

Killeen Independent School District

Career Center

2019-2020 Improvement Plan



Mission Statement

Killeen ISD's Career Center serves students by providing:

- Students with the opportunity to learn current industry skills while using the latest technology (District Goals 1, 4 and 5)
- Rigorous coursework that includes academic integration, dual credit, articulated credit, and industry certifications (District Goal 1 and 2)
- Quality professional development for staff, so that students are college and career ready (District Goals 1, 2 and 5)
- Instructional partnerships through business and industry collaboration (District Goals 1 and 3)

The mission statement for the KISD Career Center is to engage students in relevant and meaningful learning experiences that are aligned with post-secondary education and career standards.

Vision

The vision statement for the KISD Career Center:

KISD Career Center will empower students to be knowledgeable, confident in their skills, prepared and competitive as they transition into post-secondary education and career opportunities as productive members of society.

Value Statement

The Core Values of the KISD Career Center:

- **Collaboration** – Engaging in work with others to accomplish a common goal
- **Honesty** – Acting in fairness, transparency, and straightforwardness
- **Integrity** – Knowing and Doing what is right in all situations
- **Professionalism** – Demonstrating appropriate skills, judgment, appearance, and behavior that is expected from a person who is trained to do a job well
- **Responsibility** – Accepting and communicating a sense of ownership and accountability
- **Service** – Contributing to the safety and welfare of others, our school, and our community

Table of Contents

Comprehensive Needs Assessment	4
Demographics	4
Student Academic Achievement	7
School Processes & Programs	11
Perceptions	15
Goals	18
Goal 1: Killeen ISD will equip and empower campus leadership, faculty, and staff to consistently provide research-based best practices, resulting in future ready students.	18
Goal 2: Killeen ISD will recruit, retain, and develop excellent, creative educators to maximize student achievement.	30
Goal 3: Killeen ISD will engage all stakeholders in the work of developing lifelong learners through positive, collaborative relationships and meaningful communication.	32
Goal 4: Killeen ISD will provide a safe and healthy learning environment, and identify and address social, emotional, and behavioral distractors; thereby improving student achievement.	34
Goal 5: Killeen ISD will effectively and efficiently manage district resources and operations to maximize learning opportunities for all students and staff.	36
Site-Based Decision Making Committee	40

Comprehensive Needs Assessment

Demographics

Demographics Summary

The KISD Career Center (KCC) is a Career and Technical Education (CTE) facility in the Killeen Independent School District (KISD). In 2012, KCC officially opened at 1320 Stagecoach Road in Killeen, Texas.

Our feeder pattern is district-wide, and we have open enrollment for all 10th through 12th graders. The students that attend KCC (% of their enrollment) are from Ellison HS (24%), Killeen HS (20%), Harker Heights HS (23%), Shoemaker HS (19%), and Pathways Academic Center (3%). Students have the option to attend either the morning (4 instructional periods) or afternoon sessions (3 instructional periods); juniors and seniors may attend all day if their schedule allows.

As of March 2, 2019, 1,556 students attended classes at the Career Center.

Building	CCZ	CCAM	CCPM	CCALL
CE Ellison HS	3	202	215	49
Killeen HS	0	133	110	22
Harker Heights HS	11	141	237	40
Robert M Shoemaker HS	0	212	129	26
Pathways Academic Center	0	14	12	0
Total	14	702	703	137

We have a diverse population of students attending the KISD Career Center. 34% of our students are the dependents of active duty military service members. 56% of the students are males, and 44% are female.

Students by Ethnicity:

Ethnicity	9th	10th	11th	12th	Total	Percent
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Hispanic	4	101	175	217	497	31.54%
Indian	0	1	2	7	10	0.63%
Asian	0	14	22	23	59	3.74%
Black	2	90	225	234	551	34.96%
Pacific Islander	0	6	14	10	30	1.90%
White	1	69	136	125	331	21.00%
Two or More Races	2	24	32	40	98	6.22%

Students by Special Program Indicators:

Special Education = 9%

Gifted & Talented = 3%

Students with Dyslexia = 7%

English as a Second Language (ESL) = 8%

Migrant = 0%

In 2012-2013, the school year ended with 647 total students. In 2013-2014, there were 880 total students. In 2014-2015, there were 921 total students. In 2015-2016, the school year ended with 1,117 students. In 2016-2017, there were 1,625 students enrolled. During the 2017-2018 school year there were 1,658 students were enrolled. As of March 2, 2019 there were 1,556 students enrolled.

Teachers are recruited through job postings on the KISD website, in local newspapers, and on various professional organizational websites. Teachers are also recruited at teacher job fairs held within and outside the district. All CTE teachers who teach 4 or more CTE courses, receive a stipend.

Due to the increase in our student enrollment, our teaching staff has grown to 59.5 teachers, which include 17.5 core academic, 38 CTE, 3 special education, and 1 RICA/ESL. We also have 3 special education aides, 1 ISS aide, 1 computer aide, and 2 instructional aides.

Professional development opportunities are provided to teachers based upon instructional needs. We intentionally seek opportunities which support the integration of Core and CTE coursework. The majority of CTE teachers enter the teaching profession directly from an industry-based job. Providing quality professional development is essential to retaining CTE teachers throughout the district. The majority of this professional development is provided by statewide organizations, although we continue to seek and create local opportunities to provide professional development.

During KCC in-service, we created a conference-style professional development to allow staff flexible scheduling with mandatory training and personal interest sessions which will support them in the classroom.

KISD uses a mentoring program for all new teachers in the district. Each year, experienced teachers mentor new hires and follow guidelines required by the

district. We have a buddy system for teachers new to our campus, but not new to teaching.

100% of KCC teachers have been trained in T-TESS.

During the 2018-2019 SY, KCC participated in KISD Instructional Rounds.

Demographics Strengths

Student enrollment closely mirrors the district's ethnic make up.

The career center is actively engaged in the community with numerous business and industry partnerships through practicum sites and advisory board members. The career center actively engages with parents, prospective students, and the community through showcase events and regular tours.

Retention of KCC teachers was at 87% from the 17-18 school year to the 18-19 school year.

0 students attending KCC dropped out during the 17-18 school year.

Problem Statements Identifying Demographics Needs

Problem Statement 1: Student enrollment at the KISD Career Center was down approximately 100 students from the prior year. **Root Cause:** KCC removed courses that the previous year had substantial enrollment in order to serve different needs. Additionally, students in KISD have many program options and this year new programs started creating additional options for students.

Student Academic Achievement

Student Academic Achievement Summary

The main purpose of our facility is to support students in becoming college and career ready. Our data is not entirely comparable to the data from other campuses within the district. Our facility is an extension of the other campuses and is not a stand-alone campus. Students from all four of the traditional campuses and Pathways are represented in our data. In addition to state assessment data, our student achievement is based upon the number and types of business and industry certifications that our students earn. Fifty-four percent of Career Center seniors met a College Career Military Readiness (CCMR) indicator.

KCC employs a College and Career Transition Coordinator to assist students with college applications, financial aid, employment applications, and college research.

Students taking ELA II or US History at the Career Center performed as shown below on the Spring 2019 EOC exams:

Career Center Spring 2019 ELA II End of Course Scores

	Total Students	Approaches	Approaches %	Meets	Meets %	Masters	Masters %
Total	195	148	76%	102	52%	4	2%
Eco Dis	85	59	69%	42	49%	1	1%
American Indian/Alaskan Native	1	1	100%	0	0%	0	0%
Asian	10	8	80%	7	70%	1	10%
Black/African American	62	48	77%	28	45%	0	0%
Hispanic	59	41	69%	30	51%	1	2%
Native Hawaiian/Pacific Islander	5	5	100%	4	80%	0	0%
Two or More Races	12	9	75%	6	50%	0	0%
White	46	36	78%	27	59%	2	4%
Female	41	34	83%	23	56%	3	7%
Male	154	114	74%	79	51%	1	1%
LEP	17	9	53%	1	6%	0	0%
SPED	20	9	45%	2	10%	0	0%

Career Center Spring 2019 US History End of Course Scores

	Total Students	Approaches	Approaches %	Meets	Meets %	Masters	Masters %
Total	316	311	98%	264	84%	171	54%

Career Center Spring 2019 US History End of Course Scores

Eco Dis	143	140	98%	122	85%	75	53%
American Indian/Alaskan Native	2	2	100%	2	100%	1	50%
Asian	11	11	100%	9	82%	4	36%
Black/African American	118	117	99%	96	81%	55	46%
Hispanic	94	91	97%	75	80%	51	54%
Native Hawaiian/Pacific Islander	8	8	100%	8	100%	6	75%
Two or More Races	13	13	100%	11	85%	8	62%
White	70	69	99%	63	91%	47	67%
Female	146	143	98%	122	83%	75	51%
Male	170	168	99%	142	84%	96	56%
LEP	24	22	92%	14	57%	6	26%
SPED	30	28	93%	17	56%	8	28%

ELA II approaches scores were better than the previous year's district and state scores with 76% of students meeting the approaches level. More than half of students met grade level. Only 4 students mastered the EOC. This is an area that needs improvement moving into the 19-20 school year.

Students US History scores outperformed the state and the district in all three categories. Throughout the approaches category there is little variation in scores by subgroup.

Career Center Students earned the following certifications during the 2018-2019 school year:

691 Total Certifications Earned

197 TEA Certifications Earned

58 Different Types of Certifications Earned

A.W.S. Certified Welder

A.W.S. D1.1 Structural 3G Certification

A.W.S. D1.1 Structural 3g/4G Combo Certification

A.W.S. D1.1 Structural 4G Certification

ACT Work-Keys

Adobe Certified Associate - Graphic Design & Illustration using Adobe Illustrator CC

2015

Adobe Certified Associate - Print & Digital Publication using Adobe InDesign CC 2015

A.W.S. Certified Welder
Adobe Certified Associate - Visual Design using Adobe Photoshop CC 2015
Adobe Certified Associate Rich Animated Media using Adobe Animate CC 2015
Adobe Certified Associate Visual Effects & Motion Graphics Using Adobe After Effects
2018
Apple Final Cut Pro
AutoDesk Certified User AutoCAD
AutoDesk Certified User Revit
Bayer Crop Science Plant Science Certification
Benz School of Floral Design - ICEV
Career Safe - OSHA 10 Hour
Certified Clinical Medical Assistant
Certified Nurse Aide
Certified Phlebotomy Technician
Certified Veterinary Assistant
CompTIA A+
Dental Assistant
Entry Level Manual Drive Train and Axles
Entrepreneurship & Small Business
Entry Level Automatic Transmission and Trans-axle
Entry Level Automobile Service Technology
Entry Level Brakes
Entry Level Electrical/Electronic Systems
Entry Level Engine Performance
Entry Level Engine Repair
Entry Level Heating and Air Conditioning
Entry Level Maintenance and Light Repair
Entry Level Suspension and Steering
Express Employment Professionals Career Preparedness
FANUC Certified Handling Tool Operations and Programming
Graphic Design & Illustration using Adobe Illustrator CC 2015
I-CAR Refinish Pro Level 1
MTA: Database Fundamentals
MTA: HTML5 Application Development Fundamentals
MTA: Introduction to Programming using Block-Based Languages
MTA: Introduction to Programming using HTML and CSS

A.W.S. Certified Welder
MTA: Introduction to Programming using Python
MTA: Mobility and Device Fundamentals
MTA: Networking Fundamentals
MTA: Security Fundamentals
MTA: Software Development Fundamentals
MTA: Windows Operating System Fundamentals
National Career Readiness Certificate
National Registry of Emergency Medical Technicians
OSHA 10 Hour
Pharmacy Technician
QuickBooks Pro/Premier 2017
Radio Operators Exam
Sterile IV Processing
Texas Licensed Cosmetologist
Unity Certified Associate
Virtual Business Hotel Management
Visual Design using Adobe Photoshop CC 2015

Student Academic Achievement Strengths

Students from the Career Center outperformed the district, region, and state on approached or above for ELA II and US History scores from the prior year. Additionally, 54% of students taking the US History exam mastered the EOC.

Problem Statements Identifying Student Academic Achievement Needs

Problem Statement 1: 54% of Career Center Seniors met a College Career Military Readiness Indicator. **Root Cause:** Prior to the 2018-2019 school year this was not a measure available to the Career Center.

Problem Statement 2: A low percentage of students scored at the masters level on the ELA II EOC. **Root Cause:** Students did not engage with enough rigorous content to prepare them to score at the master's level.

School Processes & Programs

School Processes & Programs Summary

It is our goal that every student engages in rigorous curriculum, receives an appropriate level of instructional support, and participates in relevant assessments that guides students to be future ready. The ultimate goal of instruction at KCC is for students to earn their high school diploma on time and to graduate with industry-related certifications enabling them to transition successfully into post-secondary opportunities.

Most of our classes focus on industry certifications. We strive to maintain a professional learning environment and treat our students more like college students and future employees. Our students are highly encouraged to participate in content area contests that require higher level thinking and problem solving skills.

Killeen ISD has adopted TEKS Resource System as our curriculum for our core academic teachers. Academic core teachers at Killeen Career Center use the Instructional Focus Documents (IFD), the Vertical Alignment Document (VAD), and the Year at a Glance (YAG) to map units of instruction. The revised TEKS for our CTE coursework were implemented at the beginning of the 2017-2018 school year. Teachers received online training from the CTE Texas Resource Center on these revisions. All CTE teachers collaborated on updating a Scope & Sequence and creating a Pacing Calendar for their specific content. Our teachers prepare lessons based upon the Texas Essential Knowledge and Skills (TEKS).

Precision exams is an unlimited program that allows access to over 189 industry-aligned certification exams that CTE teachers can proctor. The reports are detailed for skill assessments that help students demonstrate growth and validate knowledge in each CTE course. Student outcomes are measured to help prepare students for a career.

Precision Exams site licenses provide:

- Unlimited access to the exam library ([189 exams, including 21st Century Skills Suite](#))
- Unlimited testing (pre/post, midterm, benchmark, retakes, standalone certificates, etc.)
- Immediate reporting
- Industry-recognized skilled certifications
- Quick and friendly customer support

Testing Period at KCC	Single # of participants	Pre - Participants	Post - Participants	Observation
July 1, 2016 - June 30, 2017	X	142 in 12 classes	123 in 8 classes	When pre test is given, administer a post test
July 1, 2017 – June 30, 2018	201 in 5 classes	1530 in 33 classes	609 in 11 classes	When pre test is given, administer a post test -Offer training for new CTE teachers
July 1, 2018 – June 30, 2019	90 in 6 classes	1318 in 27 classes	615 in 14 classes	-Offer a refresher training for current CTE teachers

For the 2018-2019 SY, English II teachers assessed students in common unit assessments (CUA's). The CUA's shows growth of student knowledge of TEKS throughout the year as well as TEKS needing improvements to meet grade level standards. KCC also focuses on professional "soft" skill attainment through CTE programs using ACT Work Keys for Educators. Students have the opportunity to earn the National Career Readiness Certificate. CTE provides online resources for teachers such as, the Texas CTE resource center, FCS Texas Tech, TimeMaps, and Chief Architecture. Student learning is reinforced through competing with co-curricular student organizations. The Career Center offers a wide variety of CTSO's including BPA, DECA, FFA, TAFE, SkillsUSA, TSA, and HOSA. Work-Based Learning is provided through lab settings at KCC and in partnerships with local businesses.

The technology at our facility has a major impact on the learning that the students obtain and allow for a more creative and realistic approach to the learning process. The hardwired ports allow for 100% connectivity for desktops and other hard wired hardware such as 3D printers and sign makers. The Wi-Fi carries all the mobile devices into the World Wide Web and local connections via the well placed access points throughout the area and also BYOD (bring your own device) allows students, staff and even visitors to gain basic web access for checking email and browsing websites approved for district viewing. KCC contains various forms of technology including; computers, 3D printers, sign making machines, industry specific equipment, such as embroidery machines. Our trade shops contain welding machines, CNC machines, a water jet and a sandblaster that is trailer mounted for larger projects. It is our goal to train students in using relevant, state-of-the-art equipment to prepare them for industry expectations. As new technologies are developed, we will strive to incorporate them into our programs so that our staff is trained and prepared to teach the latest technology in their field and students are prepared to enter the workforce with the most current training and skills available.

Staff members are offered a variety of added value activities during the school year, to include: a 5k run, a bowling team, million mile month participation, bi-monthly staff appreciation potlucks, chocolate 'hugs' in each staff mailbox with a card, pumpkin muffins & coffee for breakfast, a thankful note and a goody bag, and caffeine kick start. We believe in making Killeen Career Center a place where staff can grow, learn and fellowship together.

Professional Learning communities were organized during the first semester of the 2018-2019 school year around whole group learning that focused on: Backwards Design, GRR (collaborative), Depth of Knowledge, and Target Task Alignment. During the second semester, the structure changed for teachers to meet in whole group and small group settings. PLC leaders were trained to present to a small group in their subject area that focuses on specific instruction and improving classroom practices. Teachers expressed the desire to work closer to their peer teachers to glean more through collaboration and observation. The SBDM team works to allocate resources, solve problems, and plan for the future of the Career Center. KCC uses multiple measures

including instructional rounds to assess the rigor and relevance of instruction. During October internal rounds it was found that there is room for improvement with Target Task alignment using Hess Cognitive Rigor Matrix as well as shifting the cognitive load to students. Additionally, professional development strategies are monitored through PLC's, Lunch and Learns as well as, informal campus walk throughs. During our March internal rounds, we observed the need to continue our work on target task alignment providing different levels of support for new staff, and staff that is working to master the GRR use and purpose. Using our district resources, we will develop and implement staff PD series on the GRR through in-service, PLC's and lunch and learns.

Teachers are required to participate in goal setting for T-TESS and individual teachers set Student Learning Objective with students to monitor throughout the 2018-2019 SY. The goals for the district and the campus are evident in the core values, mission and vision statements. Target areas for growth at KCC includes growing each program in the sense of full enrollment and higher passing rates on industry certification exams. These goals are measurable by numerical data that is documented as students complete their programs.

KCC completed all required safety training in the 18-19 school year. Student and staff perceptions of safety at KCC is extremely high. However, this is always an area of focus as student safety is a top priority. Additionally, we moved administrative offices going into the 19-20 school year to better ensure students safety. Providing responsive healthcare to students through our nurses office is also a priority for KCC.

School Processes & Programs Strengths

KCC offers 35 programs of study in 13 Career Clusters; 23 are in the Business & Industry Endorsement, 9 are in the Public Service Endorsement, and 3 are in the STEM Endorsement.

Students are able to challenge dual credit courses online through Central Texas College. Students were able to take Dual Credit US History and Math face to face for the first time in the 2018-2019 school year. English III will be available for SY 2019-2020.

The staff are abreast of the latest trends and technological advancements in order to fully support a learning environment suitable for the creation of professional young adults entering the workforce.

Our campus focuses on real world experiences through collaboration with CTE and core teachers to provide students with rich learning experiences to be future ready.

Problem Statements Identifying School Processes & Programs Needs

Problem Statement 1: Instructional rounds data revealed a continuous need for improvement in target task alignment and implementation of the GRR.

Root Cause: Staff at KCC need different levels of support from new staff to staff that is working to master the GRR use and purpose.

Problem Statement 2: Student safety is a priority of the Career Center. KCC completed all required safety drills during the 18-19 school year. Student and staff perceptions of KCC were high on safety. However, this is never an area we can take for granted and continuous improvement is always a focus. **Root Cause:** The need for continuous improvement in student safety is always a priority.

Perceptions

Perceptions Summary

KISD and the KCC serve the Killeen, Harker Heights, Nolanville, and Ft. Hood communities. We encourage parent and community involvement throughout the school year. Opportunities to showcase our facility and our programs of study are provided through tours and open house invitations.

The Career Center's core values are:

Collaboration, Honesty, Professionalism, Integrity, Responsibility, Service

KCC utilizes these values along with our mission and vision to help decision making. Additionally, as we strive to serve our students we work to embed the values as a part of their educational experience because we believe that these values are as important as any technical skill that student can obtain. However, at this time, when asked to name the core values, the average Career Center student cannot recite or explain them. Our industry partners consistently tell us that new hires soft skills or ability to act with values such as the Career Center espouses are the most crucial parts of the hiring process.

Our business and industry partnerships bring resources from the community to the campus to help meet the needs of the students. Our business partners expect us to prepare students with basic skills and a willingness to learn and work before sending them to their practicum sites.

Our Adopt-a-School Unit is 1-5 CAV. During this school year, we plan to expand our relationship by seeking new opportunities to partner with 1 - 5 CAV. We also plan to reciprocate support.

The KISD Career Center will host a parent meeting. During the parent meeting, all teachers are on campus to meet with students and their families to share information about their course(s) and classroom. During the winter KCC will host a community showcase.

Advisory Committees have been implemented to insure skill and curriculum taught in the classroom align with industry standards. Practicum students are given the opportunity to apply what they are learning in the classroom with business partners by doing their practicum hours in office/business settings.

KCC CTSOs exist to prepare high school graduates for the next step, whether it is post-secondary education or entry into the workforce. Rigorous academic content tied to technical subject matter, as well as internships and other cooperative work experiences, are hallmarks of CTE programs. CTSOs are considered an integral part of CTE; they help students develop the technical and leadership skills that will enable them to succeed in their career paths. CTSOs such as TAFE, FFA, HOSA, Skills USA, DECA, and TSA plan and implement community service projects throughout the year.

Practicum of Education & Training Students are involved in the community by serving as interns at the local elementary schools.

Family and community members are involved as members of: our advisory boards, Site-Based Decision Making Committee, and in developing our Campus Improvement Plan.

214 students took the KCC Culture and Climate Student Survey. Results from the KCC Culture and Climate Student Survey revealed the following:

Are effective procedures in place to promote safety?	
93.00%	Yes
7.00%	No
Do you feel Safe at the KISD Career Center?	
91.00%	Yes
9.00%	No
How do you Feel about the Career Center	
47.00%	I love it and would recommend to my friends
40.00%	I like it here
13.00%	don't like it
With regards to respect, relationships, behavior, support, belonging, etc. is Career Center life better or worse than home campus?	
95%	Better
5%	Worse
Effectiveness of Announcements:	
25.00%	I like them
75.00%	I don't care about them
Effectiveness of hallway TV monitors:	
17.00%	I like them
83.00%	I don't care about them
Effectiveness of Social Media communication at KCC:	
13.00%	I like it

Are effective procedures in place to promote safety?		
	87.00%	I don't care about it
	71.00%	Prefer Twitter
	29.00%	Prefer Instagram

Perceptions Strengths

Students at the Career Center like attending school here and feel safe at the Career Center.

The adopted values of the Career Center serve students and staff in defining appropriate behaviors while also preparing students for life after high school.

Problem Statements Identifying Perceptions Needs

Problem Statement 1: Communication efforts with students can be improved as evidenced in the student survey. **Root Cause:** Students are not engaging with the different avenues of communication.

Goals

Revised/Approved: September 11, 2019

Goal 1: Killeen ISD will equip and empower campus leadership, faculty, and staff to consistently provide research-based best practices, resulting in future ready students.





Performance Objective 1: Students attending the KISD Career Center will graduate meeting a College Career Military Readiness (CCMR) indicator.

Evaluation Data Source(s) 1: CCMR Reports

Summative Evaluation 1:

Targeted or ESF High Priority

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
TEA Priorities Connect high school to career and college 1) Staff at the KISD Career Center will inform students about the CCMR indicators. This will be done through: 1) Student Assemblies 2) Info graphics 3) Announcements 4) Celebrations	2.4	College and Career Readiness Coordinator Principal	Improve KCC students graduating meeting CCMR indicators by 10%. 2017-2018: All day 61% All KCC seniors 54%				
	Problem Statements: Student Academic Achievement 1 Funding Sources: 163 - Career & Technology - 15625.00						
TEA Priorities Connect high school to career and college 2) Students at the KISD Career Center will be provided tutorials and study sessions to better prepare them for success on CCMR indicators.	2.4	Assistant Principals	Improve KCC students graduating meeting CCMR indicators by 10%. 2017-2018: All day 61% All KCC seniors 54%				
	Problem Statements: Student Academic Achievement 1						

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
TEA Priorities Connect high school to career and college 3) Multiple sources will be used to provide college and financial aid information and deadlines.		KCC Counselors, College and Career Readiness Coordinator	College and financial aid information will be provided through: Remind, KCC website, daily announcements, school TV, My95.1, print materials.				
TEA Priorities Connect high school to career and college 4) Students will have the opportunity to attend presentations on college and financial aid.		KCC Counselors, College and Career Readiness Coordinator	Offer at least 2 general day-time presentations and at least 2 evening presentations each semester, and present to at least 20 classrooms during the year.				
TEA Priorities Connect high school to career and college 5) Students will have the opportunity to meet with college reps to learn about admission requirements.		KCC Counselors, College and Career Readiness Coordinator	Provide at least 2 college trips each semester, and have at least 3 college reps visit our campus each semester.				
TEA Priorities Connect high school to career and college 6) Current scholarship opportunities will be posted on various media such as: campus website, TV monitors, and KCC Facebook account.		CTE Counselors, KCC Webmaster, KISD TV personnel.	Scholarship information will be accessible online everyday.				
<div>  = Accomplished  = Continue/Modify  = No Progress  = Discontinue </div>							

Performance Objective 1 Problem Statements:

Student Academic Achievement
Problem Statement 1: 54% of Career Center Seniors met a College Career Military Readiness Indicator. Root Cause 1: Prior to the 2018-2019 school year this was not a measure available to the Career Center.

Goal 1: Killeen ISD will equip and empower campus leadership, faculty, and staff to consistently provide research-based best practices, resulting in future ready students.

Performance Objective 2: Create an engaging classroom experience for all learners, using best practices from research, to improve student achievement.

Evaluation Data Source(s) 2: Instructional Rounds, CCMR Data

Summative Evaluation 2:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
1) Development of teacher instructional strategies through PLC activities. PLC discussions are guided by the KISD Problem of Practice/Theory of Action and Campus Momentum Plan.		KCC Administration	Student success on CCMR indicators will increase by 10%. 2017-2018: All day 61% All KCC seniors 54%				
	Problem Statements: Student Academic Achievement 1 Funding Sources: 163 - Career & Technology - 41340.00						
<div><div><div>100%</div><div>= Accomplished</div></div><div><div>➔</div><div>= Continue/Modify</div></div><div><div>0%</div><div>= No Progress</div></div><div><div>✖</div><div>= Discontinue</div></div></div>							

Performance Objective 2 Problem Statements:

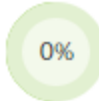

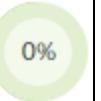


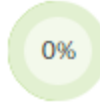

Student Academic Achievement
Problem Statement 1: 54% of Career Center Seniors met a College Career Military Readiness Indicator. Root Cause 1: Prior to the 2018-2019 school year this was not a measure available to the Career Center.

Goal 1: Killeen ISD will equip and empower campus leadership, faculty, and staff to consistently provide research-based best practices, resulting in future ready students.

Performance Objective 3: KCC will develop an Alumni Page to be able to learn and tell the success stories of our former students.

Evaluation Data Source(s) 3: Alumni Page

Summative Evaluation 3:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
TEA Priorities Connect high school to career and college 1) Create an Alumni page that KCC can use to track student success after graduation.		KCC Admin	Increase student engagement in succeeding on CCMR indicators by 10%. 2017-2018: All day 61% All KCC seniors 54%				
Problem Statements: Student Academic Achievement 1							
<div> = Accomplished</div> <div> = Continue/Modify</div> <div> = No Progress</div> <div> = Discontinue</div>							

Performance Objective 3 Problem Statements:





Student Academic Achievement
Problem Statement 1: 54% of Career Center Seniors met a College Career Military Readiness Indicator. Root Cause 1: Prior to the 2018-2019 school year this was not a measure available to the Career Center.

Goal 1: Killeen ISD will equip and empower campus leadership, faculty, and staff to consistently provide research-based best practices, resulting in future ready students.

Performance Objective 4: By monitoring the progress of all student groups (race/ethnicity, special education, ELL, economically disadvantaged), strengthening the instructional core, and implementing RtI with fidelity, students within all student groups will perform within 5% or better of the all students category on EOC exams.

Evaluation Data Source(s) 4: STAAR / EOC Results

Summative Evaluation 4:



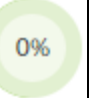




Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
1) Teachers will administer formative assessments in each unit. Scores and data will be used to provide interventions so that students will be successful on their EOC based summative assignments.	2.4, 2.5, 2.6	Principal, Assistant Principal, CTE CIS	Student success on EOC's.				
 = Accomplished  = Continue/Modify  = No Progress  = Discontinue							

Goal 1: Killeen ISD will equip and empower campus leadership, faculty, and staff to consistently provide research-based best practices, resulting in future ready students.

Performance Objective 5: By implementing the district curriculum along with strategies and initiatives to strengthen the instructional core, 80% of tested students will meet or exceed the approaches level on the ELA II EOC.

Evaluation Data Source(s) 5: Performance on STAAR / EOC Exams

Summative Evaluation 5:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
1) Teachers will participate in training and vertical alignment planning in order to develop instruction which prepares students to be successful in coursework.	2.4, 2.4, 2.6	Principal, Asst Principal, CTE CIS	Improved performance of students in course content to include EOC's.				
TEA Priorities Build a foundation of reading and math 2) Teachers will administer CUA's and through the PLC process will work to ensure students are progressing towards success on the EOC.	2.4	Principal, CTE CIS, Assistant Principal	80% of tested students will meet or exceed the approaches level on the ELA II EOC				
<div>  = Accomplished  = Continue/Modify  = No Progress  = Discontinue </div>							

Goal 1: Killeen ISD will equip and empower campus leadership, faculty, and staff to consistently provide research-based best practices, resulting in future ready students.

Performance Objective 6: Increase student performance at the masters level on ELA II EOC's by at least 5%.

Evaluation Data Source(s) 6: EOC

Summative Evaluation 6:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
TEA Priorities Build a foundation of reading and math 1) Teachers will administer CUA's and through the PLC process will work to ensure students are progressing towards success on the EOC.	2.4, 2.5, 2.6	Principal, Assistant Principals, CTE CIS,	ELA II scores will improve by at least 5% at the masters level.				
	Problem Statements: Student Academic Achievement 2						
<div><div><div>100%</div></div><div>= Accomplished</div></div> <div><div>➔</div><div>= Continue/Modify</div></div> <div><div>0%</div></div> <div>= No Progress</div> <div><div>✖</div><div>= Discontinue</div></div>							

Performance Objective 6 Problem Statements:


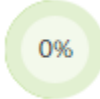
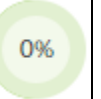




Student Academic Achievement
Problem Statement 2: A low percentage of students scored at the masters level on the ELA II EOC. Root Cause 2: Students did not engage with enough rigorous content to prepare them to score at the master's level.

Goal 1: Killeen ISD will equip and empower campus leadership, faculty, and staff to consistently provide research-based best practices, resulting in future ready students.

Performance Objective 7: By implementing the curriculum along with strategies and initiatives to strengthen the instructional core, at least 90% of KCC all day students will graduate on the foundation graduation plan with at least one endorsement.

Evaluation Data Source(s) 7: Graduation plans

Summative Evaluation 7:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
1) PLC's will examine student formative assessment data to ensure that they are progressing towards course and program goals.		KCC Admin	90% or more of KCC all day students will graduate with an endorsement.				
TEA Priorities Connect high school to career and college 2) Students will learn about the industry-based certifications offered in their program of study during instruction. They will also learn about the requirements for obtaining these certifications, such as meeting a specified number of instructional hours. Students will participate in events and instructional experiences related to their program of study/endorsement/or CTSO beyond the normal school day. For example, our cosmetology students will work on Tuesday evenings.		KCC Teachers KCC Leadership Team	Students participating in programs offering industry based certifications will successfully obtain the certifications.				
	Problem Statements: Student Academic Achievement 1 Funding Sources: 163 - Career & Technology - 169640.00						
3) Teachers will offer tutoring a minimum of two times a week and focus on interventions for students that need additional time or opportunities to gain a deeper understanding of the content.		KCC teachers, KCC Administration	Higher success rate for students completing courses.				
 = Accomplished  = Continue/Modify  = No Progress  = Discontinue							

Performance Objective 7 Problem Statements:

Student Academic Achievement
Problem Statement 1: 54% of Career Center Seniors met a College Career Military Readiness Indicator. Root Cause 1: Prior to the 2018-2019 school year this was not a measure available to the Career Center.

Goal 1: Killeen ISD will equip and empower campus leadership, faculty, and staff to consistently provide research-based best practices, resulting in future ready students.

Performance Objective 8: Increase the success of students served by special programs, At-risk students who are economically disadvantaged.

Evaluation Data Source(s) 8: Increase in number of students meeting satisfactory on their End-of-Course exams on the first attempt; Increase in the number of students earning credit for their coursework on their first attempt at challenging a course and course certifications.

Summative Evaluation 8:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
1) Instructional supplies and materials will be provided to support the implementation of best practices in the classroom.		KCC Administration	Instructional Rounds and Classroom Walkthroughs will display an increase in Target Task Alignment and implementation of the GRR.				
	Problem Statements: School Processes & Programs 1 Funding Sources: 163 - Career & Technology - 482977.00						
TEA Priorities Connect high school to career and college 2) Students will participate in field trips to college campuses to explore admissions, program availability, and to motivate them to pursue post-secondary learning opportunities.		KCC Administration, CTE Counselors, Inclusion teacher	Special programs students participation in college field trips.				
	Problem Statements: Student Academic Achievement 1 Funding Sources: 163 - Career & Technology - 6000.00						
TEA Priorities Connect high school to career and college 3) Counseling staff shall recruit, advise, and encourage students to take CTE classes that lead to a career opportunity and/or certification.		CTE Program Advisor Counselors	Increase in enrollment in programs of study.				
4) Tutoring will be provided to support students in achieving academic success.		KCC Administrators	Students will attend tutoring and demonstrate academic achievement via successful grades in their coursework, successful scores on the STAAR End of Course exams, and maintaining eligibility for UIL.				
	Problem Statements: Student Academic Achievement 2 - School Processes & Programs 1 Funding Sources: 163 - Career & Technology - 18700.00						

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
<div><div><div><div></div><div>100%</div></div><div>= Accomplished</div></div><div><div><div></div></div><div>= Continue/Modify</div></div><div><div><div></div><div>0%</div></div><div>= No Progress</div></div><div><div><div></div></div><div>= Discontinue</div></div></div>							

Performance Objective 8 Problem Statements:





Student Academic Achievement
Problem Statement 1: 54% of Career Center Seniors met a College Career Military Readiness Indicator. Root Cause 1: Prior to the 2018-2019 school year this was not a measure available to the Career Center.
Problem Statement 2: A low percentage of students scored at the masters level on the ELA II EOC. Root Cause 2: Students did not engage with enough rigorous content to prepare them to score at the master's level.
School Processes & Programs
Problem Statement 1: Instructional rounds data revealed a continuous need for improvement in target task alignment and implementation of the GRR. Root Cause 1: Staff at KCC need different levels of support from new staff to staff that is working to master the GRR use and purpose.

Goal 1: Killeen ISD will equip and empower campus leadership, faculty, and staff to consistently provide research-based best practices, resulting in future ready students.

Performance Objective 9: Social Studies EOC testers will maintain a 98% passing rate and improve masters level scores by 5%.

Evaluation Data Source(s) 9: EOC test results

Summative Evaluation 9:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
1) Social Studies Teachers will administer formative assessments in each unit. Scores and data will be used to provide interventions so that students will be successful on their EOC based summative assignments.		Assistant Principal	Student success on summative assignments and EOC's.				
Problem Statements: School Processes & Programs 1							
 = Accomplished  = Continue/Modify  = No Progress  = Discontinue							

Performance Objective 9 Problem Statements:

School Processes & Programs
Problem Statement 1: Instructional rounds data revealed a continuous need for improvement in target task alignment and implementation of the GRR. Root Cause 1: Staff at KCC need different levels of support from new staff to staff that is working to master the GRR use and purpose.

Goal 2: Killeen ISD will recruit, retain, and develop excellent, creative educators to maximize student achievement.

Performance Objective 1: Improve target task alignment and implementation of the GRR.

Evaluation Data Source(s) 1: Instructional Rounds data
Walkthrough data

Summative Evaluation 1:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
TEA Priorities Recruit, support, retain teachers and principals 1) The Career Center will organize and facilitate Internal Instructional Rounds during the 19-20 school year.		KCC Administration	We will continue to collect data through Instructional Rounds that will guide our instructional practices.				
	Problem Statements: School Processes & Programs 1						
TEA Priorities Recruit, support, retain teachers and principals 2) All teachers will engage in PLC meetings, and campus/district professional development.	2.4, 2.5, 2.6	KCC Administration	Improve target task alignment and implementation of the GRR model.				
	Problem Statements: School Processes & Programs 1						
TEA Priorities Recruit, support, retain teachers and principals 3) Staff will attend professional development/training to learn more about relevant topics, such as classroom management, technology, instructional strategies, and differentiation.		KCC Administration	Staff learning will increase student success in their courses.				
	Problem Statements: Student Academic Achievement 1 - School Processes & Programs 1 Funding Sources: 163 - Career & Technology - 54500.00						
TEA Priorities Recruit, support, retain teachers and principals 4) New teacher meetings will be held throughout the school year to provide new teachers with additional support and time to collaborate with other new teachers and the campus administrative team.		CTE Instructional Specialist	Retention data				
	Problem Statements: Student Academic Achievement 1 Funding Sources: 163 - Career & Technology - 10000.00						

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
<div><div><div><div></div><div>100%</div></div><div>= Accomplished</div></div><div><div><div></div></div><div>= Continue/Modify</div></div><div><div><div></div><div>0%</div></div><div>= No Progress</div></div><div><div><div></div></div><div>= Discontinue</div></div></div>							

Performance Objective 1 Problem Statements:



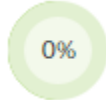

Student Academic Achievement
Problem Statement 1: 54% of Career Center Seniors met a College Career Military Readiness Indicator. Root Cause 1: Prior to the 2018-2019 school year this was not a measure available to the Career Center.
School Processes & Programs
Problem Statement 1: Instructional rounds data revealed a continuous need for improvement in target task alignment and implementation of the GRR. Root Cause 1: Staff at KCC need different levels of support from new staff to staff that is working to master the GRR use and purpose.

Goal 3: Killeen ISD will engage all stakeholders in the work of developing lifelong learners through positive, collaborative relationships and meaningful communication.

Performance Objective 1: All Killeen ISD personnel will promote effective parental and community involvement through communication, participation, and partnerships in accomplishing the district's goals.

Evaluation Data Source(s) 1: Parent sign in logs

Summative Evaluation 1:








Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
1) Volunteer opportunities will be advertised for soldiers, parents and community members to support and participate in campus events throughout the school year.	3.2	CTE Program Advisor	Increase partnerships that help student success and achieving the district goals.				
2) KCC will partner with Adopt-A-Unit to seek unit's participation in campus events and to provide participation in the unit's events throughout the school year.		CTE Program Advisor and CTSO Sponsors	Increase in partnership opportunities that will further the mission of both organizations.				
TEA Priorities Connect high school to career and college 3) CTE staff will hold cluster advisory meetings annually.	2.5	Principal	Learning opportunities for students and staff will be relevant and aligned with post-secondary and industry standards.				
TEA Priorities Connect high school to career and college 4) KCC will host a parent and student information session to inform parents and students about the requirements and expectations for each course.	3.2	KCC Administration, KCC Teachers	Improved communication and understanding of course objectives, requirements, and outcomes.				
 = Accomplished  = Continue/Modify  = No Progress  = Discontinue							

Goal 3: Killeen ISD will engage all stakeholders in the work of developing lifelong learners through positive, collaborative relationships and meaningful communication.

Performance Objective 2: Communication to students through announcements, and social media will improve by 5%

Evaluation Data Source(s) 2: KCC student survey

Summative Evaluation 2:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
1) Staff will ensure students are able to engage in all campus wide announcements.		KCC Administration	Improved communication with students				
Problem Statements: Perceptions 1							
2) A student advisory group will be maintained.		Principal	Improved communication with students				
3) KCC social media presence will increase.		CTE Program Advisor Webmaster	Improved communication with students as evidenced through annual student survey.				
 = Accomplished  = Continue/Modify  = No Progress  = Discontinue							

Performance Objective 2 Problem Statements:

Perceptions
Problem Statement 1: Communication efforts with students can be improved as evidenced in the student survey. Root Cause 1: Students are not engaging with the different avenues of communication.

Goal 4: Killeen ISD will provide a safe and healthy learning environment, and identify and address social, emotional, and behavioral distractors; thereby improving student achievement.

Performance Objective 1: Through implementation of an effective discipline management plan and providing a safe, secure, and orderly learning environment, we expect a 5% reduction in each discipline incident category.

Evaluation Data Source(s) 1: Monthly/Yearly Discipline incident reports

Summative Evaluation 1:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
1) Teacher duty stations will be assigned.		KCC Admin	Staff will serve their duty by being visible throughout the building before school, during student lunches, and after school.				
Problem Statements: School Processes & Programs 2							
2) KISD police will monitor the inside and outside of the building as needed.		KISD Police assigned to KCC	Police are visible throughout the school day.				
Problem Statements: School Processes & Programs 2							
3) District assigned drug dog will be used.		KCC Administration	Drug dog will be on campus at least once a month to deter student possession of drugs on campus.				
4) Conduct monthly safety drills beginning in September.		KCC Administration	Students and staff will evacuate the building under three minutes in a safe and orderly manner.				
Problem Statements: School Processes & Programs 2							
5) Administrative review of emergency plans and drills and recommendations for improvement of safety on campus.		KCC Administration	KCC Admin will meet after each monthly drill to guide needed improvements for student safety.				
Problem Statements: School Processes & Programs 2							
Funding Sources: 163 - Career & Technology - 600.00							
6) Continued use of high resolution cameras to monitor student activity in the hallways and campus exterior.		KCC Administration and KISD police	Provide a safe school environment.				
Problem Statements: School Processes & Programs 2							

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
7) Students, parents, and faculty may use an online system to report suspected bullying on campus. All reports in online will be investigated by the Assistant Principal(s).		KCC Assistant Principal	Students will experience a safe campus. Student survey results will measure effectiveness.				
	Problem Statements: School Processes & Programs 2						
<div><div><div>100%</div><div>= Accomplished</div></div><div><div>➔</div><div>= Continue/Modify</div></div><div><div>0%</div><div>= No Progress</div></div><div><div>✖</div><div>= Discontinue</div></div></div>							

Performance Objective 1 Problem Statements:





School Processes & Programs
Problem Statement 2: Student safety is a priority of the Career Center. KCC completed all required safety drills during the 18-19 school year. Student and staff perceptions of KCC were high on safety. However, this is never an area we can take for granted and continuous improvement is always a focus. Root Cause 2: The need for continuous improvement in student safety is always a priority.

Goal 5: Killeen ISD will effectively and efficiently manage district resources and operations to maximize learning opportunities for all students and staff.

Performance Objective 1: Through efficient and effective management of resources and operations, campus support will be maximized.

Evaluation Data Source(s) 1: Time, Resources, Budget and Inventory reports

Summative Evaluation 1:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
1) SBDM Committee will evaluate performance objectives in the campus improvement plan to ensure the connection between the objectives and student achievement.		KCC Administration and KCC SBDM Committee	Campus Improvement Plan				
<div>  = Accomplished  = Continue/Modify  = No Progress  = Discontinue </div>							

Goal 5: Killeen ISD will effectively and efficiently manage district resources and operations to maximize learning opportunities for all students and staff.

Performance Objective 2: Achieve a seamless integration of innovative technologies in the teaching and learning environment to support all learners.

Evaluation Data Source(s) 2: Increase in use of innovative technologies for teaching and learning.

Summative Evaluation 2:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
TEA Priorities Connect high school to career and college 1) Campus equipment and supplies (including computers, graphing calculators, and other technologies as recommended by staff, administration, BEST Advisory board, SBDM committee) will be effectively utilized to enhance instruction and increase the level of rigor.		KCC Admin, SBDM	Improved student success on CCMR indicators by 10%. Campus Improvement Plan funding summary. TEAMS report.				
	Problem Statements: Student Academic Achievement 1, 2 - School Processes & Programs 1 Funding Sources: 163 - Career & Technology - 184000.00						
<div><div><div>100%</div><div>= Accomplished</div></div><div><div>➔</div><div>= Continue/Modify</div></div><div><div>0%</div><div>= No Progress</div></div><div><div>✖</div><div>= Discontinue</div></div></div>							

Performance Objective 2 Problem Statements:





Student Academic Achievement
Problem Statement 1: 54% of Career Center Seniors met a College Career Military Readiness Indicator. Root Cause 1: Prior to the 2018-2019 school year this was not a measure available to the Career Center.
Problem Statement 2: A low percentage of students scored at the masters level on the ELA II EOC. Root Cause 2: Students did not engage with enough rigorous content to prepare them to score at the master's level.
School Processes & Programs
Problem Statement 1: Instructional rounds data revealed a continuous need for improvement in target task alignment and implementation of the GRR. Root Cause 1: Staff at KCC need different levels of support from new staff to staff that is working to master the GRR use and purpose.

Goal 5: Killeen ISD will effectively and efficiently manage district resources and operations to maximize learning opportunities for all students and staff.

Performance Objective 3: Ensure that all learners have ubiquitous and equitable capacity, infrastructure, staffing, hardware and software to support effective and efficient operations.

Evaluation Data Source(s) 3: Increase in use of innovative technologies for teaching and learning.

Summative Evaluation 3:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
1) Ensure that technical support is provided in order to keep computers and computer labs updated and functional to maximize instruction.		Career Center Administrative Team.	Repair logs, teacher/computer tech input.				
Problem Statements: Student Academic Achievement 1 - School Processes & Programs 1 Funding Sources: 163 - Career & Technology - 208923.00							
<div style="display: flex; align-items: center; justify-content: space-around;"> <div style="text-align: center;">  <p>= Accomplished</p> </div> <div style="text-align: center;">  <p>= Continue/Modify</p> </div> <div style="text-align: center;">  <p>= No Progress</p> </div> <div style="text-align: center;">  <p>= Discontinue</p> </div> </div>							

Performance Objective 3 Problem Statements:

Student Academic Achievement
Problem Statement 1: 54% of Career Center Seniors met a College Career Military Readiness Indicator. Root Cause 1: Prior to the 2018-2019 school year this was not a measure available to the Career Center.
School Processes & Programs
Problem Statement 1: Instructional rounds data revealed a continuous need for improvement in target task alignment and implementation of the GRR. Root Cause 1: Staff at KCC need different levels of support from new staff to staff that is working to master the GRR use and purpose.

Goal 5: Killeen ISD will effectively and efficiently manage district resources and operations to maximize learning opportunities for all students and staff.

Performance Objective 4: Student participation in CTSO's will increase by 5% or more.

Evaluation Data Source(s) 4: CTSO Membership Rosters

Summative Evaluation 4:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
TEA Priorities Connect high school to career and college 1) Students will be provided opportunities outside of the normal class time to prepare for CTSO activities.		CTE Program Advisor KCC Admin	Increased student participation and success in CTSO's.				
	Problem Statements: Student Academic Achievement 1 Funding Sources: 163 - Career & Technology - 61695.00						
<div><div><div><div></div><div>100%</div></div><div>= Accomplished</div></div><div><div><div></div></div><div>= Continue/Modify</div></div><div><div><div></div><div>0%</div></div><div>= No Progress</div></div><div><div><div></div></div><div>= Discontinue</div></div></div>							

Performance Objective 4 Problem Statements:

Student Academic Achievement
Problem Statement 1: 54% of Career Center Seniors met a College Career Military Readiness Indicator. Root Cause 1: Prior to the 2018-2019 school year this was not a measure available to the Career Center.

Site-Based Decision Making Committee

Committee Role	Name	Position
Classroom Teacher	Marissa Atchison	Science Teacher
Classroom Teacher	John Bridenstine	CTE Teacher
Classroom Teacher	Joe Goodson	ELA Teacher
Classroom Teacher	Jeremy Terry	CTE Teacher
Classroom Teacher	Lisa Deutsch-White	History Teacher
Classroom Teacher	Susan Bremner	Math Teacher
Classroom Teacher	Melissa Nix	SPED Teacher
Classroom Teacher	Lindsey Nennig	CTE Teacher
Classroom Teacher	James Gilmore	CTE Teacher
Classroom Teacher	Stacey Winters	CTE Teacher
Classroom Teacher	Jesus Mancillas	CTE Teacher
Classroom Teacher	Sylvia De Santiago	CTE Teacher
Classroom Teacher	John Melvin	Science Teacher
Classroom Teacher	Leah Behymer	CTE Teacher
District-level Professional	Nicole Koch	District Level Professional
Student	Kendrea Broussard	Student
Student	Chyanne Hollingsworth	Student
Student	Scotty Flores	Student
Student	Jae Bae	Student
Business Representative	Crystal Velazquez	Business Representative
Community Representative	Lisa Rogers	Community Representative
Administrator/Chair	Russell Porterfield	Administrator/Chair

Committee Role	Name	Position
Parent	Beatrice Cox	Parent
Parent	Garry Cox	Parent