

Killeen Independent School District

Career Center

2019-2020



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






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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.

Summative Evaluation 1:






Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
<p>TEA Priorities Connect high school to career and college</p> <p>1) Staff at the KISD Career Center will inform students about the CCMR indicators.</p> <p>This will be done through:</p> <ol style="list-style-type: none"> 1) Student Assemblies 2) Info graphics 3) Announcements 4) Celebrations 	<p>College and Career Readiness Coordinator</p> <p>Principal</p>	<p>Improve KCC students graduating meeting CCMR indicators by 10%.</p> <p>2017-2018: All day 61% All KCC seniors 54%</p>				
<p>TEA Priorities Connect high school to career and college</p> <p>2) Students at the KISD Career Center will be provided tutorials and study sessions to better prepare them for success on CCMR indicators.</p>	Assistant Principals	<p>Improve KCC students graduating meeting CCMR indicators by 10%.</p> <p>2017-2018: All day 61% All KCC seniors 54%</p>				
<p>TEA Priorities Connect high school to career and college</p> <p>3) Multiple sources will be used to provide college and financial aid information and deadlines.</p>	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.				
<p>TEA Priorities Connect high school to career and college</p> <p>4) Students will have the opportunity to attend presentations on college and financial aid.</p>	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.				
<p>TEA Priorities Connect high school to career and college</p> <p>5) Students will have the opportunity to meet with college reps to learn about admission requirements.</p>	KCC Counselors, College and Career Readiness Coordinator	Provide at least 4 college trips, and have at least 3 college reps visit our campus each semester.				

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
<p>TEA Priorities</p> <p>Connect high school to career and college</p> <p>6) Current scholarship opportunities will be posted on various media such as: campus website, TV monitors, and KCC Facebook account.</p>	<p>CTE Counselors, KCC Webmaster, KISD TV personnel, CTE Program Advisor, CCR Coordinator</p>	<p>Scholarship information will be accessible online everyday.</p>				
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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.






Summative Evaluation 2:

Strategy Description	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%				
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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.




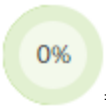

Summative Evaluation 3:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
<p>TEA Priorities Connect high school to career and college 1) Create an Alumni page that KCC can use to track student success after graduation.</p>	KCC Admin	<p>Increase student engagement in succeeding on CCMR indicators by 10%.</p> <p>2017-2018: All day 61% All KCC seniors 54%</p>				
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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.

Summative Evaluation 4:

Strategy Description	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.	Principal, Assistant Principal, CTE CIS	Student success on EOC's.				
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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.






Summative Evaluation 5:

Strategy Description	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.	Principal, Asst Principal, CTE CIS	Improved performance of students in course content to include EOC's.				
<p>TEA Priorities</p> <p>Build a foundation of reading and math</p> <p>2) Teachers will administer CUA's and through the PLC process will work to ensure students are progressing towards success on the EOC.</p>	Principal, CTE CIS, Assistant Principal	80% of tested students will meet or exceed the approaches level on the ELA II EOC				
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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%.

Summative Evaluation 6:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
<p>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.</p>	Principal, Assistant Principals, CTE CIS,	ELA II scores will improve by at least 5% at the masters level.				
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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.

Summative Evaluation 7:

Strategy Description	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.				
<p>TEA Priorities Connect high school to career and college</p> 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.				
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.				
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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.




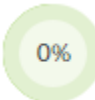

Summative Evaluation 8:

Strategy Description	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.				
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.				
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.				
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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%.

Summative Evaluation 9:

Strategy Description	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.				
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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.

Summative Evaluation 1:

Strategy Description	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.				
TEA Priorities Recruit, support, retain teachers and principals 2) All teachers will engage in PLC meetings, and campus/district professional development.	KCC Administration	Improve target task alignment and implementation of the GRR model.				
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.				
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				
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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.

Summative Evaluation 1:

Strategy Description	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.	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.	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.	KCC Administration, KCC Teachers	Improved communication and understanding of course objectives, requirements, and outcomes.				
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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%












Summative Evaluation 2:

Strategy Description	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				
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.				
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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.




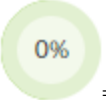

Summative Evaluation 1:

Strategy Description	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.				
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.				
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.				
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.				
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.				
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.				
 = Accomplished  = Continue/Modify  = No Progress  = Discontinue						

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.






Summative Evaluation 1:

Strategy Description	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				
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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.






Summative Evaluation 2:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
<p>TEA Priorities Connect high school to career and college</p> <p>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.</p>	KCC Admin, SBDM	<p>Improved student success on CCMR indicators by 10%.</p> <p>Campus Improvement Plan funding summary. TEAMS report.</p>				
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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.






Summative Evaluation 3:

Strategy Description	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.				
 = Accomplished  = Continue/Modify  = No Progress  = Discontinue						

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.

Summative Evaluation 4:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
<p>TEA Priorities Connect high school to career and college</p> <p>1) Students will be provided opportunities outside of the normal class time to prepare for CTSO activities.</p>	CTE Program Advisor KCC Admin	Increased student participation and success in CTSO's.				
<p style="text-align: center;">  = Accomplished  = Continue/Modify  = No Progress  = Discontinue </p>						