

Killeen ISD Special Education Strategic Plan

YEAR ONE 2016-2017

Goal 1: Academic achievement of students with disabilities as measured by state and local assessments in mathematics and English Language Arts will increase 5% in each index by the end of the 2016-2017 school year.

Objective 1: By March 1, 2017, to improve consistency of implementation across all KISD campuses and to ensure clarity with parents and community, the framework for all Special Education Programs will be strengthened by having clearly written definitions, purposes, and components.

Programs impacted by this goal include: Preschool Program for Children with Disabilities (PPCD), Skills, Skills 2, Functional Skills, Positive Behavior Support (PBS), Therapeutic Learning Classroom (TLC), Mainstream, Resource, Communication Academic Social Development (CASD), Content Mastery Center (CMC), Visual Impairment (VI), Auditory Impairment (AI), Homebound, and Vocational Adjustment Program (VAP).

- Refine and strengthen the purpose and framework for each Special Education Program.
- Provide a comprehensive professional development plan that addresses special education instructional programs.

Objective 2: By the end of the 2016-2017 school year, all Full Initial/Individual Evaluation (FIEs) and Individual Education Plan (IEPs) will meet district standards of excellence as adopted by the Special Education Department.

- Train KISD special education staff members as appropriate on how to develop exemplary FIEs and IEPs.
- Develop district standards of excellence on FIEs and IEPs.
- Implement, monitor and evaluate quality of FIEs and IEPs based on the district standards of excellence.

Objective 3: During the 2016-2017 school year, all teachers of students enrolled in special education will refine and strengthen instructional practices through professional development and learning communities.

- Refine and Strengthen expectations for all special education instructional practices, to include the RTI process.
- Carry on the collaborative teaching initiative at identified campuses.
- Revise professional development plan by the end of February 2017 to include follow up professional development opportunities.

Goal 2: Positive, supportive, and professional culture in KISD across general and special education will continue to improve by .2 annually as measured on a weighted scale of 1-4 for each dimension of the K-12 Insight Staff Survey. Component scores currently range from 2.07-3.18.

Objective 1: Create a culture of excellence that fosters a positive, supportive, and professional environment for student success by increasing communication effectiveness and collaboration opportunities, with and among KISD staff during the 2016-2017 school year.

- Communicate effectively with more transparency and collaboration within KISD.
- Increase collaboration opportunities between special programs/special education teachers and general education teachers through PLC implementation.

Killeen ISD Special Education Strategic Plan

YEAR ONE 2016-2017

Objective 2: By the end of the 2016-2017 school year, KISD will identify areas of needed improvement in staffing and will implement processes for providing and retaining highly qualified trained staff that will meet the needs of all children, as evidenced by special education professional development offerings and new staffing guidelines.

- Evaluate current Special Education staffing guidelines and ratios as compared to staffing needs and industry standards.
- Develop staffing plans and revise staffing guidelines by the end of May 2017 for implementation.
- Explore partnerships with other agencies/institutions to attract trained staff.

Goal 3: Satisfaction and involvement of parents of students with disabilities with KISD special education programs and services will continually increase by .2 annually as measured on a weighted scale of 1-4 on each dimension of the K-12 Insight Parent Survey. Component scores currently range from 2.49-3.06.

Objective 1: Create a culture of excellence that fosters a positive, supportive and professional environment for student success by increasing parent education and involvement opportunities for parents of students with disabilities by the end of 2016-2017 school year.

- Increase connections and communication between home and school.
- Support active parent involvement in campus and district activities related to special education.
- Increase parental access to resources and information related to special education.

Strategies & Action Steps	Responsibility	Timeline	Evidence of Implementation	Evidence of Impact/ Effectiveness	Evaluation
1) Refine and strengthen frameworks (definition, purpose, and components) for each Special Education program to include the RTI process and best instructional practices for implementation 2017-2018 (Goal 1, Obj. 1 and Obj. 3)	Executive Director/Director for Special Education Program-Specific Teams	March 2017	Document for each Special Education program with clearly written definitions, purposes, and components including best instructional practices.	Increased academic achievement in mathematics and English Language Arts. Consistent program implementation Disciplinary data	Met Making Progress No Progress

Killeen ISD Special Education Strategic Plan

YEAR ONE 2016-2017

Strategies & Action Steps	Responsibility	Timeline	Evidence of Implementation	Evidence of Impact/ Effectiveness	Evaluation
2) Train Special Education coordinators, evaluators, administrators, and classroom teachers on creating FIEs and IEPs as appropriate (Goal 1, Obj. 2)	Executive Director/ Director for Special Education	August 2016	Sign-in Sheet Professional Development	Increased academic achievement in mathematics and English Language Arts. Quality of FIE and IEP Documents Disciplinary data	Met Making Progress No Progress
3) Develop district Standards of Excellence, exemplar models of FIE and IEPs (e.g., PLAAFP, Annual Goals, Transition Plan, BIP, LRE, AU Supplement) and Special Education folder review rubric (Goal 1, Obj. 2)	Executive Director/ Director for Special Education Special Education District Coordinators	November 2016	Special education folder review rubric District standards of excellence Exemplar models	Increased academic achievement in mathematics and English Language Arts. Quality of FIE and IEP Documents Disciplinary data	Met Making Progress No Progress
4) Implement the collaborative teaching initiative at newly identified campuses (Goal 1, Obj. 3)	Executive Director/ Director for Special Education Elementary/Secondary Coordinators for Professional Development	August 2016- August 2017	Walkthroughs Schedules Coaching Schedules Insight Survey	Increased academic achievement in mathematics and English Language Arts. Increased capacity of general education and special education teachers.	Met Making Progress No Progress

Killeen ISD Special Education Strategic Plan

YEAR ONE 2016-2017

Strategies & Action Steps	Responsibility	Timeline	Evidence of Implementation	Evidence of Impact/ Effectiveness	Evaluation
5) Create special program PLCs to increase collaboration amongst special education staff (Goal 2, Obj. 1)	Executive Director/ Director for Special Education Special Education District Coordinators	Quarterly	Agendas Schedule Sign in Sheets Insight Survey	Increased academic achievement in mathematics and English Language Arts. Positive responses regarding KISD's culture. Disciplinary data	Met Making Progress No Progress
6) Increase collaboration opportunities between special programs/special education teachers and general education teachers through PLCs (Goal 2, Obj. 1)	Executive Director/ Director for Special Education Special Education District Coordinators	Weekly/bi-weekly	Agendas Schedule Sign in Sheets Insight Survey	Increased academic achievement in mathematics and English Language Arts. Positive responses regarding KISD's culture Disciplinary data	Met Making Progress No Progress
7) Revise staffing guidelines and hire new positions as approved (Goal 2, Obj. 2)	Executive Director/ Director for Special Education Human Resource Department	February 2017	New staffing guidelines published in Administrative Brochure	Updates to KISD staffing guidelines and changes to personnel allocations for Board presentation in early 2017	Met Making Progress No Progress

Killeen ISD Special Education Strategic Plan

YEAR ONE 2016-2017

Strategies & Action Steps	Responsibility	Timeline	Evidence of Implementation	Evidence of Impact/ Effectiveness	Evaluation
8) Contact and collaborate with local agencies (e.g., universities) to develop partnerships to recruit staff in hard-to-fill areas (Goal 2, Obj. 2)	Executive Director/ Director for Special Education	October 2016 April 2017	Priority list compiled for developing partnership agreements	Partnerships established for 2017-2018 school year	Met Making Progress No Progress
9) Develop and promote a Parent Resource Center (Goal 3, Obj. 1)	Executive Director/ Director for Special Education Parent Educators	August 8, 2016	Parent Resource Center Sign-In Log Insight Survey	Increased satisfaction and involvement of parents of students with disabilities with KISD special education programs and services Resource utilization	Met Making Progress No Progress
10) Provide educational opportunities for parents on services, programs, and strategies to assist special education students (Goal 3, Obj. 1)	Parent Educators	By end of October 2016; Ongoing	Calendar of professional development opportunities, sign-in Sheets, agendas Professional development materials Used Insight Survey	Increased satisfaction and involvement of parents of students with disabilities with KISD special education programs and services Attendance and feedback at professional development, trainings and participation notes	Met Making Progress No Progress

Killeen ISD Special Education Strategic Plan

YEAR ONE 2016-2017

Strategies & Action Steps	Responsibility	Timeline	Evidence of Implementation	Evidence of Impact/ Effectiveness	Evaluation
11) Develop new communication channels by creating a parenting resource center website and calendar of events (Goal 3, Obj. 1)	Executive Director/ Director for Special Education Parent Educators Special Education Technologist	By October 2016; on-going	Web page is up and running Insight Survey	Increased satisfaction and involvement of parents of students with disabilities with KISD special education programs and services Parent feedback regarding SPED parent education website Website usage reports	Met Making Progress No Progress