Killeen Independent School District

Manor Middle School

2017-2018 Goals/Performance Objectives/Strategies

Mission Statement

Manor Middle School will provide a quality education for all students, enabling them to achieve their maximum potential to become productive citizens in society.

Vision

Every student, every day has the opportunity to achieve their fullest potential through a variety of well-rounded educational, social, and academic programs that provide opportunities to develop into productive members of our society.

Value Statement

Rigorous Achievement Measurable Success for every student that is educated at Manor Middle School in the areas of academics, athletics, community awareness, and the emotional needs of all.

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Goals

Goal 1: Killeen ISD will maintain rigorous standards of achievement to prepare 21st century learners for graduation and post-secondary success.

Performance Objective 1: Students of all sub-group populations will be within the 5% range for accountability for Index 2.

Evaluation Data Source(s) 1: STAAR 2017; Increase by 10% over the Phase 2 Level 2 standard;

Summative Evaluation 1:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
System Safeguard Strategy **Critical Success Factors** CSF 1 1) AT-RISK students, to include at-risk SPED students, will participate in conceptual math activities during Math Workshops and STAAR Academies after school and on Saturdays. AT-RISK, SPED, & ELL students will also attend for Language Arts, history and science STAAR assistance. AT-RISK students will sign in upon entry.	Math Department Lead; ELAR Department Lead, Science Department Lead, Curriculum Specialist; Counselors; MMS Administration	Grades & STAAR scores of AT RISK, SPED and ELL students will increase from 2017 results.				
	Problem Statements: Student Achievement 1 Funding Sources: 166 - State Comp Ed - 5420.45, 128 - High School Allotment - 967.21					
System Safeguard Strategy **Critical Success Factors** CSF 1 2) Tutoring workshops designed around Writing will be conducted by teachers after normal school hours and Saturdays to assist students that are at-risk to include at-risk SPED, ELL, at-risk economically disadvantaged, and at-risk African American demographics be more successful on the STAAR Writing Assessment.	ELAR Lead	AT Risk, Sped, ELL, Economically Disadvantaged, and African American Students will be more successful on the Writing STAAR				
	Problem Statements: Student Achievement 1 Funding Sources: 166 - State Comp Ed - 1745.25					
3) Extended tutoring sessions (hosted after the instructional day) for identified AT-RISK, SPED, ELL students will be offered to increase Social Studies and Science STAAR scores. Tutoring will be small groups of identified students.	History Lead and Science Lead Teachers	AT RISK, SPED, ELL Students will increase STAAR scores with an extended tutoring session.				
	Problem Statements: Student Achievement 1 Funding Sources: 166 - State Comp Ed - 2650.00					

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Performance Objective 1 Problem Statements:

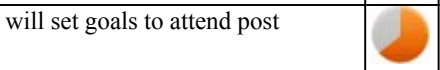
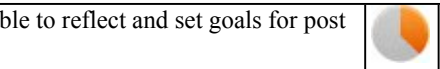
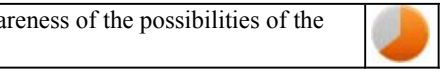
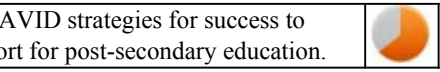
Student Achievement
Problem Statement 1: All grade levels are performing at 65%, which is below the district average (74%) and state (75%) tested core subjects. **Root Cause 1**: Frequent common assessments are not utilized effectively by teachers in order to make data-driven decisions.

Goal 1: Killeen ISD will maintain rigorous standards of achievement to prepare 21st century learners for graduation and post-secondary success.

Performance Objective 2: Increase students' knowledge of postsecondary education, options, preparation, financing.

Evaluation Data Source(s) 2: Increase student knowledge about postsecondary education, preparation, options, financing and application processes each year by 35% over baseline as presented through Index 4.

Summative Evaluation 2:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Educational Field Experiences to TBI &Temple College, TSTC, Robotics program at KHS &SHS, Social Studies field Experience to State Capitol, Fort Hood/Museum. Theatre/Art/Band/Choir: Top Band visit Baylor University Band; Journalism to visit Killeen Daily Herald &KISD Career Center Journalism/Broadcasting program; Math: Killeen Car dealerships to discuss Financial Literacy	8th grade teachers, Curriculum Specialist, Communities in Schools Liaison	Students & family members will set goals to attend post secondary education.				
	Problem Statements: School Context and Organization 1					
2) College Visits: Huston-Tillotson, UT, CTC & Temple, Texas A&M Central Texas, Baylor	AVID Coordinator, Comm in Schools Liaison	AT RISK Students will be able to reflect and set goals for post secondary education.				
	Problem Statements: School Context and Organization 1					
3) College Awareness to include College shirt days and College Doors	MMS Staff	Students will have more awareness of the possibilities of the future.				
	Problem Statements: Demographics 1					
4) All students will learn AVID strategies to include Cornell Note Taking, AVID Tutorial Model, and Binder Organization as well as other strategies (WICOR) for academic success.	AVID Coordinator	Students will be able to use AVID strategies for success to ensure knowledge and support for post-secondary education.				
	Problem Statements: Demographics 1 - Student Achievement 1					

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Performance Objective 2 Problem Statements:

Demographics
Problem Statement 1: Manor's At Risk population is currently 64%, which is significantly higher than the district (54%) and state (50%) average.
Student Achievement

Problem Statement 1: All grade levels are performing at 65%, which is below the district average (74%) and state (75%) tested core subjects. **Root Cause 1**: Frequent common assessments are not utilized effectively by teachers in order to make data-driven decisions.

School Context and Organization

Problem Statement 1: 100% of Manor students are not involved in a school sponsored activity (school connectedness). **Root Cause 1**: Students will be encouraged to join extra curricular and school sponsored extended activities.

Goal 1: Killeen ISD will maintain rigorous standards of achievement to prepare 21st century learners for graduation and post-secondary success.

Performance Objective 3: To increase ELL student comprehension and reading ability to improve scores on STAAR and MAP Scores by 10%

Evaluation Data Source(s) 3: ELL students will show at 10% increase in STAAR and MAP scores from previous year to end of current year.

Summative Evaluation 3:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
System Safeguard Strategy **Critical Success Factors** CSF 1 CSF 2 1) ELL teachers will provide support for LEP students through small group instruction that focuses on English vocabulary acquisition. ELL teachers will teach organizational strategies to be used in all core classes and will integrate technology applications with vocabulary instruction. They will stay current in research-based, best practice strategies for teaching ELL students.	ELL Teachers	ELL students' comprehension and reading ability will increase progressively over time.				
	Problem Statements: Student Achievement 2 Funding Sources: 165/ES0 - ELL - 9660.00, 263 - ESEA, Title III Part A - 3070.00					
2) ELL parents will be invited to a Parent Night. A guest speaker will address how they can assist their ELL child with academic coursework. A guest speaker will be hired.	Principal, ELL Teachers, and Counselors	ELL parents will be able to assist their ELL child successfully with homework and other coursework assignments.				
	Problem Statements: Student Achievement 2 Funding Sources: 263 - ESEA, Title III Part A - 2054.00					

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Performance Objective 3 Problem Statements:

Student Achievement
Problem Statement 2: Manor's LEP population struggles to achieve proficiently in the areas of math (at 63% proficiency) and reading (at 51% proficiency). PBMAS

Goal 1: Killeen ISD will maintain rigorous standards of achievement to prepare 21st century learners for graduation and post-secondary success.

Performance Objective 4: Award incentives to students who complete all promotion requirements and then again for students who will have 95% or higher attendance.

Evaluation Data Source(s) 4: 8th graders will achieve an attendance rate of 95% or higher as evidenced through Index 4.

Summative Evaluation 4:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
System Safeguard Strategy 1) Create a celebration night where 8th grade students are celebrated as being eligible to be promoted to the next grade. This celebration night could include dance, game night, certificates.	8th grade teachers	Students are promoted to next grade.				
	Problem Statements: Demographics 1 - School Context and Organization 1					
2) Reward incentives will be given for attendance and Honor Roll for students (T-shirts, Certificates, etc.)	Attendance Secretary, Counselors, AVID Coordinator	Participation in Honor Roll and Attendance will increase by 5% each 9-week grading period				
	Problem Statements: Demographics 1 - Student Achievement 1 Funding Sources: 128 - High School Allotment - 700.00					

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Performance Objective 4 Problem Statements:

Demographics
Problem Statement 1: Manor's At Risk population is currently 64%, which is significantly higher than the district (54%) and state (50%) average.
Student Achievement
Problem Statement 1: All grade levels are performing at 65%, which is below the district average (74%) and state (75%) tested core subjects. **Root Cause 1**: Frequent common assessments are not utilized effectively by teachers in order to make data-driven decisions.
School Context and Organization
Problem Statement 1: 100% of Manor students are not involved in a school sponsored activity (school connectedness). **Root Cause 1**: Students will be encouraged to join extra curricular and school sponsored extended activities.

Goal 1: Killeen ISD will maintain rigorous standards of achievement to prepare 21st century learners for graduation and post-secondary success.

Performance Objective 5: Increase the Academic Achievement of All students through academic competitions.

Evaluation Data Source(s) 5: Students Academic achievement will increase by 10%.

Summative Evaluation 5:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
System Safeguard Strategy **Critical Success Factors** CSF 1 1) Students will engage in the Battle of the Books competition in Waco.	Librarian; Book Club Sponsor	Students will perform well in Waco at the Battle of the Books competition				
	Problem Statements: Demographics 1 - Curriculum, Instruction, and Assessment 1 Funding Sources: 128 - High School Allotment - 180.00					
Critical Success Factors CSF 1 2) GT Students will engage in Competition with TPSP and the KISD GT Expo; History Fair and Science Fair Competition	CIS, GT Coordinator, Science Department Lead, History Department Lead	GT Students will perform well at History & Science Fairs as well as the TPSP GT Expo.				
	Problem Statements: Student Achievement 1 Funding Sources: 177 - Gifted/Talented - 1595.00					
3) Students will participate in the District UIL Academic Competition at Harker Heights High school on Spring 2018.	UIL Coordinator and UIL coaches	10% increase in the number of students who participate in UIL				
	Problem Statements: Student Achievement 1 Funding Sources: 128 - High School Allotment - 1506.00					

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Performance Objective 5 Problem Statements:

Demographics
Problem Statement 1: Manor's At Risk population is currently 64%, which is significantly higher than the district (54%) and state (50%) average.
Student Achievement
Problem Statement 1: All grade levels are performing at 65%, which is below the district average (74%) and state (75%) tested core subjects. **Root Cause 1**: Frequent common assessments are not utilized effectively by teachers in order to make data-driven decisions.
Curriculum, Instruction, and Assessment

Problem Statement 1: As a campus, Manor's reading scores from 2015-2016 were at 67% proficiency. This is lower than the district average (72%) and the state average (73%). **Root Cause 1**: Manor's SPED students' population (18.5%) is above the state average (8.6%). This student group has not performed satisfactory on reading assessments.

Goal 1: Killeen ISD will maintain rigorous standards of achievement to prepare 21st century learners for graduation and post-secondary success.

Performance Objective 6: 8th grade History students will increase STAAR Passing rate from 42% to 55% at the Level 2. Raise SPED STAAR pasing rate from 14% to 20% and increase the passing rate by 10% in the eight SEs identified as lowest scoring: 8.4D, 8.5ER, 8.6ES, 8.10CR, 8.11 BS 8.12 D(R) 8.15B(S), 8.16 BR

Evaluation Data Source(s) 6: By using rigorous questioning on all benchmark assessments, students will raise scores to be at the Level 2 standard.

Summative Evaluation 6:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
System Safeguard Strategy 1) History teachers will achieve an 85% passing rate for students at the end of each 9 weeks by offering tutorials for all students to include Special Education, African American, Economically Disadvantage students. Teachers will focus on AVID & Marzano strategies.	History Lead Teacher, AP, CIS, and history teachers.	Student performance will improve by at least 5%, each nine weeks.				
	Problem Statements: Demographics 1 - Student Achievement 1					
System Safeguard Strategy 2) Increase ALL students knowledge of geography with the use of desk maps and atlases, including Special Education, African American, Economically Disadvantage and AT RISK students.	History Lead Teacher and other history teachers	Effective and improved student use of maps and atlases on classwork and state assessments				
	Problem Statements: Demographics 1 - Student Achievement 1 Funding Sources: 128 - High School Allotment - 800.00					
System Safeguard Strategy **Critical Success Factors** CSF 1 3) Increase At Risk, African American, Sped, and Economically Disadvantage students comprehension of difficult topics using leveled reading material, graphic organizers, and diverse learning activities	History Lead and History Teachers	AT RISK, African American, Sped, and Economically Disadvantage Students will create extension activities about various historical concepts.				
	Problem Statements: Student Achievement 1					
4) 7th Grade students will experience Texas History through real-world activities at the Bob Bullock Museum.	7th Grade Lead Teacher and all other 7th grade teachers	Students will produce a reflection based on one era of Texas History and share with their class.				
	Problem Statements: Student Achievement 1 Funding Sources: 128 - High School Allotment - 2550.00					

System Safeguard Strategy 5) History Teachers will implement small group rotations (pullouts) in 8th grade classes for STAAR review with identified AT-RISK, African American, and SPED students that have previously failed a STAAR assessment.	History Lead	Increase STAAR scores in top 8 difficult SE's.				
	Problem Statements: Student Achievement 1 Funding Sources: 166 - State Comp Ed - 400.00					
System Safeguard Strategy 6) Teachers will analyze Mock STAAR data and plan for acceleration/intervention for at-risk, ELL, African American and SPED students.	History/Math/Science Lead Teacher	Increase STAAR scores in top 8 low scoring SE's.				
	Problem Statements: Student Achievement 1 Funding Sources: 166 - State Comp Ed - 750.00					
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Performance Objective 6 Problem Statements:

Demographics
Problem Statement 1: Manor's At Risk population is currently 64%, which is significantly higher than the district (54%) and state (50%) average.
Student Achievement
Problem Statement 1: All grade levels are performing at 65%, which is below the district average (74%) and state (75%) tested core subjects. **Root Cause 1**: Frequent common assessments are not utilized effectively by teachers in order to make data-driven decisions.

Goal 1: Killeen ISD will maintain rigorous standards of achievement to prepare 21st century learners for graduation and post-secondary success.

Performance Objective 7: To help at-risk and SPED students apply math and science concepts to real world situations per TEKS

Evaluation Data Source(s) 7: Increase of 5% for at-risk and SPED students on STAAR assessment

Summative Evaluation 7:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
System Safeguard Strategy 1) Conduct intense, small group instruction (focusing on identified areas of weaknesses) through pullouts with identified AT-RISK, African American, SPED, and ELL students.	Math Department and CIS	Identified AT RISK and Special Education Students scores on STAAR will increase as well as CBA scores.				
	Problem Statements: Student Achievement 1 Funding Sources: 166 - State Comp Ed - 4250.00					
System Safeguard Strategy 2) The science department will plan a trip to increase the awareness and application of science in real world. These COULD include: CTC Planetarium, Cameron Park Zoo, InnerSpace Caverns, Austin Zoo, Prairie Haynes Ranch, Dr. Pepper Museum, Texas Museum of Science & Technology and Thinkery.	Science Department	Students will be able to explain how their learning is reflected in the real world				
	Problem Statements: Demographics 1 - Student Achievement 1 Funding Sources: 128 - High School Allotment - 2380.00					
System Safeguard Strategy 3) The SSI math teachers will review and analyze mock STAAR data for at-risk and SPED students, (specifically African American and Hispanic) in order to plan interventions and tutoring.	8th Grade Math teachers	At-risk (African American and Hispanic) and SPED students showing measurable growth on STAAR Assessment				
	Problem Statements: Demographics 1, 2 - Student Achievement 1 Funding Sources: 166 - State Comp Ed - 300.00					

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Performance Objective 7 Problem Statements:

Demographics
Problem Statement 1: Manor's At Risk population is currently 64%, which is significantly higher than the district (54%) and state (50%) average.
Problem Statement 2: Manor's Special Education population is currently 18%, which is significantly higher than the district (11%) and state (8.6%) average for this category. PBMAS
Student Achievement
Problem Statement 1: All grade levels are performing at 65%, which is below the district average (74%) and state (75%) tested core subjects. **Root Cause 1**: Frequent common assessments are not utilized effectively by teachers in order to make data-driven decisions.

Goal 1: Killeen ISD will maintain rigorous standards of achievement to prepare 21st century learners for graduation and post-secondary success.

Performance Objective 8: To help at-risk ELAR students apply comprehension, vocabulary and fluency CBA and STAAR assessments in Language Arts and Reading. To increase the critical reading abilities of ALL students across the campus. Increase 6th Grade Reading STAAR Scores from 53% to 64%, increase 7th Grade Reading STAAR scores from 62% to 68%, increase 7th Grade Writing STAAR scores from 54% to 62%, and increase 8th Grade Reading STAAR scores from 70% to 73%.

Evaluation Data Source(s) 8: Increased reading and writing assessment scores for AT RISK students.

Summative Evaluation 8:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
System Safeguard Strategy **Critical Success Factors** CSF 1 1) Teachers in 7th & 8th grade Accelerated Language Arts classes will emphasis features of non-fiction text as it relates to comprehension. Students in these classess will be given multiple opportunities to apply comprehension strategies with non-fiction texts of all kinds. Teachers will provide small group interventions with these at-risk students prior to the first administration of STAAR Reading and Writing test.	Lead ELAR Teacher and Accelerated Reading Teachers	Accelerated Reading students will perform at 50% or higher on Informational Texts on the STAAR Assessment.				
	Problem Statements: Demographics 1 - Student Achievement 1 Funding Sources: 166 - State Comp Ed - 4100.00					
System Safeguard Strategy **Critical Success Factors** CSF 1 2) Writing across the Curriculum will be implemented to enhance the writing ability and scores for students to include ALL students including African American, Hispanic, White, Sped, and Economically Disadvantage. Students will use a variety of AVID writing strategies that will be introduced weekly.	Principal, AVID Sponsor	Student writing scores in all sub-populations will increast by 10%.				
	Problem Statements: Demographics 1 - Student Achievement 1 - Curriculum, Instruction, and Assessment 1					
System Safeguard Strategy 3) ELAR department teachers meet for day-of-planning to use multiple strategies and resources to design engaging lesson plans and refine department goals for at-risk students, based on MOCK STAAR data.	Lead ELAR Teacher and CIS	At Risk students academic needs are identified with appropriate interventions, in preparation for state assessments.				
	Problem Statements: Demographics 1 - Student Achievement 1, 2 Funding Sources: 166 - State Comp Ed - 1000.00					

System Safeguard Strategy **Critical Success Factors** CSF 1 CSF 2 4) A reading interventions aide will assist at-risk students in the classroom to increase comprehension and fluency.	Classroom teachers administators	Increased reading achievement as measured by STAAR				
	Problem Statements: Demographics 1 - Student Achievement 1 Funding Sources: 166 - State Comp Ed - 20894.00					
= Accomplished = Continue/Modify = Considerable = Some Progress = No Progress = Discontinue						

Performance Objective 8 Problem Statements:

Demographics
Problem Statement 1: Manor's At Risk population is currently 64%, which is significantly higher than the district (54%) and state (50%) average.
Student Achievement
Problem Statement 1: All grade levels are performing at 65%, which is below the district average (74%) and state (75%) tested core subjects. **Root Cause 1**: Frequent common assessments are not utilized effectively by teachers in order to make data-driven decisions.
Problem Statement 2: Manor's LEP population struggles to achieve proficiently in the areas of math (at 63% proficiency) and reading (at 51% proficiency). PBMAS
Curriculum, Instruction, and Assessment
Problem Statement 1: As a campus, Manor's reading scores from 2015-2016 were at 67% proficiency. This is lower than the district average (72%) and the state average (73%). **Root Cause 1**: Manor's SPED students' population (18.5%) is above the state average (8.6%). This student group has not performed satisfactory on reading assessments.

Goal 1: Killeen ISD will maintain rigorous standards of achievement to prepare 21st century learners for graduation and post-secondary success.

Performance Objective 9: 8th grade Science students will increase their STAAR passing rate to 20% and will increase the overall satisfactory percentage by 10%

Evaluation Data Source(s) 9: By using increased hands-on lab activities with application to testing environments, students will raise scores to be at the Level 2 Phase 2 Standard

Summative Evaluation 9:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
System Safeguard Strategy **Critical Success Factors** CSF 1 CSF 2 CSF 4 1) To promote the real world application of science for at-risk students (to include special education at-risk students), teachers will provide hands-on lab experiences that align to the depth and complexity of science TEKS.	Science Lead Teacher; All Science Teachers	At-risk and at-risk Special Education students are able to apply solutions to real world problems through lab experiments which will increase science scores by 10%.				
	Problem Statements: Student Achievement 1 Funding Sources: 166 - State Comp Ed - 2100.00					
System Safeguard Strategy 2) 2) To meet the academic needs of our at-risk, ELL and SPED students, science teachers will review STAAR data from the Mock STAAR and create a plan to accelerate our At-risk, ELL, SPED students to a level of proficiency on their state assessment.	8th grade science Teachers	AT RISK, ELL, and SPED students will increase their performance in the top 8 difficult SEs.				
	Problem Statements: Demographics 1, 2 - Student Achievement 1 Funding Sources: 166 - State Comp Ed - 200.00					
System Safeguard Strategy 3) To meet the academic needs of our AT RISK, ELL and SPED students, science teachers will implement small group rotations in 8th grade classes for each identified AT RISK student for STAAR review. Teachers will work with these identified AT RISK students for three instructional days, providing intense tutoring through pullouts.	Science Lead and 3 science teachers	Increase STAAR scores in low scoring SE's				
	Problem Statements: Demographics 1, 2 - Student Achievement 1 Funding Sources: 166 - State Comp Ed - 600.00					

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Performance Objective 9 Problem Statements:

Demographics

Problem Statement 1: Manor's At Risk population is currently 64%, which is significantly higher than the district (54%) and state (50%) average.
Problem Statement 2: Manor's Special Education population is currently 18%, which is significantly higher than the district (11%) and state (8.6%) average for this category. PBMAS
Student Achievement
Problem Statement 1: All grade levels are performing at 65%, which is below the district average (74%) and state (75%) tested core subjects. **Root Cause 1**: Frequent common assessments are not utilized effectively by teachers in order to make data-driven decisions.

Goal 2: Killeen ISD will recruit, employ, develop, and retain a highly effective staff that proactively engages students for success.

Performance Objective 1: To meet the needs of at-risk students, by December 2017, staff will be trained on the newest research on Dyslexia by our Dyslexia trained teacher. Manor MS Dyslexia teacher attends the CESD conference in Austin, October 16-17, 2017 to learn innovative strategies to help meet the needs of at-risk students.

Evaluation Data Source(s) 1: Staff members will receive professional development in the newest learning/teaching techniques of Dyslexia students

Summative Evaluation 1:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
System Safeguard Strategy **Critical Success Factors** CSF 7 1) The Dyslexia Teacher will attend the CESD conference for Dyslexia in Austin on Oct. 16-17 to learn new strategies to meet the needs of AT RISK students. The Dyslexia teacher will also attend the Region 12 Dyslexia course free of charge, but travel will be needed.	RICA Teacher and CIS	Staff is presented with professional development and implements strategies throughout the year for their Dyslexic students				
	Problem Statements: Student Achievement 1 Funding Sources: 166 - State Comp Ed - 1050.00					
System Safeguard Strategy **Critical Success Factors** CSF 1 2) RICA teacher will provide support to at-risk dyslexic students through small group instruction using the Wilson Reading Program.	RICA Teacher and CIS	Student achievement will improve as dyslexia students.				
	Problem Statements: Demographics 1 - Student Achievement 1 Funding Sources: 166 - State Comp Ed - 770.00					

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Performance Objective 1 Problem Statements:

Demographics
Problem Statement 1: Manor's At Risk population is currently 64%, which is significantly higher than the district (54%) and state (50%) average.
Student Achievement

Problem Statement 1: All grade levels are performing at 65%, which is below the district average (74%) and state (75%) tested core subjects. **Root Cause 1**: Frequent common assessments are not utilized effectively by teachers in order to make data-driven decisions.

Goal 2: Killeen ISD will recruit, employ, develop, and retain a highly effective staff that proactively engages students for success.

Performance Objective 2: To meet the needs of AT RISK students, History teachers will attend the professional development that focuses on increasing the rigor of history lessons in the classroom

Evaluation Data Source(s) 2: Teachers will present learning to the Social Studies department for implementation of best practices and the latest updates on teaching History.

Summative Evaluation 2:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
System Safeguard Strategy **Critical Success Factors** CSF 1 CSF 7 1) History teachers of AT RISK students that fall under the demographics of African American, Special Education, and Economically Disadvantaged will attend professional development to improve instruction and will implement best practice teaching techniques.	CIS and Lead History Teacher	Teacher of at-risk, Special Education, African American, and Economically Disadvantage history students will receive more knowledge in the newest history teaching techniques.				
	Problem Statements: Student Achievement 1 Funding Sources: 166 - State Comp Ed - 1225.30					
System Safeguard Strategy 2) History teachers of AT-RISK SPED, ELL, and African American students will attend KISD Differentiation Professional Development to increase student test scores and class performance. Teachers will implement strategies learned to enhance instruction.	CIS and Lead History Teacher	Teachers of all students will receive more knowledge in differentiation in the classroom to enhance instructional strategies.				
	Problem Statements: Student Achievement 1 Funding Sources: 166 - State Comp Ed - 600.00					
= Accomplished = Continue/Modify = Considerable = Some Progress = No Progress = Discontinue						

Performance Objective 2 Problem Statements:

Student Achievement
Problem Statement 1: All grade levels are performing at 65%, which is below the district average (74%) and state (75%) tested core subjects. **Root Cause 1**: Frequent common assessments are not utilized effectively by teachers in order to make data-driven decisions.

Goal 2: Killeen ISD will recruit, employ, develop, and retain a highly effective staff that proactively engages students for success.

Performance Objective 3: To meet the needs of AT RISK students, science teachers will attend professional development that focuses on increasing the rigor of science lessons in the classroom.

Evaluation Data Source(s) 3: Student data will reflect an increase of 10% by incorporating the rigorous science techniques learned in professional development activities.

Summative Evaluation 3:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
System Safeguard Strategy **Critical Success Factors** CSF 1 CSF 2 CSF 7 1) Science teachers of AT RISK, Special Education, African American, and ELL students will attend STAAR training sessions at ESC 4 , 12 & 13, as well as CAST to assist at risk students understand hands on learning to impact the analysis of STAAR data	CIS and Lead Science Teacher	Science teachers of AT RISK, African American, ELL and Special Education students will be trained with material learned at the conference, which will lead to increased student academic performance.				
	Problem Statements: Demographics 1, 2 - Student Achievement 1 Funding Sources: 166 - State Comp Ed - 4420.00					

= Accomplished = Continue/Modify = Considerable = Some Progress = No Progress = Discontinue

Performance Objective 3 Problem Statements:

Demographics
Problem Statement 1: Manor's At Risk population is currently 64%, which is significantly higher than the district (54%) and state (50%) average.
Problem Statement 2: Manor's Special Education population is currently 18%, which is significantly higher than the district (11%) and state (8.6%) average for this category. PBMAS
Student Achievement
Problem Statement 1: All grade levels are performing at 65%, which is below the district average (74%) and state (75%) tested core subjects. **Root Cause 1**: Frequent common assessments are not utilized effectively by teachers in order to make data-driven decisions.

Goal 2: Killeen ISD will recruit, employ, develop, and retain a highly effective staff that proactively engages students for success.

Performance Objective 4: To meet the needs of AT RISK students, math teachers will attend professional development that focuses on increasing the rigor of math lessons in the classroom.

Evaluation Data Source(s) 4: Student data will reflect an increase of 10% by incorporating the rigorous math techniques learned in professional development activities

Summative Evaluation 4:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
System Safeguard Strategy 1) Teachers will learn effective strategies to assist in student retention of information and best practices when teaching AT RISK, ELL, African American and Special Education students. Teachers will attend a Kagan Cooperative Learning Training on campus.	Lead Math Teacher and Math Department	Staff will learn to use KAGAN structures to improve student learning in the collaborative part of the GRR model.				
	Problem Statements: Demographics 1, 2 - Student Achievement 1, 2					

= Accomplished = Continue/Modify = Considerable = Some Progress = No Progress = Discontinue

Performance Objective 4 Problem Statements:

Demographics
Problem Statement 1: Manor's At Risk population is currently 64%, which is significantly higher than the district (54%) and state (50%) average.
Problem Statement 2: Manor's Special Education population is currently 18%, which is significantly higher than the district (11%) and state (8.6%) average for this category. PBMAS
Student Achievement
Problem Statement 1: All grade levels are performing at 65%, which is below the district average (74%) and state (75%) tested core subjects. **Root Cause 1**: Frequent common assessments are not utilized effectively by teachers in order to make data-driven decisions.
Problem Statement 2: Manor's LEP population struggles to achieve proficiently in the areas of math (at 63% proficiency) and reading (at 51% proficiency). PBMAS

Goal 2: Killeen ISD will recruit, employ, develop, and retain a highly effective staff that proactively engages students for success.

Performance Objective 5: To meet the needs of AT RISK students and to understand the level of questioning and professional teaching on campus, faculty will take part in Instructional Rounds.

Evaluation Data Source(s) 5: Students will be able to articulate the learning objectives and apply those objectives to their learning.

Summative Evaluation 5:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Lead Teachers, CIS and the principal will take part in Internal Instructional Rounds and Internal Rounds to better understand the problem of practice and make informed decisions about curriculum and instruction for AT RISK students.	Principal and CIS	Professional decisions that drive the campus are adjusted based on the observations.				
	Problem Statements: Student Achievement 1 Funding Sources: 128 - High School Allotment - 600.00					
2) To assist teachers with understanding the rigor intensity of the districts problem of practice, a book study of Growth Mindset.	Principal, CIS, Lead Teachers	Teachers will shape the learning of students through motivation of growth mindset.				
	Problem Statements: Student Achievement 1 - Curriculum, Instruction, and Assessment 1					
System Safeguard Strategy 3) The math teachers will meet with District Specialists 1/2 day for intensive instruction for at-risk students and identified at-risk Special Education students once in October and once in December. 8th grade history teachers will analyze and plan for STAAR interventions for a full day in Spring for at-risk students, at-risk African American, at-risk Special Education, and at-risk economically disadvantaged students.	Principal, CIS, Lead Math Teacher, and Lead History Teacher	Teachers will create meaningful lessons and interventions to meet the needs of at-risk Special Education, African American and Economically Disadvantaged students.				
	Problem Statements: Student Achievement 1 Funding Sources: 166 - State Comp Ed - 1000.00					

= Accomplished = Continue/Modify = Considerable = Some Progress = No Progress = Discontinue

Performance Objective 5 Problem Statements:

Student Achievement
Problem Statement 1: All grade levels are performing at 65%, which is below the district average (74%) and state (75%) tested core subjects. **Root Cause 1**: Frequent common assessments are not utilized effectively by teachers in order to make data-driven decisions.
Curriculum, Instruction, and Assessment

Problem Statement 1: As a campus, Manor's reading scores from 2015-2016 were at 67% proficiency. This is lower than the district average (72%) and the state average (73%). **Root Cause 1**: Manor's SPED students' population (18.5%) is above the state average (8.6%). This student group has not performed satisfactory on reading assessments.

Goal 2: Killeen ISD will recruit, employ, develop, and retain a highly effective staff that proactively engages students for success.

Performance Objective 6: To meet the needs of AT RISK students, English Language Arts/ Reading teachers will attend specifically targeted professional development to learn innovative strategies to improve reading comprehension and writing skills..

Evaluation Data Source(s) 6: Student scores in Reading and Writing will increase due to new strategies learned at the conference.

Summative Evaluation 6:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
System Safeguard Strategy **Critical Success Factors** CSF 1 CSF 2 CSF 7 1) 4 teachers will attend the TCTELA Conference in Houston Texas January 26-28, 2017 to meet the needs of All students including AT RISK, at-risk African American, at-risk Hispanic, at-risk White, at-risk Special Education, and at-risk Economically Disadvantaged struggling readers and writers.	CIS and Lead ELAR	Teachers will return and teach strategies to the ELA department and scores on Reading and Writing tests will increase.				
	Problem Statements: Demographics 2 - Student Achievement 1 Funding Sources: 166 - State Comp Ed - 3500.00					
System Safeguard Strategy **Critical Success Factors** CSF 1 CSF 2 CSF 6 CSF 7 2) Teachers will attend Region 12 professional development in reading and writing to increase scores of at-risk students including at-risk African American, ELL, at-risk Hispanic, at-risk White, at-risk Special Education, & at-risk Economically Disadvantaged students.	CIS and Lead ELAR Teacher	Teachers will return and teach strategies to the ELA department on vrious ways to increase the scores of AT RISK, African American, ELL, Hispanic, White, Special Education, and Economically Disadvantaged students.				
	Problem Statements: Student Achievement 1 Funding Sources: 166 - State Comp Ed - 250.00					

= Accomplished = Continue/Modify = Considerable = Some Progress = No Progress = Discontinue

Performance Objective 6 Problem Statements:

Demographics
Problem Statement 2: Manor's Special Education population is currently 18%, which is significantly higher than the district (11%) and state (8.6%) average for this category. PBMAS
Student Achievement
Problem Statement 1: All grade levels are performing at 65%, which is below the district average (74%) and state (75%) tested core subjects. **Root Cause 1**: Frequent common assessments are not utilized effectively by teachers in order to make data-driven decisions.

Goal 2: Killeen ISD will recruit, employ, develop, and retain a highly effective staff that proactively engages students for success.

Performance Objective 7: To meet the need of AT RISK students, administration will attend various conferences to better learn how to understand and assist AT RISK students.

Evaluation Data Source(s) 7: AT RISK students will be served more effectively through knowledge gained at AT RISK student centered conferences.

Summative Evaluation 7:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
Critical Success Factors CSF 3 CSF 6	Principal and Assistant Principal	Campus Administration will provide training to all staff on meeting the needs of AT RISK students.				
1) Registration and Travel will be provided for Campus Administration to attend a conference for AT RISK students to better learn how to understand and assist this population.	Problem Statements: Demographics 1 Funding Sources: 166 - State Comp Ed - 1445.00					

= Accomplished = Continue/Modify = Considerable = Some Progress = No Progress = Discontinue

Performance Objective 7 Problem Statements:

Demographics
Problem Statement 1: Manor's At Risk population is currently 64%, which is significantly higher than the district (54%) and state (50%) average.

Goal 2: Killeen ISD will recruit, employ, develop, and retain a highly effective staff that proactively engages students for success.

Performance Objective 8: To understand the unique needs of AT RISK students, teachers and administrators will attend a training session with Capturing Kids Hearts targeting instructional strategies for use with AT RISK learners.

Evaluation Data Source(s) 8: Teachers/Administrators will implement strategies from Capturing Kids Hearts to better understand the unique needs of AT RISK students.

Summative Evaluation 8:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
Critical Success Factors CSF 6 CSF 7 1) Teachers will attend the Capturing Kids Hearts and Teen Leadership Intensive Retreat to learn how to work with students who are AT RISK during the fall, spring and summer.	CIS and Principal	Teachers of AT RISK students will benefit from the knowledge gained from learning how to work with AT RISK students.				
	Problem Statements: Demographics 1 Funding Sources: 166 - State Comp Ed - 8650.00					
2) Teachers will participate in whole group professional development (during the first semester) for the next phase of Capturing Kids' Hearts, an initiative for working with AT RISK students.	Principal and CIS	Increased academic and behavioral achievement for all AT RISK students.				
	Problem Statements: Demographics 1 - Student Achievement 1 Funding Sources: 166 - State Comp Ed - 2500.00					

= Accomplished = Continue/Modify = Considerable = Some Progress = No Progress = Discontinue

Performance Objective 8 Problem Statements:

Demographics
Problem Statement 1: Manor's At Risk population is currently 64%, which is significantly higher than the district (54%) and state (50%) average.
Student Achievement
Problem Statement 1: All grade levels are performing at 65%, which is below the district average (74%) and state (75%) tested core subjects. **Root Cause 1**: Frequent common assessments are not utilized effectively by teachers in order to make data-driven decisions.

Goal 2: Killeen ISD will recruit, employ, develop, and retain a highly effective staff that proactively engages students for success.

Performance Objective 9: To meet the needs of AT RISK students and their need for higher education above high school, teachers will attend the AVID Summer Institute.

Evaluation Data Source(s) 9: Teachers of AT RISK students will bring back knowledge learned in instructional strategies to their AT RISK students.

Summative Evaluation 9:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Teachers/Administrators and Counselors will attend AVID summer institute to meet the instructional needs of AT RISK students	AVID Coordinator	Teachers/Administrators and Counselors will implement instructional strategies for AT RISK strategies.				
	Problem Statements: Demographics 1 - Student Achievement 1 Funding Sources: 166 - State Comp Ed - 3680.00					

= Accomplished = Continue/Modify = Considerable = Some Progress = No Progress = Discontinue

Performance Objective 9 Problem Statements:

Demographics
Problem Statement 1: Manor's At Risk population is currently 64%, which is significantly higher than the district (54%) and state (50%) average.
Student Achievement
Problem Statement 1: All grade levels are performing at 65%, which is below the district average (74%) and state (75%) tested core subjects. **Root Cause 1**: Frequent common assessments are not utilized effectively by teachers in order to make data-driven decisions.

Goal 2: Killeen ISD will recruit, employ, develop, and retain a highly effective staff that proactively engages students for success.

Performance Objective 10: To meet the needs of GT students, teachers will receive GT training through Region 12.

Evaluation Data Source(s) 10: Teachers will be fully certified in Gifted and Talented to meet the needs of students.

Summative Evaluation 10:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
Critical Success Factors CSF 1	GT Facilitator and GT Teachers	Teachers of GT students will be trained.				
1) GT Coordinator and teachers of Gifted and Talented students will attend the AVID Institute for GT enhancement for lessons.	Problem Statements: Demographics 1 - Student Achievement 1 Funding Sources: 177 - Gifted/Talented - 1251.00					
= Accomplished = Continue/Modify = Considerable = Some Progress = No Progress = Discontinue						

Performance Objective 10 Problem Statements:

Demographics
Problem Statement 1: Manor's At Risk population is currently 64%, which is significantly higher than the district (54%) and state (50%) average.
Student Achievement
Problem Statement 1: All grade levels are performing at 65%, which is below the district average (74%) and state (75%) tested core subjects. **Root Cause 1**: Frequent common assessments are not utilized effectively by teachers in order to make data-driven decisions.

Goal 3: All Killeen ISD personnel will promote effective parental and community involvement through communication, participation, and partnerships in accomplishing the district's goals.

Performance Objective 1: Increase students' families' knowledge of postsecondary education, options, preparation, and financing.

Evaluation Data Source(s) 1: Increase parent knowledge about postsecondary education, preparation, options, financing & application each year by 30%. Each year 80% of parents will participate in college awareness and readiness activities.

Summative Evaluation 1:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
Critical Success Factors CSF 5	Counselors and Principal	Surveys at the end of session for parents				
1) Quarterly parent meetings will be held on a variety of topics to include: Home Access Center; Parent/Teacher Conferences; "Scream Free Parenting"; College Readiness; Leadership Training	Problem Statements: Family and Community Involvement 1					

= Accomplished = Continue/Modify = Considerable = Some Progress = No Progress = Discontinue

Performance Objective 1 Problem Statements:

Family and Community Involvement
Problem Statement 1: Over 50% of Manor parents are not attending school activities due to other obligations or work schedules. **Root Cause 1**: Parent Education Classes that emphasize the importance of parental involvement are lacking in Killeen ISD.

Goal 3: All Killeen ISD personnel will promote effective parental and community involvement through communication, participation, and partnerships in accomplishing the district's goals.

Performance Objective 2: Increase rate of high school graduation, awareness, readiness and participation in postsecondary education for cohort students through a college network.

Evaluation Data Source(s) 2: 90% of students will be promoted to the next grade on time as determined by the TAPR report. The dropout rate will decrease each year as measured by the TAPR report. Attendance rates of students will increase by 10% over the baseline as determined by TAPR data

Summative Evaluation 2:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
Critical Success Factors CSF 5 1) 8th grade cohort students will take part in Leadership Development through the Ellison High School Leadership Conference at the Killeen Civic and Conference Center; Youth Congress and NJHS Activities. These NJHS activities include an etiquette dinner and service projects for the community.	Leadership Academy of Ellison HS; Counselors; NJHS Sponsor; MMS; AVID Coordinator	8th grade students are engaged in Leadership activities and we will have a 10% increase in enrollment to the Ellison Leadership Academy.				
	Problem Statements: School Context and Organization 1 Funding Sources: 128 - High School Allotment - 250.00					

= Accomplished = Continue/Modify = Considerable = Some Progress = No Progress = Discontinue

Performance Objective 2 Problem Statements:

School Context and Organization
Problem Statement 1: 100% of Manor students are not involved in a school sponsored activity (school connectedness). **Root Cause 1**: Students will be encouraged to join extra curricular and school sponsored extended activities.

Goal 3: All Killeen ISD personnel will promote effective parental and community involvement through communication, participation, and partnerships in accomplishing the district's goals.

Performance Objective 3: Increase Cultural Awareness at Manor Middle School by having multi-cultural awareness activities

Evaluation Data Source(s) 3: Celebration of all Cultures on Manor's campus will be increased.

Summative Evaluation 3:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
System Safeguard Strategy **Critical Success Factors** CSF 5 CSF 6 1) Raise Cultural Awareness by participating in Freedom Walk, Black History Month, Multi-Cultural Night, Veteran's Day, Toys4Tots, and annual canned food drive for Killeen Mission.	Principal, APs, Communities in Schools Counselor, and MMS Counselors	Students will be able to participate in numerous community events to raise cultural awareness of 8th grade students				
	Problem Statements: School Culture and Climate 1 - Staff Quality, Recruitment, and Retention 1					
System Safeguard Strategy **Critical Success Factors** CSF 5 CSF 6 2) Raise cultural awareness by implementing a Multi-cultural display board highlight student cultures.	History teachers	Each month different student cultures will be celebrated with pictures and artifacts in a glass enclosed bulletin board.				
	Problem Statements: School Culture and Climate 1					

= Accomplished = Continue/Modify = Considerable = Some Progress = No Progress = Discontinue

Performance Objective 3 Problem Statements:

School Culture and Climate
Problem Statement 1: The demographics of Manor students indicate a steadily increasing ELL (32%) and AT RISK population (80%) that have resulted in academic challenges. **Root Cause 1**: Our community demographics are rapidly changing.
Staff Quality, Recruitment, and Retention
Problem Statement 1: Manor's student population for Hispanics is currently at 237 students (with 51% being males); however, our staff does not include any Hispanic male role models. **Root Cause 1**: Although offers of employment have been extended to Hispanic male applicants, none of the Hispanic male applicants have accepted employment offers.

Goal 3: All Killeen ISD personnel will promote effective parental and community involvement through communication, participation, and partnerships in accomplishing the district's goals.

Performance Objective 4: Advanced Academic students will have a greater extension of learning by attending field experiences.

Evaluation Data Source(s) 4: Advanced Academic students will have exposure to more experiences.

Summative Evaluation 4:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
System Safeguard Strategy **Critical Success Factors** CSF 1 1) GT Field Experience to STEAM in Waco; Students will also attend the Thinkery experience, iFly Austin in Austin Children's Museum.	TAG Facilitator	Students will be able to write a reflection of their appreciation of the works				
	Problem Statements: Demographics 1 - Student Achievement 1 Funding Sources: 177 - Gifted/Talented - 1990.00					

= Accomplished = Continue/Modify = Considerable = Some Progress = No Progress = Discontinue

Performance Objective 4 Problem Statements:

Demographics
Problem Statement 1: Manor's At Risk population is currently 64%, which is significantly higher than the district (54%) and state (50%) average.
Student Achievement
Problem Statement 1: All grade levels are performing at 65%, which is below the district average (74%) and state (75%) tested core subjects. **Root Cause 1**: Frequent common assessments are not utilized effectively by teachers in order to make data-driven decisions.

Goal 3: All Killeen ISD personnel will promote effective parental and community involvement through communication, participation, and partnerships in accomplishing the district's goals.

Performance Objective 5: Achieve more effective communication with parents

Evaluation Data Source(s) 5: Parents will attend more events, access TAC more often, and communicate with the school more often.

Summative Evaluation 5:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
Critical Success Factors CSF 5 1) Counselors will hold parent information sessions on Home Access Center and communication with Teachers.	Counselors	Increase in Parent Communication				
	Problem Statements: Demographics 1 - Student Achievement 1 - Family and Community Involvement 1 Funding Sources: 128 - High School Allotment - 100.00					
System Safeguard Strategy **Critical Success Factors** CSF 1 CSF 4 CSF 5 2) AT RISK Parent/Student STAAR Review Night to be hosted by the ELA/History/Science departments in April. AT RISK students and their parents will be invited to attend. These AT RISK students will demonstrate and model reading strategies learned for their parents.	ELAR, Science, History Lead Teachers	Students will be prepared for assessments in selected content areas. Parents will learn how to better assist their child's learning.				
	Problem Statements: Demographics 1 Funding Sources: 128 - High School Allotment - 150.00, 166 - State Comp Ed - 200.00					
Critical Success Factors CSF 4 CSF 5 CSF 6 3) Math will conduct awareness nights for parents on math resources and curriculum in September and January. Identified AT RISK students and their parents will be invited to attend. These AT RISK students will demonstrate and model math strategies for their parents.	Math Department and CIS	Students will be prepared for their state assessments. Parents will become more aware of math and how to better assist at home.				
	Problem Statements: Demographics 1 - Student Achievement 1 Funding Sources: 128 - High School Allotment - 150.00, 166 - State Comp Ed - 200.00					
4) AVID will conduct school wide parent and student workshops to cover Higher Order Thinking Questions, higher education preparation, Life at the High School, etc.	AVID Coordinator	Parents will become actively involved in the students' furthering their education to high school and beyond.				
	Problem Statements: Demographics 1 Funding Sources: 128 - High School Allotment - 200.00					

= Accomplished = Continue/Modify = Considerable = Some Progress = No Progress = Discontinue

Performance Objective 5 Problem Statements:

Demographics

Problem Statement 1: Manor's At Risk population is currently 64%, which is significantly higher than the district (54%) and state (50%) average.

Student Achievement

Problem Statement 1: All grade levels are performing at 65%, which is below the district average (74%) and state (75%) tested core subjects. **Root Cause 1**: Frequent common assessments are not utilized effectively by teachers in order to make data-driven decisions.

Family and Community Involvement

Problem Statement 1: Over 50% of Manor parents are not attending school activities due to other obligations or work schedules. **Root Cause 1**: Parent Education Classes that emphasize the importance of parental involvement are lacking in Killeen ISD.

Goal 4: Killeen ISD will provide a safe, healthy, secure, and orderly environment for students, staff, families and community.

Performance Objective 1: To increase the rigor for science students, a safe and orderly lab environment for students and staff must be maintained.

Evaluation Data Source(s) 1: Rigor in science classrooms is raised by 10% and less students/staff are injured through lab incidents.

Summative Evaluation 1:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) All students will be taught proper lab safety through their science class.	Lead Science Teacher and MMS Teachers	A reduction in lab injuries and accidents.				
	Problem Statements: Demographics 1 - Student Achievement 1					
2) All students and staff will participate with routine monthly safety drills	Safety AP	Students and staff will learn how to effectively respond to crisis situations.				
	Problem Statements: Demographics 1					

= Accomplished = Continue/Modify = Considerable = Some Progress = No Progress = Discontinue

Performance Objective 1 Problem Statements:

Demographics
Problem Statement 1: Manor's At Risk population is currently 64%, which is significantly higher than the district (54%) and state (50%) average.
Student Achievement
Problem Statement 1: All grade levels are performing at 65%, which is below the district average (74%) and state (75%) tested core subjects. **Root Cause 1**: Frequent common assessments are not utilized effectively by teachers in order to make data-driven decisions.

Goal 4: Killeen ISD will provide a safe, healthy, secure, and orderly environment for students, staff, families and community.

Performance Objective 2: To increase the academic achievement for all students and to promote the safety of students attending tutorials, bus transportation will be provided for tutorials.

Evaluation Data Source(s) 2: Increased number of students attending tutorials leading to an increase in academic achievement.

Summative Evaluation 2:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Provide bus transportation for students who attend after school tutorials on selected days of the week.	Principal and AP	Increased student participation of AT RISK students for after school tutorials.				
	Problem Statements: Demographics 1 - Student Achievement 1					

= Accomplished = Continue/Modify = Considerable = Some Progress = No Progress = Discontinue

Performance Objective 2 Problem Statements:

Demographics
Problem Statement 1: Manor's At Risk population is currently 64%, which is significantly higher than the district (54%) and state (50%) average.
Student Achievement
Problem Statement 1: All grade levels are performing at 65%, which is below the district average (74%) and state (75%) tested core subjects. **Root Cause 1**: Frequent common assessments are not utilized effectively by teachers in order to make data-driven decisions.

Goal 4: Killeen ISD will provide a safe, healthy, secure, and orderly environment for students, staff, families and community.

Performance Objective 3: FitnessGram will be administered to 6th and 7th grade PE students and all athletes. PE Classes will also subscribe to the SPARK curriculum in PE. All 7th grade students will also be educated in CPR

Evaluation Data Source(s) 3: Students will be successful on their Fitness Gram and overall wellness will increase.

Summative Evaluation 3:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) All students in P.E. classes will be assessed for wellness under the state Fitness Gram	Principal, P.E. Teachers, and Nurse	Students will learn the importance of staying healthy and being in shape, which will affect them throughout their lives.				
	Problem Statements: Demographics 1					

= Accomplished = Continue/Modify = Considerable = Some Progress = No Progress = Discontinue

Performance Objective 3 Problem Statements:

Demographics
Problem Statement 1: Manor's At Risk population is currently 64%, which is significantly higher than the district (54%) and state (50%) average.

Goal 4: Killeen ISD will provide a safe, healthy, secure, and orderly environment for students, staff, families and community.

Performance Objective 4: To decrease the number of discipline referrals and DAEP placements

Evaluation Data Source(s) 4: Students will learn character traits and staff will continue to receive PD for working with AT RISK students

Summative Evaluation 4:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Student discipline referrals will be reduced by 10%, each nine weeks.	Principal and APs	Student behavior will be more conducive to learning; thus, reducing the number of DAEP referrals				
	Problem Statements: School Culture and Climate 1					

= Accomplished = Continue/Modify = Considerable = Some Progress = No Progress = Discontinue

Performance Objective 4 Problem Statements:

School Culture and Climate
Problem Statement 1: The demographics of Manor students indicate a steadily increasing ELL (32%) and AT RISK population (80%) that have resulted in academic challenges. **Root Cause 1**: Our community demographics are rapidly changing.

Goal 5: Killeen ISD will maintain efficient and effective management of resources and operations to maximize learning for all students and staff.

Performance Objective 1: Continue technology initiatives with TINspires, Ipads and Computer Lab for all students.

Evaluation Data Source(s) 1: Students will increase proficiency with technology to be successful as lifelong learners in post secondary curriculum

Summative Evaluation 1:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
System Safeguard Strategy 1) Continued use of TINspires for all math students, including African American, ELL, and SPED to be utilized on the STAAR assessment.	Campus Tech, Lead Math Teacher	Students will continue to use technology and enhance their curriculum rigor.				
	Problem Statements: Student Achievement 1 Funding Sources: 128 - High School Allotment - 1050.00					
2) Technology supplies for upkeep of computers and student printers in student labs	Campus Technologist	Students will have available materials necessary.				
	Problem Statements: Demographics 1, 2 - Student Achievement 1 Funding Sources: 128 - High School Allotment - 3899.00					

= Accomplished = Continue/Modify = Considerable = Some Progress = No Progress = Discontinue

Performance Objective 1 Problem Statements:

Demographics
Problem Statement 1: Manor's At Risk population is currently 64%, which is significantly higher than the district (54%) and state (50%) average.
Problem Statement 2: Manor's Special Education population is currently 18%, which is significantly higher than the district (11%) and state (8.6%) average for this category. PBMAS
Student Achievement
Problem Statement 1: All grade levels are performing at 65%, which is below the district average (74%) and state (75%) tested core subjects. **Root Cause 1**: Frequent common assessments are not utilized effectively by teachers in order to make data-driven decisions.

Goal 5: Killeen ISD will maintain efficient and effective management of resources and operations to maximize learning for all students and staff.

Performance Objective 2: Continue online subscriptions to increase the rigor of curriculum for AT RISK students

Evaluation Data Source(s) 2: The sub population of AT RISK students' scores will increase by 5% on annual STAAR testing.

Summative Evaluation 2:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
System Safeguard Strategy 1) All students, to include AT RISK, African American, ELL, Hispanic, White, Economically Disadvantaged and Special Education students will have access to BrainPop in all core subject areas with mobile access with technology items previously purchased.	Campus Technologist and MMS Teachers	AT RISK, African American, ELL, Hispanic, White, Economically Disadvantaged and Special Education students will increase their use of technology with BrainPop.				
	Problem Statements: Demographics 1, 2 - Student Achievement 1 Funding Sources: 128 - High School Allotment - 1436.75					
System Safeguard Strategy 2) All students will have access to Explore Learning Gizmos in all core subjects to assist with real world application in science for all students, including Special Education, African American, Hispanic, Economically Disadvantaged, and White students	Campus Technologist, Lead Science Teacher, and MMS Teachers	AT Risk students will increase their use of technology and be able to apply skills to real world applications				
	Problem Statements: Demographics 1, 2 - Student Achievement 1 Funding Sources: 128 - High School Allotment - 2725.00					
System Safeguard Strategy 3) All students including, African American, ELL, Hispanic, Special Education, and Economically Disadvantaged student will have access to Flocabulary instructional software in all classes to include special education courses.	Campus Technologist, Lead ELAR Teacher, and MMS Teachers	Students will learn difficult concepts more easily.				
	Problem Statements: Demographics 1, 2 - Student Achievement 1 Funding Sources: 128 - High School Allotment - 1600.00					
4) Purchase Scientific Minds enhanced learning for teachers to be able to use Science Starters with all students.	Campus Technologist, Lead Science Teacher, and MMS teachers	Students will be introduced to more difficult science topics in a more engaging manner.				
	Problem Statements: Demographics 1, 2 - Student Achievement 1 Funding Sources: 128 - High School Allotment - 1200.00					

= Accomplished = Continue/Modify = Considerable = Some Progress = No Progress = Discontinue

Performance Objective 2 Problem Statements:

Demographics

Problem Statement 1: Manor's At Risk population is currently 64%, which is significantly higher than the district (54%) and state (50%) average.
Problem Statement 2: Manor's Special Education population is currently 18%, which is significantly higher than the district (11%) and state (8.6%) average for this category. PBMAS
Student Achievement
Problem Statement 1: All grade levels are performing at 65%, which is below the district average (74%) and state (75%) tested core subjects. **Root Cause 1**: Frequent common assessments are not utilized effectively by teachers in order to make data-driven decisions.

System Safeguard Strategies

Goal	Objective	Strategy	Description
1	1	1	AT-RISK students, to include at-risk SPED students, will participate in conceptual math activities during Math Workshops and STAAR Academies after school and on Saturdays. AT-RISK, SPED, & ELL students will also attend for Language Arts, history and science STAAR assistance. AT-RISK students will sign in upon entry.
1	1	2	Tutoring workshops designed around Writing will be conducted by teachers after normal school hours and Saturdays to assist students that are at-risk to include at-risk SPED, ELL, at-risk economically disadvantaged, and at-risk African American demographics be more successful on the STAAR Writing Assessment.
1	3	1	ELL teachers will provide support for LEP students through small group instruction that focuses on English vocabulary acquisition. ELL teachers will teach organizational strategies to be used in all core classes and will integrate technology applications with vocabulary instruction. They will stay current in research-based, best practice strategies for teaching ELL students.
1	4	1	Create a celebration night where 8th grade students are celebrated as being eligible to be promoted to the next grade. This celebration night could include dance, game night, certificates.
1	5	1	Students will engage in the Battle of the Books competition in Waco.
1	6	1	History teachers will achieve an 85% passing rate for students at the end of each 9 weeks by offering tutorials for all students to include Special Education, African American, Economically Disadvantage students. Teachers will focus on AVID & Marzano strategies.
1	6	2	Increase ALL students knowledge of geography with the use of desk maps and atlases, including Special Education, African American, Economically Disadvantage and AT RISK students.
1	6	3	Increase At Risk, African American, Sped, and Economically Disadvantage students comprehension of difficult topics using leveled reading material, graphic organizers, and diverse learning activities
1	6	5	History Teachers will implement small group rotations (pullouts) in 8th grade classes for STAAR review with identified AT-RISK, African American, and SPED students that have previously failed a STAAR assessment.
1	6	6	Teachers will analyze Mock STAAR data and plan for acceleration/intervention for at-risk, ELL, African American and SPED students.
1	7	1	Conduct intense, small group instruction (focusing on identified areas of weaknesses) through pullouts with identified AT-RISK, African American, SPED, and ELL students.
1	7	2	The science department will plan a trip to increase the awareness and application of science in real world. These COULD include: CTC Planetarium, Cameron Park Zoo, InnerSpace Caverns, Austin Zoo, Prairie Haynes Ranch, Dr. Pepper Museum, Texas Museum of Science & Technology and Thinkery.

Goal	Objective	Strategy	Description
1	7	3	The SSI math teachers will review and analyze mock STAAR data for at-risk and SPED students, (specifically African American and Hispanic) in order to plan interventions and tutoring.
1	8	1	Teachers in 7th & 8th grade Accelerated Language Arts classes will emphasis features of non-fiction text as it relates to comprehension. Students in these classess will be given multiple opportunities to apply comprehension strategies with non-fiction texts of all kinds. Teachers will provide small group interventions with these at-risk students prior to the first administration of STAAR Reading and Writing test.
1	8	2	Writing across the Curriculum will be implemented to enhance the writing ability and scores for students to include ALL students including African American, Hispanic, White, Sped, and Economically Disadvantage. Students will use a variety of AVID writing strategies that will be introduced weekly.
1	8	3	ELAR department teachers meet for day-of-planning to use multiple strategies and resources to design engaging lesson plans and refine department goals for at-risk students, based on MOCK STAAR data.
1	8	4	A reading interventions aide will assist at-risk students in the classroom to increase comprehension and fluency.
1	9	1	To promote the real world application of science for at-risk students (to include special education at-risk students), teachers will provide hands-on lab experiences that align to the depth and complexity of science TEKS.
1	9	2	2) To meet the academic needs of our at-risk, ELL and SPED students, science teachers will review STAAR data from the Mock STAAR and create a plan to accelerate our At-risk, ELL, SPED students to a level of proficiency on their state assessment.
1	9	3	To meet the academic needs of our AT RISK, ELL and SPED students, science teachers will implement small group rotations in 8th grade classes for each identified AT RISK student for STAAR review. Teachers will work with these identified AT RISK students for three instructional days, providing intense tutoring through pullouts.
2	1	1	The Dyslexia Teacher will attend the CESD conference for Dyslexia in Austin on Oct. 16-17 to learn new strategies to meet the needs of AT RISK students. The Dyslexia teacher will also attend the Region 12 Dyslexia course free of charge, but travel will be needed.
2	1	2	RICA teacher will provide support to at-risk dyslexic students through small group instruction using the Wilson Reading Program.
2	2	1	History teachers of AT RISK students that fall under the demographics of African American, Special Education, and Economically Disadvantaged will attend professional development to improve instruction and will implement best practice teaching techniques.
2	2	2	History teachers of AT-RISK SPED, ELL, and African American students will attend KISD Differentiation Professional Development to increase student test scores and class performance. Teachers will implement strategies learned to enhance instruction.

Goal	Objective	Strategy	Description
2	3	1	Science teachers of AT RISK, Special Education, African American, and ELL students will attend STAAR training sessions at ESC 4 , 12 & 13, as well as CAST to assist at risk students understand hands on learning to impact the analysis of STAAR data
2	4	1	Teachers will learn effective strategies to assist in student retention of information and best practices when teaching AT RISK, ELL, African American and Special Education students. Teachers will attend a Kagan Cooperative Learning Training on campus.
2	5	3	The math teachers will meet with District Specialists 1/2 day for intensive instruction for at-risk students and identified at-risk Special Education students once in October and once in December. 8th grade history teachers will analyze and plan for STAAR interventions for a full day in Spring for at-risk students, at-risk African American, at-risk Special Education, and at-risk economically disadvantaged students.
2	6	1	4 teachers will attend the TCTELA Conference in Houston Texas January 26-28, 2017 to meet the needs of All students including AT RISK, at-risk African American, at-risk Hispanic, at-risk White, at-risk Special Education, and at-risk Economically Disadvantaged struggling readers and writers.
2	6	2	Teachers will attend Region 12 professional development in reading and writing to increase scores of at-risk students including at-risk African American, ELL, at-risk Hispanic, at-risk White, at-risk Special Education, & at-risk Economically Disadvantaged students.
3	3	1	Raise Cultural Awareness by participating in Freedom Walk, Black History Month, Multi-Cultural Night, Veteran's Day, Toys4Tots, and annual canned food drive for Killeen Mission.
3	3	2	Raise cultural awareness by implementing a Multi-cultural display board highlight student cultures.
3	4	1	GT Field Experience to STEAM in Waco; Students will also attend the Thinkery experience, iFly Austin in Austin Children's Museum.
3	5	2	AT RISK Parent/Student STAAR Review Night to be hosted by the ELA/History/Science departments in April. AT RISK students and their parents will be invited to attend. These AT RISK students will demonstrate and model reading strategies learned for their parents.
5	1	1	Continued use of TINspires for all math students, including African American, ELL, and SPED to be utilized on the STAAR assessment.
5	2	1	All students, to include AT RISK, African American, ELL, Hispanic, White, Economically Disadvantaged and Special Education students will have access to BrainPop in all core subject areas with mobile access with technology items previously purchased.
5	2	2	All students will have access to Explore Learning Gizmos in all core subjects to assist with real world application in science for all students, including Special Education, African American, Hispanic, Economically Disadvantaged, and White students
5	2	3	All students including, African American, ELL, Hispanic, Special Education, and Economically Disadvantaged student will have access to Flocabulary instructional software in all classes to include special education courses.