

Kilgore Independent School District



Kilgore High School

2024-2025 Campus Improvement Plan

Mission Statement

Preparing today's students for tomorrow's opportunities

Vision

Igniting life-long learning in all students

Table of Contents

Goals	4
Goal 1 : LEARNING AND DEVELOPMENT: Provide all KHS students with engaging and inn...	5
Goal 2 : SAFETY AND SECURITY: Provide all Bulldogs with a safe and responsive learnin...	6
Goal 3 : HUMAN CAPITAL: KHS will recruit, develop, retain, and empower highly qualifie...	7
Goal 4 : STAKEHOLDER ENGAGEMENT: KHS will actively partner with students, families...	8
Goal 5 : COLLEGE AND CAREER READINESS: Ensure all students are equipped with the ...	9
Policies, Procedures, and Requirements	10



Goals

Goal 1

LEARNING AND DEVELOPMENT:

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

Performance Objective 1

Objective 1.1: Increase the percent of students achieving Meets grade level on STAAR/EOC Reading Language Arts. 1.1.a: Provide RLA collaboratives in STAAR tested grade levels and a 9-12 vertical team meeting focusing on alignment to standards and effective teaching strategies. 1.1.b: Support the Response to Intervention framework by providing training and ongoing support RLA strategies and interventions. 1.1.c: Implement instructional practices for RLA, including learning from the state Reading Academy. 1.1.d: Support language arts instruction by providing professional development learning communities and instructional coaching determined by campus and/or teacher needs. 1.1.e: Ensure use of phonics based instruction to assist in the development of literacy skills.

Performance Objective 2

Objective 1.2: Increase the percent of students achieving Meets grade level on STAAR/EOC Math. 1.2.a: Support the implementation of math accelerated instruction, tutorials, and extended day/year learning opportunities. 1.2.b: Support math instruction by providing professional development, professional learning communities, and instructional coaching as determined by campus/teacher needs. 1.2.c: Support the district's Response to Intervention framework by providing training and ongoing support. 1.2.d: Provide instructional support and coaching through learning communities and outside consultants and Region VII service center and implement best instructional practices

Performance Objective 3

Objective 1.3: Provide and support a robust digital-aged learning environment to inspire student learning, effective communication, problem solving, and creativity. 1.3.a: Ensure short and long range technology plans are in place to support the purchase of devices, network effectiveness, and security. 1.3.b: Continue to provide ongoing professional development opportunities on technology standards, effective strategies, and use of technology to improve productivity and student achievement. 1.3.c: Utilize learning management platforms to deliver instructional content, differentiate instruction for students, and provide continuous learning opportunities. 1.3.d: Web based learning software will be available for accelerated student learning during and outside of the school day.

Performance Objective 4

Objective 1.4: Ensure students within identified populations, including but not limited to students receiving Special Education, GT, and ELL services as well as at-risk supports and interventions show a minimum of one year of academic growth on STAAR/EOC and routine progress monitoring screeners. 1.4.a: Ensure program compliance and evaluate effectiveness and alignment of programs to support and promote standards and best practices for identified populations. 1.4.b: Administer Universal Screeners a minimum of three times a school year and evaluate data to make informed student decisions. 1.4.c: Support and provide coaching to staff members working with identified special populations to evaluate the fidelity and effectiveness of instruction. 1.4.d: Provide parents with educational materials and training to reinforce academic skills outside of the instructional day. 1.4.e: Routinely meet with campus principals to review progress monitoring of interventions and academic/behavioral performance of students

Goal 2

SAFETY AND SECURITY:

Provide all Bulldogs with a safe and responsive learning environment.

Performance Objective 1

Objective 2.1: KHS will provide a safe and secure learning environment through allocation of district resources and trainings and ensure TEA and legislative compliance. 2.1.a: The district will continue to ensure that security personnel, including but not limited to School Resource Officers, Security Officers, and Guardians, are visible on all district campuses. 2.1.b: The district will continue to offer training in bullying identification and prevention and reporting procedures. 2.1.c: KHS facilities will implement SRP and check emergency equipment and software while conducting routine emergency drills. 2.1.d: The district EOP and emergency procedures will be approved by the District Safety Committee coordinated with all local first responders and community organizations. 2.1.e: Trainings and strategies will be provided to provide mental health support, comprehensive school counseling programs, suicide awareness, sexual abuse training, and violence prevention. 2.1.f: Based on input from the SHAC, KHS will incorporate appropriate drug and vaping curriculum. Opioid antagonists will be located on each campus and staff members will be trained on administration. KHS will conduct random drug testing 9-12 with canine assistance. 2.1.g: 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. 2.1.h: KHS will conduct weekly door sweeps and twice annual facility inspections 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. 2.1.i: Continue to maintain an ongoing sustainability plan for district and campus maintenance needs.

Performance Objective 2

Objective 2.2: KHS will continue to implement strategies designed to reduce the number of discipline referrals for all KHS student groups. 2.2.a: Seek ways to reduce the number of in school (ISS) and out of school (OSS) discipline placements. 2.2.b: Continued Chapter 37 discipline training for all campus administrative teams to better understand mandatory and discretionary TEC discipline placements. 2.2.c: The district code of conduct and KHS student handbook expectations will be enforced with equity along with all campuses. 2.2.d: KHS 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. 2.2.e: KHS will develop behavior interventions through the PBIS structure for all students in need of services. 2.2.f: Alternative settings (ISS and DAEP) will maximize student learning while correcting misbehavior. 2.2.g: KHS 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. 2.2.h: Expand RTI-B and Threat Assessment Procedures using guiding information from the Texas State School Safety Center. 2.2.i: KHS will employ canine support and surveillances to the campus to maintain safe, drug and weapon free facilities.

Goal 3

HUMAN CAPITAL:

KHS will recruit, develop, retain, and empower highly qualified and passionate staff.

Performance Objective 1

Objective 3.1: KHS will develop and sustain innovative recruitment strategies that are compelling to new and seasoned employees. 3.1.a: KHS will recruit high quality staff through innovative strategies alongside the Bulldog University recruitment pathway. 3.1.b: A KHS representative will routinely attend and host job fairs to recruit prospective employees. 3.1.3c: KHS will collaborate with universities and colleges to cultivate a pipeline of new educators and host student teachers to provide valuable experience.

Performance Objective 2

Objective 3.2: KISD will develop and sustain innovative retainment strategies to ensure an 85% or higher retention rate. 3.2.a: KHS will provide mentor teachers to assist with campus procedures. 3.2.b: Campus administrators will provide proactive assistance to teacher needs. 3.2.c: KHS will recognize teachers for their accomplishments and reward them throughout the year.

Goal 4

STAKEHOLDER ENGAGEMENT:

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

Performance Objective 1

Objective 4.1: KISD will actively partner with all stakeholders to promote collaborative engagement and participation. 4.1.a The campus will utilize advisory councils composed of various stakeholders to provide feedback and input on relevant campus goals and projects. 4.1.b: Through various communication modalities, KHS will provide routine updates on campus events. 4.1.c: Facilitate parental involvement and outreach opportunities including parent nights on various topics including: FAFSA, graduation requirements, and course offerings. 4.1.d: Skyward Family Access will be available for parents and students to view current grades online and information pertaining to attendance, discipline, and missing assignments. 4.1.e: KHS 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. 4.1.f: Maintain a visible community presence and increase participation of community groups to provide connection opportunities for our KHS students.

Goal 5

COLLEGE AND CAREER READINESS:

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

Performance Objective 1

Objective 5.1: Increase the graduation rate by 1 percentage point from the 2023 graduation rate. 5.1.a: KHS will continue implementing plans for secondary students that are at-risk of not graduating to remain in school and receive appropriate support. 5.1.b: KHS will continue providing opportunities for self-paced course completion or recovery through an online platform including credit recovery and the Gateway Optional Flexible Year Program. 5.1.c: KHS will implement plans for high school counselors and administrative teams to monitor student 4 year plans, credit accrual, state assessments, and progress towards graduation. 5.1.d: KHS will implement consistent opportunities for students at each grade level to explore interests and passions.

Performance Objective 2

Objective 5.2: Increase the scale score for College Career Military Readiness to a minimum of 90. 5.2.a: KHS will implement a plan to increase the number of students enrolling in dual credit courses. 5.2.b: KHS will increase the number of industry-based certifications by a minimum of 10% this year. 5.2.c: KHS will increase student knowledge of and preparation for TSI, ACT, and SAT college readiness assessments. Continue to offer during these assessments during the school day. 5.2.d: KHS will increase student knowledge and application of soft skills such as resume writing, interviewing, and collaborating with others. 5.2.e: CCMR student indicators will be consistently reviewed by counselors and administrators to determine students at risk of not meeting CCMR readiness and action plans will be created to ensure completion. 5.2.f: KHS will build teacher capacity to deliver rigorous and engaging college-level instruction. 5.2.g: KHS will implement activities to help facilitate the transition from secondary to post-secondary including the FAFSA and college application process.



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