

Kilgore Independent School District



Accountability Rating: B

2024-2025 District Improvement Plan

Board Approval Date:
October 28, 2024

Public Presentation Date:
October 2, 2024

Mission Statement



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

Vision



Kilgore ISD is committed to providing innovative educational experiences meaningfully designed to challenge, support, and empower our students to achieve their absolute maximum potential within a learning environment grounded in our Bulldog community's traditions, values, and expectations.

Core Beliefs



Teaching & Learning:

Our school system will ensure that all students will receive meaningful classroom instruction designed to empower students.

designed to empower students.

 Engagement:

Our school system will implement engagement plans intended to cultivate a culture of parental community support and cooperation.

 Facilities:

Our school system will provide and maintain state-of-the-art facilities that support innovative instructional practice, advanced student performance, and community partnership.

 Employee Development:

Our school system will recruit, develop, and retain employees whose philosophies and experiences align with those of the district.

 Funding & Finance:

Our school system will ensure exemplary financial management and maximize funding resources to optimize student achievement and classroom innovation.

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Goals

Goal 1

Provide all students with engaging and innovative learning experiences that ensures academic growth and success for all Bulldogs.

Performance Objective 1

Increase the percent of students achieving Meets grade level on STAAR/EOC Reading Language Arts.

Strategy 1

1.1.1: Provide RLA collaboratives in STAAR-tested grade levels and a K-12 vertical team meeting focusing on alignment to standards and effective teaching strategies.

Strategy's Expected Result/Impact: Participating teachers will be prepared to plan and deliver aligned Tier 1 lessons which will lead to reduction in the gap between the state and KISD reading on STAAR performance.

Staff Responsible for Monitoring: Director of C&I, Executive Director of Student Learning, Instructional Specialists, RLA Teachers, Campus Principals

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Strategy 2

1.1.2: Support the Response to Intervention framework by providing training and ongoing support RLA strategies and interventions.

Strategy's Expected Result/Impact: Teachers will document and monitor student progress.

Staff Responsible for Monitoring: Director of C&I, Executive Director of Student Learning, Instructional Specialists, RLA Teachers, Campus Principals

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Strategy 3

1.1.3: Implement instructional practices for RLA, including learning from the state Reading

Academy.

Strategy's Expected Result/Impact: Improved Tier I instruction and increased opportunities for teacher collaboration

Staff Responsible for Monitoring: Director of C&I, Executive Director of Student Learning, Instructional Specialists, RLA Teachers, Campus Principals

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Strategy 4

1.1.4: Support language arts instruction by providing professional development learning communities and instructional coaching determined by campus and/or teacher needs.

Strategy's Expected Result/Impact: Improvement of instructional skills needed to deliver effective ELAR instruction.

Staff Responsible for Monitoring: Director of C&I, Executive Director of Student Learning, Instructional Specialists, RLA Teachers, Campus Principals

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Strategy 5

1.1.5: Aligned phonics to state HQIM criteria and supplement Dyslexia instruction with Reading Horizons and Elevate.

Strategy's Expected Result/Impact: Improvement of foundational reading skills.

Staff Responsible for Monitoring: Director of C&I, Executive Director of Student Learning, Instructional Specialists, RLA Teachers, Campus Principals

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Performance Objective 2

Strategy 1

1.2.1: Support the implementation of math accelerated instruction, tutorials, and extended day/ year learning opportunities.

Strategy's Expected Result/Impact: Increase the number of students that meet grade-level expectations as indicated by MAP testing performance, and STAAR performance.

Staff Responsible for Monitoring: Director of C&I, Executive Director of Student Learning, Instructional Specialists, RLA Teachers, Campus Principals

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Strategy 2

1.2.2: Support math instruction by providing professional development, professional learning communities, and instructional coaching as determined by campus/teacher needs.

Strategy's Expected Result/Impact: Improvement of instructional skills needed to deliver effective math instruction.

Staff Responsible for Monitoring: Director of C&I, Executive Director of Student Learning, Instructional Specialists, RLA Teachers, Campus Principals

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Strategy 3

1.2.3: Support the district's Response to Intervention framework by providing training and ongoing support.

Strategy's Expected Result/Impact: Teachers will document and monitor student progress.

Staff Responsible for Monitoring: Director of C&I, Executive Director of Student Learning, Instructional Specialists, RLA Teachers, Campus Principals

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Strategy 4

1.2.4: Support mathematics instruction by providing professional development learning communities and instructional coaching determined by campus and/or teacher needs.

Strategy's Expected Result/Impact: Improved Tier 1 instruction and increased opportunities for teacher collaboration.

Staff Responsible for Monitoring: Director of C&I, Executive Director of Student Learning, Instructional Specialists, RLA Teachers, Campus Principals, EB and SpED Department Directors

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Performance Objective 3

Provide and support a robust digital-aged learning environment to inspire student learning, effective communication, problem solving, and creativity.

Evaluation Data Source: 1.3.1: Ensure short and long range technology plans are in place to support the purchase of devices, network effectiveness, and security.

Strategy 1

1.3.1: Ensure short and long range technology plans are in place to support the purchase of devices, network effectiveness, and security.

Strategy's Expected Result/Impact: Improved planning and budgeting

Staff Responsible for Monitoring: Chief Technology Officer

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Strategy 2

1.3.2: Continue to provide ongoing professional development opportunities on technology standards, effective strategies, and use of technology to improve productivity and student achievement.

Strategy's Expected Result/Impact: Enhanced teacher competence and increased student achievement.

Staff Responsible for Monitoring: Chief Technology Director and Instructional Technologist

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Strategy 3

1.3.3: Utilize appropriate learning management platforms to deliver instructional content, differentiate instruction for students, and provide continuous learning opportunities.

Strategy's Expected Result/Impact: Centralized access to resources with continuous learning opportunities

Staff Responsible for Monitoring: Instructional Technologist, Campus Principals, Classroom Teachers, Instructional Specialists, Director of C&I, Executive Director of Student Learning

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Strategy 4

1.3.4: Web based learning software will be available for accelerated student learning during and outside of the school day.

Strategy's Expected Result/Impact: Flexible learning opportunities with personalized learning that provides real-time feedback.

Staff Responsible for Monitoring: Instructional Technologist, Campus Principals, Classroom Teachers, Instructional Specialists, Director of C&I, Executive Director of Student Learning

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Performance Objective 4

Ensure students within identified populations, including but not limited to students receiving Special Education, GT, and EB services as well as at-risk supports and interventions show a minimum of one year of academic growth and proficiency levels on STAAR/EOC/TELPAS and routine progress monitoring screeners.

Strategy 1

1.4.1: Ensure program compliance and evaluate effectiveness and alignment of programs to support and promote standards and best practices for identified populations.

Strategy's Expected Result/Impact: Improved quality of programs that are aligned with standards.

Staff Responsible for Monitoring: Instructional Technologist, Campus Principals, Classroom Teachers, Instructional Specialists, Director of C&I, Executive Director of Student Learning, Department Director of SpEd and EB.

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Strategy 2

1.4.2: Administer Universal Screeners a minimum of three times a school year and evaluate data to make informed student decisions.

Strategy's Expected Result/Impact: Early identification of student needs with data driven decision making to track student progress

Staff Responsible for Monitoring: Instructional Technologist, Campus Principals, Classroom Teachers, Instructional Specialists, Director of C&I, Executive Director of Student Learning, Department Director of SpEd and EB.

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Strategy 3

1.4.3: Support and provide coaching to staff members working with identified special populations to evaluate the fidelity and effectiveness of instruction.

Strategy's Expected Result/Impact: Enhanced instructional quality with increased fidelity of implementation.

Staff Responsible for Monitoring: Instructional Technologist, Campus Principals, Instructional Specialists, Director of C&I, Executive Director of Student Learning, Department Director of SpEd and EB.

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Strategy 4

1.4.4: Provide parents with educational materials and training to reinforce academic skills outside of the instructional day.

Strategy's Expected Result/Impact: Increased parent engagement and parent empowerment to bridge learning gaps and provide consistency in student learning.

Staff Responsible for Monitoring: Instructional Technologist, Campus Principals, Classroom Teachers, Instructional Specialists, Director of C&I, Executive Director of Student Learning, Department Director of SpEd and EB.

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Strategy 5

1.4.5: Routinely meet with campus principals to review progress monitoring of interventions and academic/behavioral performance of students.

Strategy's Expected Result/Impact: Enhanced collaboration to improve targeted student support and outcomes.

Staff Responsible for Monitoring: Director of C&I, Executive Director of Student Learning, Department Director of SpEd and EB.

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Goal 2 Provide all Bulldogs with a safe and responsive learning environment.

Performance Objective 1

KISD will provide a safe and secure learning environment through allocation of district resources and trainings and ensure TEA and legislative compliance.

Strategy 1

2.1.1: The district will continue to ensure that security personnel, including but not limited to School Resource Officers, Security Officers, and KISD Employee Guardians, are present on all campuses during the instructional day and at all KISD school sponsored events outside the instructional day.

Strategy's Expected Result/Impact: Increased safety with rapid response and proactive prevention.

Staff Responsible for Monitoring: KISD Superintendent, Executive Director of Administrative Services, Director of Safety and Emergency Management

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Strategy 2

2.1.2: The district will continue to offer training in bullying identification and prevention and reporting procedures.

Strategy's Expected Result/Impact: Increased awareness with improved bullying reporting.

Staff Responsible for Monitoring: Director of Safety and Emergency Management, Campus Principals

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Strategy 3

2.1.3: KISD will implement SRP and incorporate Crisis Go for all district employees to use for

emergency response. All emergency equipment and software will be checked during emergency drills.

Strategy's Expected Result/Impact: Standardized response with enhanced preparedness.

Staff Responsible for Monitoring: Director of Safety and Emergency Management, KISD Campus Administrators

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Strategy 4

2.1.4: The district EOP and emergency procedures will be approved by the District Safety Committee coordinated with all local first responders and community organizations.

Strategy's Expected Result/Impact: Comprehensive planning with improved collaboration.

Staff Responsible for Monitoring: District Safety Committee and the Director of Safety and Emergency Management

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Strategy 5

2.1.5: Trainings and strategies will be provided to for mental health support, comprehensive school counseling programs, suicide awareness, sexual abuse training, and violence prevention.

Strategy's Expected Result/Impact: Increased awareness and crisis preparedness.

Staff Responsible for Monitoring: Director of Human Resources, Director of Safety and Emergency Management, Executive Director of Administrative Services, Campus Principals.

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Strategy 6

2.1.6: Based on input from the SHAC, KISD will incorporate appropriate drug and vaping curriculum. Opioid antagonists will be located on each campus and staff members will be

trained on administration. KISD will conduct random drug testing 7-12 with canine assistance.

Strategy's Expected Result/Impact: Drug prevention education and accountability with a deterrence effect through random drug testing.

Staff Responsible for Monitoring: Director of Safety and Emergency Management, Campus Principals

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Strategy 7

2.1.7: KISD will continue to ensure compliance according to the TEA safety standard checklist. Background checks will be routinely checked for all visitors on campuses. Staff and secondary students will be required to wear identification badges.

Strategy's Expected Result/Impact: Enhanced security with visitor accountability through quick identification.

Staff Responsible for Monitoring: Director of Safety and Emergency Management, Campus Principals, Coordinator of Communications, Director of Human Resources

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Strategy 8

2.1.8: KISD will conduct weekly door sweeps and facility inspections two times a year to ensure all safety hardware and equipment is functioning as it is designed to do so. Maintenance requests will be entered and repairs and replacement will be expedited.

Strategy's Expected Result/Impact: Improved safety with timely repairs.

Staff Responsible for Monitoring: Campus Safety Committee, Campus Principal, Director of Maintenance, Director of Safety and Emergency Management

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Strategy 9

2.1.9: Continue to maintain an ongoing sustainability plan for district and campus maintenance needs.

Strategy's Expected Result/Impact: Efficient resource management for long-term planning for well maintained facilities.

Staff Responsible for Monitoring: Director of Maintenance

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Performance Objective 2

KISD will continue to implement strategies designed to reduce the number of discipline referrals for all KISD student groups.

Strategy 1

2.2.1: Seek ways to reduce the number of in school (ISS) and out of school (OSS) discipline placements.

Strategy's Expected Result/Impact: Reduction in discipline infractions.

Staff Responsible for Monitoring: Campus Threat Assessment Teams, Campus Administrators, Behavior Specialists

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Strategy 2

2.2.2: Continued Chapter 37 discipline training for all campus administrative teams to better understand mandatory and discretionary TEC discipline placements.

Strategy's Expected Result/Impact: Increased understanding of Chapter 37 with more informed decision making.

Staff Responsible for Monitoring: Executive Directors of Administrative Services and Student Learning

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Strategy 3

2.2.3: The district code of conduct and student handbook expectations will be enforced with equity across all campuses.

Strategy's Expected Result/Impact: Consistency with discipline with clear expectations that increase trust through equitable enforcement.

Staff Responsible for Monitoring: Campus and District Administrative Teams

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Strategy 4

2.2.4: KISD will partner with local agencies to provide additional support and resources for students in need. Behavior RTI, Threat Assessment teams, CPI, and similar strategies will be routinely used.

Strategy's Expected Result/Impact: Increased resources and improved safety.

Staff Responsible for Monitoring: Director of Safety and Emergency Management, Executive Directors of Administrative Services and Student Learning, Campus Principals

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Strategy 5

2.2.5: Campuses will develop behavior interventions through the PBIS structure for all students in need of services.

Strategy's Expected Result/Impact: Structured support through positive behavior reinforcement.

Staff Responsible for Monitoring: Campus Principals, Executive Directors of Administrative Services and Student Learning

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Strategy 6

2.2.6: Alternative settings (ISS and DAEP) will maximize student learning while correcting misbehavior.

Strategy's Expected Result/Impact: Individualized support and behavior plans.

Staff Responsible for Monitoring: Campus Principals, Executive Directors of Administrative Services and Student Learning

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Strategy 7

2.2.7: Campus staff will make contact with parents of students with excessive absences and action plans will be created in an effort to reduce unexcused student absences.

Strategy's Expected Result/Impact: Increased student attendance rate.

Staff Responsible for Monitoring: Campus Principals

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Strategy 8

2.2.8: Expand RTI-B and Threat Assessment Procedures using guiding information from the Texas State School Safety Center.

Strategy's Expected Result/Impact: Proactive threat identification with an aligned, comprehensive framework to identify and address student behavioral issues.

Staff Responsible for Monitoring: Campus Principals, Executive Directors of Administrative Services and Student Learning, Director of Emergency Management and Safety

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Strategy 9

2.2.9: Provide canine support and surveillances to campuses to maintain safe, drug and weapon free facilities.

Strategy's Expected Result/Impact: Increased safety with regular enhanced security measures.

Staff Responsible for Monitoring: Campus Principals, Executive Directors of Administrative Services and Student Learning, Director of Emergency Management and Safety

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Goal 3 KISD will recruit, develop, retain, and empower highly qualified and passionate staff.

Performance Objective 1

KISD will develop and sustain innovative recruitment strategies that are compelling to new and seasoned employees.

Strategy 1

3.1.1: KISD will recruit high quality staff through innovative strategies aligned within the Bulldog University recruitment pathway.

Strategy's Expected Result/Impact: Increased quality staff retention and recruitment.

Staff Responsible for Monitoring: Director of Human Resources, Executive Directors of Administrative Services and Student Learning, Director of C&I

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Strategy 2

3.1.2: KISD will routinely attend and host job fairs to recruit prospective employees.

Strategy's Expected Result/Impact: Increased candidate pool with a streamlined recruitment process.

Staff Responsible for Monitoring: Director of Human Resources

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Strategy 3

3.1.3: The district will collaborate with universities and colleges to cultivate a pipeline of new educators and host student teachers to provide valuable experience.

Strategy's Expected Result/Impact: Increased candidate pool with a streamlined recruitment process.

Staff Responsible for Monitoring: Director of Human Resources

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Performance Objective 2

KISD will develop and sustain innovative retainment strategies to ensure an 85% or higher retention rate.

Strategy 1

3.2.1: Continue to evaluate the employee compensation plan and ensure that is competitive with surrounding districts and monitored and adjusted as needed.

Strategy's Expected Result/Impact: Attraction of high-quality staff with reduced turnover rates.

Staff Responsible for Monitoring: KISD Superintendent, Director of Human Resources, Executive Director of Administrative Services

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Strategy 2

3.2.2: Provide staff opportunities to expand certifications, particularly in shortage areas.

Strategy's Expected Result/Impact: Increased retention to address shortage areas and enhancing staff skill sets.

Staff Responsible for Monitoring: KISD Superintendent, Director of Human Resources, Executive Director of Administrative Services and Student Learning

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Strategy 3

3.2.3: Continue to implement New Teacher Mentor Program with monthly spotlight collaboratives focusing on timely professional development needs of novice teachers.

Strategy's Expected Result/Impact: Accelerated new teacher growth with continuous improvement mentoring and coaching opportunities.

Staff Responsible for Monitoring: Director of C&I, Instructional Specialist, Executive Director of Student Learning

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Strategy 4

3.2.4: Continue providing resources and training to non-certified staff on a DOI contract to locally certify them in accordance with the TWC Apprentice certification.

Strategy's Expected Result/Impact: Increased certification rates to address individual staff needs and district shortages

Staff Responsible for Monitoring: Director of C&I, Instructional Specialist, Executive Director of Student Learning and Administrative Services, and Director of Human Resources

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Strategy 5

3.2.5: Retain certified staff by providing a portion of health benefits and continuing pay increases to reward longevity. Provide yearly stipends for advanced degrees to encourage professional growth. Continue offering employees an opportunity to be a Member in the district's Sick Leave Bank.

Strategy's Expected Result/Impact: Supportive work environment with attraction of high-quality talent and staff retention.

Staff Responsible for Monitoring: Executive Director of Administrative Services

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Strategy 6

3.2.6: Continue LEAD academy to focus on leadership and influence strategies and create opportunities for staff to take on leadership roles within campuses and departments.

Strategy's Expected Result/Impact: Build capacity within KISD staff with pipeline of future administrators

Staff Responsible for Monitoring: Executive Director of Administrative Services and KISD Superintendent

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Strategy 7

3.2.7: Increase staff capacity and ownership through embedded learning opportunities.

Strategy's Expected Result/Impact: Professional development with cultivation of leadership skills.

Staff Responsible for Monitoring: Campus Principals, District administrators

Formative Reviews

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Strategy 8

3.2.8: Begin Teacher Incentive Allotment implementation process.

Strategy's Expected Result/Impact: Attraction and retention of high quality teachers and improvement of teacher performance.

Staff Responsible for Monitoring: Campus Principals, Coordinator of Federal and State Programs, Executive Director of Student Learning

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Goal 4

Actively partner with students, families, staff, and our community to promote collaborative stakeholder engagement that supports the evolving needs of our Bulldogs.

Performance Objective 1

KISD will actively partner with all stakeholders to promote collaborative engagement and participation.

Strategy 1

4.1.1 The district will utilize district and campus advisory councils composed of various stakeholders to provide feedback and input on relevant campus and district goals and projects

Strategy's Expected Result/Impact: Increased stakeholder involvement with diverse feedback

Staff Responsible for Monitoring: Campus and District Administrators

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Strategy 2

4.1.2: Through various communication modalities, KISD will provide routine updates on district and campus events.

Strategy's Expected Result/Impact: Timely information through increased awareness and communication.

Staff Responsible for Monitoring: Coordinator of Communications and Campus Principals

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Strategy 3

4.1.3: Facilitate parental involvement and outreach opportunities including parent nights on various topics including, but not limited to: literacy, fine arts programs, FAFSA, Texas School Grant information, graduation requirements, and course offerings.

Strategy's Expected Result/Impact: Increased parent engagement and understanding of educational resources

Staff Responsible for Monitoring: Campus Principals

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Strategy 4

4.1.4: Implement requirements of Every Student Succeeds Act (ESSA) regarding family and parent engagement.

Strategy's Expected Result/Impact: Increased parent involvement

Staff Responsible for Monitoring: Campus and Department Administrators

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Strategy 5

4.1.5: Continue valuable partnership with the KISD Education Foundation.

Strategy's Expected Result/Impact: Increased funding opportunities to support educational initiatives

Staff Responsible for Monitoring: Coordinator of Communications

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Strategy 6

4.1.6: Skyward Family Access will be available for parents and students to view current grades online and information pertaining to attendance, discipline, and missing assignments.

Strategy's Expected Result/Impact: Increased transparency with timely intervention.

Staff Responsible for Monitoring: Campus Principals, CTO

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Strategy 7

4.1.7: KISD will make routine parent/guardian contacts as designated by campus guidelines to ensure parents and guardians are well informed about their child's successes and areas of need.

Strategy's Expected Result/Impact: Increased communication and parental engagement

Staff Responsible for Monitoring: Campus Principals, Campus Teachers, Coordinator of Communications

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Strategy 8

4.1.8: Maintain a visible community presence and increase participation of community groups to provide connection opportunities for our Bulldog learners.

Strategy's Expected Result/Impact: Increased participation and visibility to support student development.

Staff Responsible for Monitoring: Campus and District Administrators

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Strategy 9

4.1.9: Identify, establish, and broaden community partnerships which afford internship opportunities and authentic career experiences for our Bulldog learners.

Strategy's Expected Result/Impact: Increased career readiness and networking opportunities

Staff Responsible for Monitoring: Coordinator of CTE, Executive Director of Administrative Services, Campus Principals

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Goal 5 Ensure all students are equipped with the necessary tools for postsecondary success.

Performance Objective 1

Increase the graduation rate by 1 percentage point from the 2023 graduation rate.

Strategy 1

5.1.1: Continue implementing plans for secondary students that are at-risk of not graduating to remain in school and receive appropriate support.

Strategy's Expected Result/Impact: Improved graduation rates with tailored interventions.

Staff Responsible for Monitoring: Campus Principals

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Strategy 2

5.1.2: Continue providing opportunities for self paced course completion or recovery through an online platform including credit recovery and the Gateway Optional Flexible Year Program.

Strategy's Expected Result/Impact: Increased flexibility and credit recovery rates.

Staff Responsible for Monitoring: High School Campus Principal, Executive Directors of Administrative Services and Student Learning.

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Strategy 3

5.1.3: Implement plans for high school counselors and administrative teams to monitor student 4 year plans, credit accrual, state assessments, and progress towards graduation.

Strategy's Expected Result/Impact: Increased graduation rates and enhanced academic planning

Staff Responsible for Monitoring: High School Campus Principal, Executive Directors of Administrative Services and Student Learning.

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Strategy 4

5.1.4: Implement consistent opportunities for students at each grade level to explore interests and passions.

Strategy's Expected Result/Impact: Increased student engagement with the development of critical thinking skills.

Staff Responsible for Monitoring: Campus Principals, Executive Directors of Administrative Services and Student Learning.

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Strategy 5

5.1.5: Explore opportunities for students to attend a Dropout Recovery School setting.

Strategy's Expected Result/Impact: Increased graduation rates with personalized learning environment.

Staff Responsible for Monitoring: KHS Campus Principal, Executive Directors of Administrative Services and Student Learning.

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Performance Objective 2

Increase the scale score for College Career Military Readiness to a minimum of 90.

Strategy 1

5.2.1: Implement a plan to increase the number of students enrolling in dual credit courses.

Strategy's Expected Result/Impact: Expanded academic opportunities to improve college readiness.

Staff Responsible for Monitoring: KHS Campus Principal, Executive Directors of Administrative Services and Student Learning.

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Strategy 2

5.2.2: Increase the number of industry-based certifications by a minimum of 10% this year.

Strategy's Expected Result/Impact: Greater career readiness with alignment to workforce needs.

Staff Responsible for Monitoring: CTE Coordinator, KHS Campus Principal, Executive Directors of Administrative Services and Student Learning.

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Strategy 3

5.2.3: Increase student knowledge of and preparation for TSI, ACT, and SAT college readiness assessments. Continue to offer assessments during the school day.

Strategy's Expected Result/Impact: Improved assessment scores and college readiness.

Staff Responsible for Monitoring: KHS Campus Principal, Executive Directors of Administrative Services and Student Learning.

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Strategy 4

5.2.4: Increase student knowledge and application of soft skills such as resume writing, interviewing, and collaborating with others.

Strategy's Expected Result/Impact: Preparation for college and career.

Staff Responsible for Monitoring: Classroom Teachers, Campus Principals

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Strategy 5

5.2.5: CCMR student indicators will be consistently reviewed to determine students at-risk of not meeting CCMR readiness and action plans will be created to ensure completion.

Strategy's Expected Result/Impact: Increased CCMR Readiness

Staff Responsible for Monitoring: CTE Coordinator

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Strategy 6

5.2.6: Build teacher capacity to deliver rigorous and engaging college-level instruction.

Strategy's Expected Result/Impact: Improved instructional effectiveness with increased student engagement and higher academic performance.

Staff Responsible for Monitoring: Classroom Principals, Director of C&I, Executive Director of Student Learning

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Strategy 7

5.2.7: Implement activities to help facilitate the transition from secondary to post-secondary including the FAFSA and college application process.

Strategy's Expected Result/Impact: Increased college enrollment rates with enhanced student preparedness.

Staff Responsible for Monitoring: Campus Principals

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Performance Objective 3

Students will explore various careers that align with their program of study, providing opportunities for hands-on experiences, industry visits, and networking with professionals to enhance their understanding of potential career paths.

Strategy 1

5.3.1: Invite professionals from various industries to speak to students about their careers, daily responsibilities, and the skills needed for success.

Strategy's Expected Result/Impact: Enhanced career awareness with real-world insights.

Staff Responsible for Monitoring: CTE Coordinator, CTE Teachers, Executive Director of Student Learning and Administrative Services

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Strategy 2

5.3.2: Partner with local businesses and the Kilgore Chamber of Commerce and organizations to provide students with job shadowing experiences in fields related to their studies.

Strategy's Expected Result/Impact: Real-world experiences with additional career exploration.

Staff Responsible for Monitoring: CTE Coordinator, CTE Teachers, Executive Director of Student Learning and Administrative Services

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Strategy 3

5.3.3: Enhance counseling/CTE transition services to provide individualized support for career

exploration and planning, including resume writing and interview preparation.

Strategy's Expected Result/Impact: Personalized career guidance with improved career readiness.

Staff Responsible for Monitoring: CTE Coordinator, CTE Teachers, Executive Director of Student Learning and Administrative Services

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Strategy 4

5.1.4: Incorporate career exploration into the curriculum, using projects and assignments that relate to real-world applications in their field of study.

Strategy's Expected Result/Impact: Increased relevance of education with improved career awareness.

Staff Responsible for Monitoring: CTE Coordinator, CTE Teachers, Executive Director of Student Learning and Administrative Services

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Goal 6

KISD will ensure exemplary financial management, maximize funding resources, and provide and maintain state-of-the-art facilities that support innovative instructional practice, advanced student performance, and community partnership.



Assurances

Statutorily Required Assurances

The LEA Plan must include assurances that the LEA will:

1. Ensure migratory children and formerly migratory children eligible to receive services are selected to receive services on the same basis as other children [Section 1112(c)(1)].
2. Provide services to eligible children attending private schools in accordance with section 1117, and timely and meaningful consultation with private school officials [Section 1112(c)(2)].
3. Participate, if selected, in the National Assessment of Educational Progress in reading and math in grades 4 and 8 [Section 1112(c)(3)].
4. Coordinate and integrate services with other English learners, children with disabilities, migratory children, American Indian, Alaska Native, and Native Hawaiian children, and homeless children and youths to increase program effectiveness, eliminate duplication, and reduce fragmentation [Section 1112(c)(4)].
5. Collaborate with State or local child welfare agency to—
 - Designate a point of contact if the corresponding child welfare notifies the LEA, in writing, that the agency has designated an employee to serve as a point of contact for the LEA;
 - Develop and implement clear written procedures governing how transportation to maintain children in foster care in their school of origin (when in their best interest) will be provided, arranged, and funded for the duration of the time in foster care. [Section 1112(c)(5)]. (For details of what these procedures must ensure, see Children in Foster Care.)
6. Ensure all teachers and paraprofessionals working in Title I, Part A, supported programs meet applicable State certification and licensure requirements [Section 1112(c)(6)].
7. For LEAs using Title I, Part A funds to provide early childhood education services to low-income children, ensure that services comply with performance standards of the Head Start Act [Section 1112(c)(7)].
8. Notify the parents of each student attending any school receiving Title I, Part A funds of the Parents' Right-To-Know [Section 1112(e)(1)].
9. Notify the parents of each student attending any school receiving Title I, Part A funds of Testing Transparency [Section 1112(e)(2)].
10. Implement an effective means of outreach to parents of English learners [Section 1112(e)(3)(C)].

Signature indicates the 10 assurances are included in the LEA Plan Signature of Assurance



Policies, Procedures, and Requirements

Policies, Procedures, and Requirements

Title	Person Responsible	Review Date	Addressed By	Addressed On
Bullying Prevention	Ms. Zevely Hatcher	--	April Cox	10/3/2024
Child Abuse and Neglect	Ms. April Cox	--	April Cox	10/3/2024
Coordinated Health Program	Mr. Charles Presley	--	April Cox	10/3/2024
Decision-Making and Planning Policy Evaluation	Ms. April Cox	--	April Cox	10/3/2024
Disciplinary Alternative Education Program (DAEP)	Ms. Zevely Hatcher	--	April Cox	10/3/2024
Dropout Prevention	Ms. Zevely Hatcher	--	April Cox	10/3/2024
Dyslexia Treatment Program	Ms. Becci Thurston	--	April Cox	10/3/2024
Recruiting Teachers and Paraprofessionals	Ms. April Cox/Ms. Amy Broadus	--	April Cox	10/3/2024
Student Welfare: Crisis Intervention Programs and Training	Ms. Zevely Hatcher	--	April Cox	10/3/2024
Student Welfare: Discipline/Conflict/Violence Management	Ms. Zevely Hatcher	--	April Cox	10/3/2024
Texas Behavior Support Initiative (TBSI)	Campus Principals	--	April Cox	10/3/2024
Technology Integration	Mr. Mark Sprague	--	April Cox	10/3/2024
Job Description for Peace Officers, Resource Officers & Security Personnel	Mr. Charles Presley	--	April Cox	10/3/2024