in the classroom. (Target Group: All) (Strategic Priorities: 1)	Assistant Superintendent, Campus Principals, Instructional Technologist, Superintendent, Technology Director	May 2024	(F)Title II Part A- Supporting Effective Instruction	Criteria: Registration Professional development plan
3. Implement and provide professional development on revised TECH APP TEKS for grades K-8. (Target Group: All) (Strategic Priorities: 1)	Assistant Superintendent, Campus Principals, Instructional Technologist	December 2024	(F)Title I Part A- Improving Basic Programs, (F)Title II Part A- Supporting Effective Instruction	Criteria: Professional development plan Sign-in sheets and agendas Observations and Teacher Feedback
4. KCISD will propose an option of a 4 day calendar for the 2024-2025 school year for the purpose of recruiting and retaining high quality staff. (Target Group: All) (Strategic Priorities: 1)	Superintendent	May 2024		Criteria: Turnover/Hiring rate Culture/Climate surveys
5. Kirbyville CISD will provide support and training through a mentoring program for all incoming staff with less than 2 years experience. (Target Group: All) (Strategic Priorities: 1)	Assistant Superintendent, Campus Principals, Superintendent	May 2024		Criteria: Mentor/Mentee Feedback Administrative Observation

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Goal 3. (Safety and Enduring Relationships with Stakeholders) Kirbyville CISD will provide a safe and secure environment for all students and staff. The District will conduct an annual review of all security provisions that include regular input from community emergency planners. Campus-based drills will be conducted for dealing with both weather and security. Parents and the community will be kept apprised of pertinent school-related issues and programs through a combination of the District Website, social media, district callouts, and appropriate media.

Objective 1. The administration shall develop a long-range plan with specific actions to ensure the safety of everyone while on district property or participating in district events.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. KCISD will continue to improve safety and security at all campuses by purchasing a SPAT system to provide awareness of emergency situations within the district, and be in compliance with security requirements.	Maintenance Director, Superintendent, Technology Director	September 2024		Criteria: Purchasing information Installment plan and completion report
2. KCISD will continue to pursue additional qualified security officers for each campus.	Maintenance Director, Superintendent	December 2024		Criteria: Job posting in Talent Ed Applications
3. KCISD will continue to recruit WatchDOGS and to extend branches to other campuses	Campus Principals, Superintendent	December 2024		Criteria: Application disbursement Campus Sign-in sheets
4. KCISD will continue to work with Samaritan Services to provide and extend wellness screenings to all campuses. (Target Group: All)	Campus Principals, Counselors, Superintendent	May 2024	(L)Local Funds	Criteria: Participation numbers Student, Staff, and Family input
5. KCISD will continue to expand a positive referral program to all campuses. (Target Group: All)	Campus Principals, Campus Web Page Coordinators	May 2024	(L)Local Funds	Criteria: Social media post Good Citizen lunches

Comprehensive Needs Assessment