

EARLY CHILDHOOD CAMPUS

Including Head Start, Prekindergarten, and ECSE

Campus Improvement Plan

with Head Start School Readiness Outcomes

2026-2027

"Inspiring from the Start"

EARLY CHILDHOOD CAMPUS, Including Head Start, Prekindergarten, and ECSE

NAME	POSITION
Jennifer Dennison	Director
Amanda Martin	Campus Coordinator - Education
Traci Walker	Campus Coordinator - Family
Sarah Richardson	Campus Coordinator - Health and Safety
Janett Holcomb	Director's Secretary
Paige Salazar	Head Start Teacher
Grecia Mendoza	Head Start Teacher
Guadalupe Garcia	Head Start Teaching Assistant
Silvia England	Pre-K Teacher
Nayely Munoz	Pre-K Assistant
Jessica Cruces	Head Start Parent/ Policy Council President
Steve Schwartz	Executive Director
Soyla Reyna	Community Member
Kristin Clery	Parent
Jelastick Rodriguez	Parent

EARLY CHILDHOOD CAMPUS

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Mission

The mission of the Kerrville ISD Early Childhood Campus is to provide quality educational experiences and comprehensive support and services in order that each individual is empowered to achieve success in every aspect of daily life. We will achieve this through our commitment to continuous improvement and in partnership with parents, our school community, and the greater Hill Country community.

Vision

An educational leader in the heart of the Hill Country, inspiring all students to become lifelong learners and productive citizens.

Nondiscrimination Notice

KISD EARLY CHILDHOOD CENTER does not discriminate on the basis of race, color, national origin, sex, or disability in providing educational 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.

KEY TO HEAD START CHILD DEVELOPMENT AND EARLY LEARNING FRAMEWORK DOMAINS

1. Language and Literacy	↔ Literacy Knowledge and Skills - Book Appreciation - Phonological Awareness - Alphabet Knowledge - Print Concepts and Conventions - Early Writing ↔ Language Development - Receptive Language - Expressive Language ↔ English Language Development - Receptive English Language Skills - Expressive English Language Skills - Engagement in English Literacy Activities
2. Cognitive and General Knowledge	↔ Science Knowledge and Skills - Scientific Skills and Method - Conceptual Knowledge of the Natural and Physical World ↔ Mathematics Knowledge and Skills - Number Concepts and Quantities - Number Relationships and Operations - Geometry and Spatial Sense - Patterns - Measurement and Comparison ↔ Social Studies Knowledge and Skills - Family and Community - History and Events - People and the Environment ↔ Logic and Reasoning - Reasoning and Problem Solving - Symbolic Representation
3. Physical Development and Health	↔ Physical Development and Health - Physical Health Status - Health Knowledge and Practice - Gross Motor Skills - Fine Motor Skills
4. Social and Emotional Development	↔ Social and Emotional Development - Social Relationships - Self-Concept and Self-Efficacy - Self-Regulation - Emotional and Behavioral Health
5. Approaches to Learning	↔ Creative Arts Expression - Music - Creative Movement and Dance - Art - Drama ↔ Approaches to Learning - Initiative and Curiosity - Persistence and Attentiveness - Cooperation

KISD Early Childhood Campus, including HS, PK, and ECSE Improvement Plan with Head Start School Readiness Outcomes 2026-2027

Facilitator: Jennifer Dennison

Strategic Goal 1:		The Kerrville ISD ECC will close achievement and school readiness gaps among all student population groups through the provision of a strong research-based curriculum, well-planned instruction, and high-quality materials calibrated to the ages, prior learning, interests, and developmental levels of its students.				
Performance Objective 1.1:		100% of ECC students will be provided with quality programming, including research-based instructional strategies and best practices in early childhood education, in order to demonstrate growth in the academic areas of language arts, mathematics, science and social emotional development.				
Activity/Strategy	Fiscal	Person(s) Responsible	Timeline Start	Timeline End	Resources - Material	Evaluation
1. Utilize integrated thematic units for students to build and develop age-appropriate concepts, vocabulary, confidence in their abilities, and a strong identity rooted in their family and culture. (HS Domains 1,2,3,4,5)	ESSA Title 1 SWP Federal Funds Local Funds	Education Coordinator	08/10/2026	07/31/2027	Field Trip, Interdisciplinary Unit, Library Resources, Relevant Curriculum	Classroom observations by campus administrator and coordinators; weekly lesson plans; CIRCLE assessment; conferences with teachers, teacher meeting agendas, minutes, PLC.
2. Plan multiple opportunities daily to hear and use language, build vocabulary, develop phonological awareness and alphabet knowledge, print concepts, and emergent reading and writing skills through centers and large and small group activities. (HS Domains 1,2,5)	ESSA Title 1 SWP Federal Funds Local Funds	Education Coordinator	08/10/2026	07/31/2027	Field Trip, Interdisciplinary Unit, Library Resources, Relevant Curriculum, KISD Literacy Initiative Plan	Classroom observations by campus administrator and coordinators; weekly lesson plans; CIRCLE assessment; conferences with teachers, teacher meeting agendas and minutes. PLC's
3. Plan multiple opportunities weekly to develop numeracy, geometry, patterning, sequencing, classifying, observation, and investigation skills. (HS Domains 1,2) KISD Goal #3. 3.5 Provide all students opportunities to participate in STEM activities.	ESSA Title 1 SWP Federal Funds Local Funds	Education Coordinator	08/10/2026	07/31/2027	Field Trip, Interdisciplinary Unit, Library Resources, Relevant Curriculum	Classroom observations by campus administrator and coordinators; weekly lesson plans; CIRCLE assessment; conferences with teachers, teacher meeting agendas and minutes. PLC's

Performance Objective 1.2:		100% of ECC students will participate in fine and gross motor experiences that integrate neuro-developmental maturation techniques into the regular curriculum.				
Activity/Strategy	Fiscal	Person(s) Responsible	Timeline Start	Timeline End	Resources - Material	Evaluation
1. All students will attend the Cubby Motor Lab or Gym at least one time weekly to develop, mature and build skills that are motor-based and will support the integrated learning process in the classroom. (HS Domains 1,3,4)	ESSA Title 1 SWP Federal Funds Local Funds	Education Coordinator	08/10/2026	07/31/2027	Ready Body/Learning Minds Curriculum, Relevant Staff Development, KISD Physical Therapist	Observations by campus administrator and coordinators, weekly lesson plans; CIRCLE assessment; Ready Bodies Learning Minds Instruction; conferences with teachers, teacher meeting agendas and minutes, PLC's
2. All students will participate in the Handwriting without Tears Instruction during Center Time with instructional guidance and support in order to support their transition to Kindergarten. (HS Domains 1,2,3,4,5)	ESSA Title 1 SWP Federal Funds Local Funds Special Ed. Funds	Education Coordinator	08/10/2026	07/31/2027	KISD Physical and Occupational Therapists, Paraprofessionals, Teachers, Coordinators	Observations by campus administrator and coordinators; weekly lesson plans; CIRCLE assessment; conferences with teachers, teacher meeting agendas and minutes. PLC's
Performance Objective 1.3:		100% of ECC students will become increasingly confident and independent users of age-appropriate technology.				
Activity/Strategy	Fiscal	Person(s) Responsible	Timeline Start	Timeline End	Resources - Material	Evaluation
1. All students will operate computer input and output devices at a level appropriate for their age (iPad, View Sonic Boards, non-connected keyboards and mouse within writing centers, opportunity on desktop computers or laptops during center time rotations). (HS Domains 1,2,3)	ESSA Title 1 SWP Federal Funds Local Funds	Education Coordinator	08/10/2026	07/31/2027	Relevant Curriculum, Relevant Staff Development	Observations by campus administrator and coordinators; weekly lesson plans; CIRCLE assessment; conferences with teachers, teacher meeting agendas and minutes, PLC's
Performance Objective 1.4: KISD Strategic Plan Goal #3:3.1		100% of ECC students will participate in field trips to enhance and support all children engagement in learning experiences and activities which address career pathways. Develop a comprehensive counseling guidance plan that will address career pathways and educational requirements to help all students grow to their fullest potential, academically, socially and intellectually.				
Activity/Strategy	Fiscal	Person(s) Responsible	Timeline Start	Timeline End	Resources - Material	Evaluation

1. All students will participate in field trips throughout the school year that are aligned with the curriculum and the Prekindergarten Guidelines and Head Start School Readiness Outcomes to enhance learning and awareness of careers and post-secondary education. (HS Domains 1,2,5)	ESSA Title 1 SWP Federal Funds Local Funds	Education Coordinator	08/10/2026	07/31/2027	Relevant Curriculum, Safety Procedure Resources	Observations by campus administrator and coordinators; weekly lesson plans
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Performance Objective 1.5:	Interventions will be provided for all ECC students identified as needing modifications, accommodations, and/or services in addition to or beyond the regular classroom.					
Activity/Strategy	Fiscal	Person(s) Responsible	Timeline Start	Timeline End	Resources - Material	Evaluation
1. Multi-Tiered System and Supports Team (MTSS) and Mental Health Consultant and Facilitator will be utilized to determine factors contributing to student academic and behavioral challenges and to support classroom teachers by making appropriate referrals or suggesting strategies, modifications, or accommodations to facilitate student success.	ESSA Title 1 SWP Federal Funds Local Funds	Director, Education Coordinator, Family Coordinator, Mental Health Consultant and Mental Health Facilitator, Health and Safety Coordinator	08/10/2026	07/31/2027	Time and Effort,	Review of Skyward data on behavior referrals; staffing meetings; and, when needed, MTSS tracking sheets and Family Focus Team meetings, and Mental Health Consultant referrals.
2. Bilingual teacher(s) will utilize appropriate Spanish materials and strategies that are aligned with the curriculum, Prekindergarten Guidelines and Head Start School Readiness Outcomes. (HS Domains 1,2,3,4,5)	ESSA Title 1 SWP Bilingual/ESL Federal Funds Local Funds	Director Education Coordinator, All Coordinators	08/10/2026	07/31/2027	Relevant Curriculum, Relevant Staff Development	Classroom observations by campus administrator and coordinators; weekly lesson plans; CIRCLE assessment; conferences with teachers, teacher meeting agendas and minutes, PLC's
3. Teachers in the Early Childhood Special Education (ECSE) classes will utilize appropriate materials and strategies to meet all IEP goals and objectives and that are aligned with the curriculum, the Prekindergarten Guidelines, Head Start School Readiness Outcomes, and Kindergarten TEKS. Provide inclusive opportunities for special	ESSA Title 1 SWP Federal Funds Local Funds Special Ed Funds,	Director Education Coordinator Special Education Support, All Coordinators	08/10/2026	07/31/2027	Relevant Curriculum, Relevant Staff Development,	Classroom observations by campus administrator and coordinators; weekly lesson plans; CIRCLE assessment; conferences with teachers, teacher meeting agendas and minutes, PLC's

education students in ECC classrooms. A Co-Teaching Model with ECSE and general education students is being implemented to provide ECSE with age appropriate instruction. (HS Domains 1,2,3,4,5)						
4. ESL teacher(s) will use appropriate materials and strategies aligned with the curriculum, Prekindergarten Guidelines, and the Head Start School Readiness Outcomes. (HS Domains 1,2,3,4,5)	ESSA Title 1 SWP Federal Funds Local Funds Special Ed. Funds	Director Education Coordinator, all Coordinators	08/10/2026	07/31/2027	Relevant Curriculum, Relevant Staff Development,	Classroom observations by campus administrator and coordinators; weekly lesson plans; CIRCLE assessment; conferences with teachers, teacher meeting agendas and minutes, PLC's
5. Increase the amount of learning time for students enrolled in the bilingual program by offering a summer program before entrance into Kindergarten. (HS Domains 1,2,3,4,5)	ESSA Title 1 SWP Federal Funds Local Funds	Director Education Coordinator	08/10/2026	07/31/2027	Title III Bilingual / ESL	Summer program enrollment records, progress reports.
Performance Objective 1.6:	ECC will facilitate the transition of all students in its programs (Head Start, Prekindergarten and the Early Childhood Special Education) to the district's elementary schools.					
Activity/Strategy	Fiscal	Person(s) Responsible	Timeline Start	Timeline End	Resources - Material	Evaluation
1. ECC will invite the principals and other campus representatives from each elementary school to the Spring Parent Meeting. Opportunity will be provided for the campus personnel to share refreshments and engage in an informal question and answer session with the parents of students within their attendance zones. (HS Parent, Family and Community Engagement Framework 5)	ESSA Title 1 SWP Federal Funds Local Funds	Director, Family Coordinator, Education Coordinator	08/10/2026	07/31/2027	Time and Effort	ECC parent and elementary campus participation; successful transition of ECC students to Kindergarten; sign-in sheets; feedback evaluations from parents and staff.
2. Plan a field trip in May for all students to a district elementary school. Students will meet the principal and Kindergarten teachers and take a tour of the campus including, if possible, the cafeteria, gym, and playground. (HS Domains 2,5)	ESSA Title 1 SWP Federal Funds Local Funds	Director Education Coordinator, All Coordinators	08/10/2026	07/31/2027	Time and Effort	Completion of field trip; teacher observation; successful transition of ECC students to Kindergarten.
3. Work in partnership with KISD Kindergarten teachers and special	ESSA Title 1 SWP	Director	08/10/2026	07/31/2027	Time and Effort	Participation of ECC and KISD Kindergarten teachers and

education teachers, as appropriate, by hosting an informal meeting for each campus to discuss the transitioning needs of ECC students.	Federal Funds Local Funds	Education Coordinator, All Coordinators				administrators; successful transition of ECC students to Kindergarten.
4. Utilize face-to-face meetings and secure district network drives to share student documents (MTSS, screening results, etc.) with receiving elementary campus.	ESSA Title 1 SWP Federal Funds Local Funds	Director Education Coordinator, All Coordinators	08/10/2026	07/31/2027	Time and Effort	Successful transition of ECC students to Kindergarten.

Strategic Goal 2:	KISD ECC will implement a campus-wide, values-based safe school model that incorporates behavior supports, a positive school climate, school safety, and expectations.					
Performance Objective 2.1:	ECC will provide instruction that fosters emotional security and promotes critical thinking and problem solving to students for social, emotional, behavioral and language development.					
Activity/Strategy	Fiscal	Person(s) Responsible	Timeline Start	Timeline End	Resources - Material	Evaluation
1. Implement Conscious Discipline methods in the classrooms to support positive behavioral outcomes. Utilize elements of Kimochi to support transition to the curriculum utilized by KISD elementary schools, Kimochi. (HS Domains 1,2,4) (HS Parent, Family and Community Engagement Framework 3)	ESSA Title 1 SWP Federal Funds Local Funds	Education Coordinator, Mental Coordinator and Facilitator	08/10/2026	07/31/2027	Field Trip, Interdisciplinary Unit, Library Resources, Relevant Curriculum	Classroom observations by campus administrator and coordinators; weekly lesson plans; CIRCLE assessment; conferences with teachers, teacher meeting agendas and minutes; Discipline and MTSS referrals; observation; input from teachers and other staff.
2. Utilize Mental Health Consultant and Facilitator and MTSS meetings to provide support to teachers who have students with behavioral concerns by creating and implementing behavior plans.	ESSA Title 1 SWP Federal Funds Local Funds	Education Coordinator, Mental Health Coordinator and Facilitator	08/10/2026	07/31/2027	Behavior Plan, Relevant Staff Development, Safety Procedure Resources, Staff Handbook, Referral Materials,	Family meeting notes, plans of action and follow-up; MTSS referral forms, MTSS documentation plans and tracking, behavior plans. Mental Health Consultant's individual plans.
3. ECC staff will greet all parents and visitors warmly and provide needed assistance. (HS Parent, Family and Community Engagement Framework 1)	ESSA Title 1 SWP Federal Funds Local Funds	Family Coordinator Office Staff Coordinators	08/10/2026	07/31/2027	Time and Effort	Observation.
4. Director will encourage and provide opportunities for staff to communicate openly and honestly within a positive working atmosphere.	ESSA Title 1 SWP Federal Funds Local Funds	Director	08/10/2026	07/31/2027	Professional Development, Weekly meetings, MSO, Smore, Campus calendar	Observation

Performance Objective 2.2:	ECC will continue to monitor the Campus Crisis Plan to ensure student and staff safety.					
Activity/Strategy	Fiscal	Person(s) Responsible	Timeline Start	Timeline End	Resources - Material	Evaluation
1. Utilize Raptor as the campus wide visitor and staff identification program	ESSA Title 1 SWP Federal Funds Local Funds	Director Office Staff	08/10/2026	07/31/2027	Time and Effort	District and campus written policies and procedures.
2. Ensure a safe, drug free environment for students and staff that is conducive to learning by providing: • Campus Crisis Management Team training; • Campus Safety Plan Drills for emergency procedures; • Nonviolent Crisis Intervention (CPI) trainings; • Regularly scheduled Crisis Management Team meetings; • Student Code of Conduct; • Review/practice AED/CPR procedures; • Bus evacuation drills; and • District Wide Training such as "Stop the Bleed".	ESSA Title 1 SWP Federal Funds Local Funds	Director Safety Coordinator Office Staff Coordinators	08/10/2026	07/31/2027	Newsletters	Observation; agendas and sign in sheets; drill documentation; lesson plans.
3. KISD Safety Protocol Cleaning Protocols: • Daily cleaning by custodial staff • Hand Washing and Hand Sanitizing with instruction for students	ESSA Title 1 SWP Federal Funds Local Funds	Director Safety Coordinator Office Staff Coordinators	08/10/2026	07/31/2027	Time and Effort Lesson Plans	Lesson Plans Observations
4. Implement safety protocols including: • Staff and student nametags;	ESSA Title 1 SWP Federal Funds Local Funds	Director Safety Coordinator Office Staff Teachers	08/10/2026	07/31/2027	Time and Effort	Observation.

• Securing access points on campus; • Identifying visitors and assuring they go through the office to obtain clearance and visitor identification; and • Campus-wide portable radio system.						
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Performance Objective 2.3:	ECC will maintain a safe, hazard-free indoor and outdoor environment.					
Activity/Strategy	Fiscal	Person(s) Responsible	Timeline Start	Timeline End	Resources - Material	Evaluation
1. Staff will follow procedures for reporting unsafe or hazardous conditions on campus.	ESSA Title 1 SWP Federal Funds Local Funds	Director Staff Safety Coordinator	08/10/2026	07/31/2027	FMX, Time and Effort	Review of work order log.
2. Campus binder containing current hazardous materials information.	ESSA Title 1 SWP Federal Funds Local Funds	Director Safety Coordinator Office Staff	08/10/2026	07/31/2027	Time and Effort	Examination of hazardous materials binder.
3. Staff will perform regular, frequent safety checks of all areas of the ECC campus.	ESSA Title 1 SWP Federal Funds Local Funds	Director Safety Coordinator Office Staff Teachers	08/10/2026	07/31/2027	Time and Effort	Observation. Safety Checklists.

Strategic Goal 3:		KISD ECC will achieve 95% enrollment and 90% Average Daily Attendance (ADA).				
Performance Objective 3.1:		ECC will implement all state and federal standards in eligibility, recruitment, selection, enrollment, and attendance.				
Activity/Strategy	Fiscal	Person(s) Responsible	Timeline Start	Timeline End	Resources - Material	Evaluation
1. Review the processes for recruiting, selecting and enrolling students and families to increase their participation in campus programming.	ESSA Title 1 SWP Federal Funds Local Funds	Family Coordinator Education Coordinator Nurse Secretaries	08/10/2026	07/31/2027	Time and Effort	Number of enrollment slots filled.
2. Ensure all parents receive information from each component area during the enrollment process.	ESSA Title 1 SWP Federal Funds Local Funds	Family Coordinator Education Coordinator Nurse	08/10/2026	07/31/2027	Time and Effort	Enrollment paperwork.
3. Based on program information and on-going Community Assessment information, continue to give high priority to Head Start students who have a parent who was a teen at the time of their first child's birth.	ESSA Title 1 SWP Federal Funds Local Funds	Family Coordinator Education Coordinator Nurse	08/10/2026	07/31/2027	Time and Effort	Community Assessment Head Start interview paperwork

Performance Objective 3.2:	ECC will increase parental awareness of the importance of school attendance.					
Activity/Strategy	Fiscal	Person(s) Responsible	Timeline Start	Timeline End	Resources - Material	Evaluation
1. During each enrollment appointment, disseminate information and discuss the attendance policy and the relationship between school attendance and student success. (HS (Head Start) Parent, Family and Community Engagement Framework 3)	ESSA Title 1 SWP Federal Funds Local Funds	Family Coordinator Education Coordinator Nurse Secretaries	08/10/2026	07/31/2027	Time and Effort	Average Daily Attendance Rate (ADA). Daily communication logs from front office staff.
2. During the school year, contact parents in a variety of ways regarding the importance of attendance. Individual Contact: • Phone calls; • Home visits; • Attendance meetings Campus wide Contact: • Newsletters; • Attendance research and training; • Parent Meetings; ECC Monthly Report • ECC Webpage; KISD/ECC phone App	ESSA Title 1 SWP Federal Funds Local Funds	Family Coordinator Education Coordinator Teachers	08/10/2026	07/31/2027	Time and Effort	Average Daily Attendance Rate (ADA). Daily communication logs from front office staff.

Strategic Goal 4:		KISD ECC will provide parent education and opportunities for parent and community involvement in activities promoting student success and campus improvement.				
Performance Objective 4.1:		ECC will provide training/resources to meet the needs and interests of parents.				
Activity/Strategy	Fiscal	Person(s) Responsible	Timeline Start	Timeline End	Resources - Material	Evaluation
1. Conduct parent trainings (delivered in English and Spanish) at least monthly on a variety of topic which may include but not limited to: • Nutrition; • Parenting; • Child abuse; • Transportation and pedestrian safety; • Literacy; • Transition and child development; and • Father involvement in students' success. (HS Parent, Family and Community Engagement Framework 3,4,5; ELOF Goal IT-ATL 6)	ESSA Title 1 SWP Federal Funds Local Funds	Family Coordinator Education Coordinator Nurse Secretaries	08/10/2026	07/31/2027	Time and Effort	Sign-in sheets; agendas; number of parents participating.
2. Provide parent resource center for parent use so they may have: • Access to educational tools, books, and community information; • Access to programs to enhance or develop job related skills; • Information regarding their child(ren); and • Other programs as appropriate to their needs. (HS Parent, Family and Community Engagement Framework 3,4)	ESSA Title 1 SWP Federal Funds Local Funds	Family Coordinator Education Coordinator Teachers	08/10/2026	07/31/2027	Time and Effort	Sign-in sheets; Book check-in/check out log, agendas; number of parents participating, parent conference logs.

3. Provide access to training and resources that enhance literacy including but not limited to: • Newspapers in Education; • Families and Literacy; • Book Bag Buddies; • ECC Parent Lending Library; and • Community Education classes. (HS Domain 1) (HS Parent, Family and Community Engagement Framework 4)	ESSA Title 1 SWP Federal Funds Local Funds	Family Coordinator Education Coordinator Teachers	08/10/2026	07/31/2027	Time and Effort	Number of parents receiving a GED; number of parents completing coursework for ESL; number of books sent home in book bags; increased inventory in the Parent Resource Library, sign-in/out logs from parent resource library.
4. Provide parents with volunteer training focusing on appropriate classroom interactions and safety. Encourage participation in KISD parent involvement opportunities. (HS Parent, Family and Community Engagement Framework 3)	ESSA Title 1 SWP Federal Funds Local Funds	Family Coordinator Education Coordinator Nurse Teachers	08/10/2026	07/31/2027	Time and Effort	Number of parent volunteers.
5. Increase parent information and percentage of completed Head Start dentals and physicals by: • Teachers following-up at home visits; • All staff involved in enrollment process emphasizing the need for the completion of dentals and physicals; • Consistent and repeated contact by the Health Coordinator and the Coordinators' Assistant, families delinquent in completing dentals and physicals; • Provide parents information specifically regarding the importance of adequate sleep and the link between obesity, anemia, and diabetes.	ESSA Title 1 SWP Federal Funds Local Funds	Family Coordinator Education Coordinator Nurse Teachers	08/10/2026	07/31/2027	Time and Effort	Number of parents attending KISD parent involvement meetings/trainings/activities. Agendas, copies of newsletters, health records.

Performance Objective 4.2:	ECC will provide information that will help parents become active participants in their child's education.					
Activity/Strategy	Fiscal	Person(s) Responsible	Timeline Start	Timeline End	Resources - Material	Evaluation
1. Communicate and provide information to parents through a variety of means including: • Newsletters; • Campus Webpage; • District Website; • Daily Communication Folder; • Activity Calendar; • Email; • Skyward parent access; • Parent conferences; • Home visits; • Flyers; • Individual phone calls; • Meet the Teacher; • Open House; • ECC Monthly Report; • Policy Council Minutes; • Head Start Annual Report; and • KISD/ECC phone App. (HS Parent, Family and Community Engagement Framework 2,3)	ESSA Title 1 SWP Federal Funds Local Funds	Family Coordinator Education Coordinator Parent Facilitator Teachers	08/10/2026	07/31/2027	Call - in Logs, Campus Data, Contact with Parents, District Website, Newsletters, Parent/Teacher Conferences, Parent Surveys, PEIMS Report, School Messenger, Time and Effort	Number of parent contacts.

Performance Objective 4.3:	ECC will provide opportunities for parents to participate in school-based activities designed to increase student success and family engagement.					
Activity/Strategy	Fiscal	Person(s) Responsible	Timeline Start	Timeline End	Resources - Material	Evaluation
1. Engage parent involvement in school-based activities through: • Parent Compacts, signed by parents and teachers; • On-site Parent Trainings; • Special Extended Learning Events (i.e., Dr. Seuss Day, Cinco de Mayo); • Parent/Teacher Conferences (2/year minimum); • Home Visits (2/year minimum); • Parent Committee; • Policy Council; • Classroom celebrations; • Volunteer opportunities; • IEP process (as appropriate); • Opportunities for educational goal setting and input into classroom lesson plans; • Father specific interest survey; and • Father engagement activities. (HS Parent, Family and Community Engagement Framework 2,3; ELOF –Goal P-SE 3)	ESSA Title 1 SWP Federal Funds Local Funds	Family Coordinator Education Coordinator Teachers Parent Facilitator	08/10/2026	07/31/2027	Time and Effort,	Number of parent contacts. Sign-in sheets

Performance Objective 4.4:	ECC will provide opportunities for parents to participate in school-based activities designed to increase student success.					
Activity/Strategy	Fiscal	Person(s) Responsible	Timeline Start	Timeline End	Resources - Material	Evaluation
1. Recruit community members to provide educational information and to participate in various campus activities. Community members to recruit include but are not limited to the: • County Extension Agent • Kerrville Police Department and Fire Department/EMTs; • Tivy High School Child Development Class; • Tivy High School students; • Schreiner University Education and Nursing Students; and • Kerr County Community Services Division. (HS Domains 2)	ESSA Title 1 SWP Federal Funds Local Funds	Family Coordinator Education Coordinator Teachers Parent Facilitator	08/10/2026	07/31/2027	Time and Effort,	Volunteer sign-in sheets, agendas.
2. Establish a Health Services Advisory Council to address health needs of students and families. At minimum, ECC parents, the Texas Department of State Health Services, and local health care providers shall be invited to participate on the council. (Head Start Specific) (HS Domains 3)	ESSA Title 1 SWP Federal Funds Local Funds	Nurse Teachers Parent Facilitator	08/10/2026	07/31/2027	Time and Effort	Volunteer sign-in sheets, agendas.
3. Participate in community events to create community awareness of ECC. Events may include: • Kerrville Area Chamber of Commerce; • Schreiner University Volunteer Forum; • Leadership Kerr County;	ESSA Title 1 SWP Federal Funds Local Funds	Director Family Coordinator Education Coordinator Teachers Parent Facilitator	08/10/2026	07/31/2027	Time and Effort	Volunteer sign-in sheets, agendas.

Performance Objective 4.4:	Provide employment opportunities to current and former parents.					
Activity/Strategy	Fiscal	Person(s) Responsible	Timeline Start	Timeline End	Resources - Material	Evaluation
1. Give preference to parents of currently enrolled students and former parents for employment positions for which they are qualified. (Head Start Specific)	ESSA Title 1 SWP Federal Funds Local Funds	Director	08/10/2026	07/31/2027	Employee Application, Time and Effort,	Number of current and former parents employed or interviewed on ECC campus and within the district.

Strategic Goal 5:	KISD ECC will recruit, employ and develop teachers and paraprofessionals who meet the highly qualified standard as indicated by ESSA and the district.					
Performance Objective 5.1:	ECC will support district initiatives to recruit and retain highly qualified teachers and staff who are reflective of and responsive to the campus' student body.					
Activity/Strategy	Fiscal	Person(s) Responsible	Timeline Start	Timeline End	Resources - Material	Evaluation
1. Participate in the KISD Job Fair and utilize the Frontline program to aide in recruiting and employing highly-qualified teachers and paraprofessionals.	ESSA Title 1 SWP Federal Funds Local Funds	Director	08/10/2026	07/31/2027	Time and Effort	Verify qualifications of teachers and paraprofessionals upon employment and annually thereafter to ensure their highly qualified status. Check 3 references of applicants before the offer of employment is extended (must include current or former supervisor(s)).
2. Encourage and provide opportunities for the paraprofessionals to be successful in meeting the highly qualified requirements of ESSA. (HS Parent, Family and Community Engagement Framework 4)	ESSA Title 1 SWP Federal Funds Local Funds	Director	08/10/2026	07/31/2027	Time and Effort	Observation records.
3. Provide a mentor for every new teacher.	ESSA Title 1 SWP Federal Funds Local Funds	Director	08/10/2026	07/31/2027	Time and Effort	Sign-in sheet and meeting documentation.
4. Provide new teachers with campus specific information during the KISD New Teacher Orientation week.	ESSA Title 1 SWP Federal Funds Local Funds	Director	08/10/2026	07/31/2027	Time and Effort	Meeting documentation.
5. Support new teachers by meeting periodically with the principal and mentor teacher. KISD Goal #4. 4.4 Implement a comprehensive teacher/staff induction program.	ESSA Title 1 SWP Federal Funds Local Funds	Director	08/10/2026	07/31/2027	Time and Effort	Sign-In sheets and meeting documentation.
6. Provide opportunities for each new and current teacher to observe in a mentor and/or colleagues' classroom to gain a variety of teaching methods to add to their tool box.	ESSA Title 1 SWP Federal Funds Local Funds	Director	08/10/2026	07/31/2027	Time and Effort	Observation records. Sign-In sheets and meeting documentation. Implementation of observed lessons.

KISD Goal #1. 1.1 Perform peer observations/learning walks to do the following: • Model effective practices and provide teachers feedback • Create opportunities for teachers and staff to think critically about practice and utilize formative assessment to impact student learning.						
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Performance Objective 5.2:	ECC will provide curriculum, assessment and special programs training and support in order to support and retain a highly qualified teaching staff.					
Activity/Strategy	Fiscal	Person(s) Responsible	Timeline Start	Timeline End	Resources - Material	Evaluation
1. Provide training on the <u>Scholastic</u> curriculum, Ready Bodies-Learning Minds, Handwriting without Tears, Conscious Discipline, Frog Street, Heggerty, Baby Doll Circle, and CIRCLE Assessment and Child Plus data system. (HS Domains 1,2,3,4,5)	ESSA Title 1 SWP Federal Funds Local Funds	Director Family Coordinator Education Coordinator	08/10/2026	07/31/2027	Time and Effort	Staff development sign-in sheets, agendas, and evaluations.
2. Provide ESL and Special Education training for support/reinforcement of certification if needed.	ESSA Title 1 SWP Federal Funds Local Funds	Region 20	08/10/2026	07/31/2027	Time and Effort	Training certificates; Texas Educator Certificate with valid ESL Supplemental EC-6, or EC-12 Generalist.
3. New teachers and paraprofessionals will receive training in currently implemented campus programs and systems including but not limited to: • Handwriting without Tears; • Scholastic; • Heggerty • Conscious Discipline; • Skyward; and Eduphoria.	ESSA Title 1 SWP Federal Funds Local Funds	Director Family Coordinator Education Coordinator	08/10/2026	07/31/2027	Time and Effort	Staff development sign-in sheets, agendas, and evaluations; formative and summative T-TESS evaluations

4. Encourage regular communication between campus staff through the: • Utilization of the Microsoft Outlook calendar for programmatic events and activities; • Posting Policy Council Minutes in central location; • Utilization of the email system to provide updates and information to appropriate staff; • Utilization of the Eduphoria program; and Scheduling of regular faculty, teacher, management team, office staff, paraprofessional, and team meetings.	ESSA Title 1 SWP Federal Funds Local Funds	Director Family Coordinator Education Coordinator	08/10/2026	07/31/2027	Time and Effort	Staff retention rates, staff survey.
5. Provide required staff development on topics including but not limited to: • Head Start Standards; • Policies and Procedures, including emergency procedures; • CPR/First Aid and AED Training; • Blood Borne Pathogens; • Sexual Harassment; • Nonviolent Crisis Intervention (CPI); • Family Crisis Intervention Child Abuse Reporting; and FERPA/Confidentiality.	ESSA Title 1 SWP Federal Funds Local Funds	Director Family Coordinator Education Coordinator	08/10/2026	07/31/2027	Time and Effort	Staff development sign-in sheets, agendas, and evaluations; STRIVE documentation, T-TESS evaluations