Killeen Independent School District

Hay Branch Elementary School

2023-2024 Formative Review with Notes

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Goals

Goal 1: Killeen ISD will provide relevant, rigorous, and engaging learning opportunities to achieve academic success and graduate future-ready students.

Performance Objective 1: By June 2024, we will increase academic achievement for all students in all student groups by 10%.

Evaluation Data Sources: Students will demonstrate 10% growth in CIRCLE (PK) from 22-23. MAP (K-5) from BOY to EOY overall growth of 10% and 40% meeting meets standard on STAAR (3-5 Reading, Math, Writing, Science); and 75% passing of all unit common assessments.

Strategy 1 Details	Reviews		

Strategy 1: Teachers will implement district planning process and curriculum documents to collaboratively plan aligned lessons incorporating high yield strategies. Intentional and aligned feedback will be provided by administration team with fidelity.
    Strategy's Expected Result/Impact: Support teacher instructional efficacy resulting in an Increase academic proficiency for all students.
    Staff Responsible for Monitoring: Campus Leadership, Classroom Teachers
 	
    TEA Priorities:
    Build a foundation of reading and math
    Problem Statements: Student Learning 1, 2, 4, 5, 10
	Nov
	60%
		November Evidence of Progress	

	Jan 80%	**January Evidence of Progress**	
	Mar	**March Evidence of Progress**	
	June	**June Evidence of Progress**	

Strategy 2 Details	Reviews

Strategy 2 Details		

Strategy 2: Students will utilize rigorous spiral review materials and technology-based programs to support core curriculum and as response-to-intervention.
 	
    Strategy's Expected Result/Impact: Increased percent of students meeting at least one year's growth and proficiency in all core content areas (reading, writing, math, science, and social studies)
    Staff Responsible for Monitoring: Campus Leadership, Classroom Teachers, Instructional Aides
 	
    Title I:
2.4
 - **TEA Priorities:**
Build a foundation of reading and math
 - **Additional Targeted Support Strategy**
    Problem Statements: Demographics 1 - Student Learning 1, 2, 4, 7 - School Processes & Programs 5
	Nov
	80%
	
	Jan
	90%
	
	Mar
	
	June
		November Evidence of Progress
		
		January Evidence of Progress
		
		March Evidence of Progress
		
		June Evidence of Progress

Strategy 3 Details	Reviews

Strategy 3 Details		

Strategy 3: Systematic PLC process will occur weekly. Expectation will be based on the four Dufour PLC questions, data driven (Math, Reading, Writing, Science) focused on a continued learning cycle and intentionally align with campus instructional need and based on data and observation.
 	
    Strategy's Expected Result/Impact: Develop and enhance teacher instructional capacity and Improve assessment scores and academic performance.
    Staff Responsible for Monitoring: Leadership Team, Campus Instructional Specialists
 	
    TEA Priorities:
Recruit, support, retain teachers and principals, Build a foundation of reading and math
    Problem Statements: Student Learning 1, 2, 3, 4, 5, 6
	Nov
	85%
	
	Jan
	90%
	
	Mar
	
	June
		November Evidence of Progress
		
		January Evidence of Progress
		
		March Evidence of Progress
		
		June Evidence of Progress

Strategy 4 Details	**Reviews**

Strategy 4: The campus will provide targeted intervention during the school day as well as after-school tutoring to At-Risk and struggling students in the areas of reading, writing, math, and science.

Strategy's Expected Result/Impact: Increased academic growth and proficiency in reading, math, and writing.

Staff Responsible for Monitoring: Principal, CIS, Teachers

Title I:
2.5, 2.6
 - **TEA Priorities:**
Build a foundation of reading and math

Problem Statements: Demographics 1 - Student Learning 1, 2

Reviews:

Nov — **November Evidence of Progress**

50%

Jan — **January Evidence of Progress**

75%

Mar — **March Evidence of Progress**

June — **June Evidence of Progress**

Strategy 5 Details	**Reviews**

Strategy 5: The campus will provide accelerated and differentiated instruction for GT students with project-based learning directly aligned with TPSP expectations that will meet their learning needs.

Strategy's Expected Result/Impact: Increased GT student achievement and growth.

Staff Responsible for Monitoring: Principal, CIS, GT Coordinator, GT Teachers

Problem Statements: Student Learning 9

Reviews:

Nov — **November Evidence of Progress**

10%

Jan — **January Evidence of Progress**

50%

Mar — **March Evidence of Progress**

June — **June Evidence of Progress**

Strategy 6 Details	Reviews

Strategy 6: Campus instructional specialist will meet monthly with gifted and talented teachers to plan and monitor efficacy of intentional instruction.
 	
    Strategy's Expected Result/Impact: More students identified for Gifted and Talented services
    Staff Responsible for Monitoring: Principal, guidance counselors, CIS
 	
    Problem Statements: Student Learning 9
	Nov **November Evidence of Progress**
	N/A
	
	Jan **January Evidence of Progress**
	
	60%
	
	Mar **March Evidence of Progress**
	
	June **June Evidence of Progress**

Strategy 7 Details	Reviews

Strategy 7: The campus will provide in person field based learning experiences to teach and reinforce concepts that are difficult to duplicate in the classroom setting. Grade level teams will determine field trips based on alignment to the curriculum and will connect the purpose to learning grade level TEKS.
    Strategy's Expected Result/Impact: Increased student achievement
    Staff Responsible for Monitoring: Principal, CIS, Teachers
 	
    TEA Priorities:
    Build a foundation of reading and math
    Problem Statements: Demographics 1 - Student Learning 4, 6
	Nov **November Evidence of Progress**
	
	60%
	
	Jan **January Evidence of Progress**
	
	80%
	
	Mar **March Evidence of Progress**
	
	June **June Evidence of Progress**

Strategy 8 Details	Reviews

Strategy 8: The campus will hire part-time retired teachers to provide small group instruction in reading and math for at-risk 2nd-5th grade students during the intervention block.

    Strategy's Expected Result/Impact: Decrease in student deficits and an increase in the percent of students meeting at least a year's growth and proficiency

    Staff Responsible for Monitoring: Campus Leadership, Classroom Teachers

    Title I:
2.6
 - **TEA Priorities:**
Build a foundation of reading and math
 - **Additional Targeted Support Strategy**

    Problem Statements: Student Learning 1, 2, 6

Reviews:

Nov — 50% — **November Evidence of Progress**

Jan — 70% — **January Evidence of Progress**

Mar — **March Evidence of Progress**

June — **June Evidence of Progress**

Strategy 9 Details	Reviews

Strategy 9: The campus will hire instructional aides to provide instructional support for At-Risk and struggling students in the classroom and during intervention time.

    Strategy's Expected Result/Impact: Decrease in achievement gap between student groups, increase in student growth and proficiency

    Staff Responsible for Monitoring: Campus Leadership, Classroom Teachers

    Title I:
2.6
 - **TEA Priorities:**
Build a foundation of reading and math
 - **Additional Targeted Support Strategy**

    Problem Statements: Demographics 1 - Student Learning 5

Reviews:

Nov — 75% — **November Evidence of Progress**

Jan — 80% — **January Evidence of Progress**

Mar — **March Evidence of Progress**

June — **June Evidence of Progress**

Strategy 10 Details	Reviews
Strategy 10: The campus will support literacy and the development of academic vocabulary by providing a rich print environment, and utilizing anchor charts, journaling, and cross-currlicular spiral review, and student visual references. **Strategy's Expected Result/Impact:** Increased achievement in core content areas with an emphasis on reading. **Staff Responsible for Monitoring:** Campus Leadership, Classroom Teachers **Title I:** 2.4 **Problem Statements:** Student Learning 1, 3	**Nov** — **November Evidence of Progress** 60% **Jan** — **January Evidence of Progress** 80% **Mar** — **March Evidence of Progress** **June** — **June Evidence of Progress**

Strategy 11 Details	Reviews
Strategy 11: The campus will utilize the RtI process for academics and behavior. Additional targeted support will be provided to students in reading, language, and mathematics through intentional interventions and technology-based programs to increase academic achievement. **Strategy's Expected Result/Impact:** Better meet student needs, decrease inappropriate behaviors. **Staff Responsible for Monitoring:** Campus Leadership, Curriculum Instructional Specialist, Classroom Teacher **ESF Levers:** Lever 4: High-Quality Instructional Materials and Assessments - **Additional Targeted Support Strategy** **Problem Statements:** Student Learning 1, 2, 4, 7	**Nov** — **November Evidence of Progress** 75% **Jan** — **January Evidence of Progress** 80% **Mar** — **March Evidence of Progress** **June** — **June Evidence of Progress**

0% No Progress   100% Accomplished   → Continue/Modify   ✕ Discontinue

Goal 1: Killeen ISD will provide relevant, rigorous, and engaging learning opportunities to achieve academic success and graduate future-ready students.

Performance Objective 2: By June of 2024, we will increase STAAR Reading/Language Arts academic performance in the meets level standard by 20%.

Evaluation Data Sources: 23-24 STAAR Reading Results

Strategy 1 Details	Reviews
Strategy 1: The ELL teacher and classroom teachers will collaborate and plan using the English Language Proficiency Standards so that differentiated strategies are implemented in core subject areas. Clarity of the ELPS and alignment to current lesson planning needs will be addressed during planning sessions. Focus on the use of academic vocabulary and language and standardized reading expectations will occur daily. Instruction will happen in an inclusion or "pull out" model and will be supported through the use of technology when appropriate. **Strategy's Expected Result/Impact:** Increase the percentage of students meeting grade level standard on common assessments, universal screenings, TELPAS and STAAR assessments. **Staff Responsible for Monitoring:** Classroom Teachers, ELL Teacher, Curriculum Instructional Specialist, Campus Leadership **Title I:** 2.6 **- TEA Priorities:** Build a foundation of reading and math **Problem Statements:** Student Learning 3	**Nov** **November Evidence of Progress** 20% **Jan** **January Evidence of Progress** 40% **Mar** **March Evidence of Progress** **June** **June Evidence of Progress**
Strategy 2 Details	Reviews
Strategy 2: The campus will target individual student reading needs using universal screener, CUA and observational data to drive immediate and proactive reading interventions. **Strategy's Expected Result/Impact:** Increase student reading achievement **Staff Responsible for Monitoring:** Principal, Assistant Principals, CIS **Title I:** 2.4 **- TEA Priorities:** Build a foundation of reading and math **Problem Statements:** Demographics 1 - Student Learning 1	**Nov** **November Evidence of Progress** 70% **Jan** **January Evidence of Progress** 80% **Mar** **March Evidence of Progress** **June** **June Evidence of Progress**

Strategy 3 Details	Reviews

Strategy 3: The campus will implement the science of teaching reading model for reading instruction. Students will focus on key components: phonemic awareness, phonics, fluency, vocabulary comprehension and writing. PLC and continued learning will occur throughout year.
    Strategy's Expected Result/Impact: Increased student growth, learning and achievement in reading.
    Staff Responsible for Monitoring: Principal, CIS, APs
 	
    Title I:
2.4
 - **TEA Priorities:**
Build a foundation of reading and math
    Problem Statements: Student Learning 1, 3, 7, 10
	Nov **November Evidence of Progress**
	
	80%
	
	Jan **January Evidence of Progress**
	
	90%
	
	Mar **March Evidence of Progress**
	
	June **June Evidence of Progress**

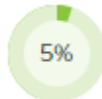| Strategy 4 Details	Reviews

Strategy 4: Teachers will implement the Empowering Writers process in a standard literacy approach to support reading.
    Strategy's Expected Result/Impact: Increased student achievement in reading and writing.
    Staff Responsible for Monitoring: Principal, AP, CIS
 	
    Problem Statements: Student Learning 1, 2, 3, 4
	Nov **November Evidence of Progress**
	
	10%
	
	Jan **January Evidence of Progress**
	
	70%
	
	Mar **March Evidence of Progress**
	
	June **June Evidence of Progress**

Strategy 5 Details	Reviews
Strategy 5: The librarian will provide small group support for classrooms and students who are struggling readers. This includes integrating the use of visual aides, academic vocabulary games and hands-on reading based tasks. The librarian will also implement systematic approach to providing targeted resources to meet teacher needs. **Strategy's Expected Result/Impact:** Increased student achievement in reading and writing. **Staff Responsible for Monitoring:** Principal, APs, CIS **Title I:** 2.6 **Problem Statements:** Demographics 1 - Student Learning 1, 3 - School Processes & Programs 1	**Nov** **November Evidence of Progress** 85% **Jan** **January Evidence of Progress** 90% **Mar** **March Evidence of Progress** **June** **June Evidence of Progress**

Strategy 6 Details	Reviews
Strategy 6: The campus will hire a Curriculum Instructional Specialist to provide support to campus teachers conducting PLCs, coaching instruction, seeking resources, data collection and analysis, etc. **Strategy's Expected Result/Impact:** Support and build teacher for effective tier 1 instruction resulting in student growth. **Problem Statements:** Demographics 1 - Student Learning 1, 2, 3, 4	**Nov** **November Evidence of Progress** 65% **Jan** **January Evidence of Progress** 80% **Mar** **March Evidence of Progress** **June** **June Evidence of Progress**

Strategy 7 Details	Reviews

Strategy 7: The campus will implement spiral review instructional materials that contain scaffolded TEKS instruction and authentic STAAR practice including: new questions types, writing, short and constructed response.
 	
    Strategy's Expected Result/Impact: Allow students to implement rigourous and aligned learning which will result in student academic growth.
    Staff Responsible for Monitoring: Leadership Team
 	
    Problem Statements: Student Learning 1
	Nov **November Evidence of Progress**
	N/A
	
	Jan **January Evidence of Progress**
	
	40%
	
	Mar **March Evidence of Progress**
	
	June **June Evidence of Progress**

0% No Progress 100% Accomplished → Continue/Modify ✕ Discontinue	

Goal 1: Killeen ISD will provide relevant, rigorous, and engaging learning opportunities to achieve academic success and graduate future-ready students.

Performance Objective 3: By June of 2024, we will increase STAAR Math academic performance in the meets level standard by 20%.

    Evaluation Data Sources: 23-24 STAAR Math Results

Strategy 1 Details	Reviews		

Strategy 1: Teachers will plan and implement a guided math approach aligned with district expectations with fidelity.
    Strategy's Expected Result/Impact: Allow for targeted instruction to drive learning
    Staff Responsible for Monitoring: Teachers, CIS, Campus Administration
 	
    Title I:
2.4
 - **TEA Priorities:**
Build a foundation of reading and math
	Nov
	5%
		November Evidence of Progress	

	Jan 45%	**January Evidence of Progress**	
	Mar	**March Evidence of Progress**	
	June	**June Evidence of Progress**	

Strategy 2 Details	Reviews		

Strategy 2: Students will participate in hands-on mathematics lessons using manipulatives and objects in the natural environment to reinforce concrete to abstract learning.
    Strategy's Expected Result/Impact: Students will be able to apply mathematical concepts and increase their performance on math benchmarks.
    Staff Responsible for Monitoring: Teachers, CIS, Campus Leadership
 	
    Title I:
2.4
 - **TEA Priorities:**
Build a foundation of reading and math
	Nov
	70%
		November Evidence of Progress	

	Jan 70%	**January Evidence of Progress**	
	Mar	**March Evidence of Progress**	
	June	**June Evidence of Progress**	

Strategy 3 Details	Reviews
Strategy 3: Teachers will be trained and then implement the Lead 4Ward scaffolding method as the framework for intentional and targeted math interventions. **Strategy's Expected Result/Impact:** Students will increase foundational understanding of needed concepts to support math learning **Staff Responsible for Monitoring:** Administration and CIS	**Nov** **November Evidence of Progress** N/A Goal will be re-written **Jan** **January Evidence of Progress** 20% **Mar** **March Evidence of Progress** **June** **June Evidence of Progress**

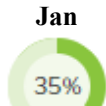| Strategy 4 Details	Reviews
Strategy 4: Teachers will be trained and implement a structured tier III vocabulary instructional approach to support in depth understanding of math. **Strategy's Expected Result/Impact:** Students understanding and connection of vocabulary to math will result in student math growth. **Staff Responsible for Monitoring:** Administration	**Nov** **November Evidence of Progress** N/A **Jan** **January Evidence of Progress** 20% **Mar** **March Evidence of Progress** **June** **June Evidence of Progress**

Strategy 5 Details	Reviews
Strategy 5: Vertical alignment team meeting will occur each nine weeks to build teacher understanding of curriculum expectations. **Strategy's Expected Result/Impact:** Increased understanding of purpose of grade level instruction to build teacher capacity and result in increased achievement. **Staff Responsible for Monitoring:** Administration Team, CIS	**Nov** **November Evidence of Progress** N/A **Jan** **January Evidence of Progress** 20% **Mar** **March Evidence of Progress** **June** **June Evidence of Progress**

0% No Progress	100% Accomplished	➡ Continue/Modify	✖ Discontinue

Goal 1: Killeen ISD will provide relevant, rigorous, and engaging learning opportunities to achieve academic success and graduate future-ready students.

Performance Objective 4: By June of 2024, we will increase STAAR Science academic performance in the meets level standard by 20%.

Evaluation Data Sources: 23-24 STAAR Science Results

Strategy 1 Details	Reviews
Strategy 1: Classroom and outdoor investigations will be connected to discovery and scientific method. Hands on and discovery learning will be implemented each unit to align with learning objective. **Strategy's Expected Result/Impact:** Increased science proficiency on science assessments for all students **Staff Responsible for Monitoring:** Campus Leadership, Campus Instructional Specialist, Classroom Teachers **Title I:** 2.5 **Problem Statements:** Demographics 1 - Student Learning 4	**Nov** — **November Evidence of Progress** 20% **Jan** — **January Evidence of Progress** 20% **Mar** — **March Evidence of Progress** **June** — **June Evidence of Progress**

Strategy 2 Details	Reviews
Strategy 2: 3rd, 4th & 5th grade students will participate in the Science Olympiad club after school and compete in the district level competition in May. **Strategy's Expected Result/Impact:** Percent of students scoring at least Approaching Grade Level Standard will increase on STAAR science and campus benchmarks. **Staff Responsible for Monitoring:** 3rd-5th grade Teachers assisting as coaches Leadership Team Campus Instructional Specialist **Title I:** 2.5	**Nov** — **November Evidence of Progress** 70% **Jan** — **January Evidence of Progress** 70% **Mar** — **March Evidence of Progress** **June** — **June Evidence of Progress**

Strategy 3 Details	Reviews
Strategy 3: Teachers will be trained and provide explicit instruction on critical science vocabulary using research-based instructional strategies for vocabulary development. Professional development will occur during PLC's and after school specials. **Strategy's Expected Result/Impact:** Increase performance on all science assessments for all students Pre-K through Grade 5 **Staff Responsible for Monitoring:** Classroom teachers, CIS, Campus Leadership **Title I:** 2.4 **Problem Statements:** Student Learning 4	**Nov** 5% **November Evidence of Progress** **Jan** 10% **January Evidence of Progress** **Mar** **March Evidence of Progress** **June** **June Evidence of Progress**

Strategy 4 Details	Reviews
Strategy 4: Training will occur with the Stemscopes instructional platform to support seamless implementation in classroom to drive science instruction in grades 3-5. **Strategy's Expected Result/Impact:** Vertical alignment of learning and increased skills and knowledge in science. **Staff Responsible for Monitoring:** Teachers, CIS, and Admin Team. **Problem Statements:** Student Learning 4	**Nov** 10% **November Evidence of Progress** **Jan** 35% **January Evidence of Progress** **Mar** **March Evidence of Progress** **June** **June Evidence of Progress**

Strategy 5 Details	Reviews
Strategy 5: An aligned approach to science journaling will be implemented in all grade levels, including vocabulary, foldables and the scientific method. Training will be part of the PLC process and also implemented in after school specials. **Strategy's Expected Result/Impact:** Allow students to quantify learning and increase understanding of science. **Staff Responsible for Monitoring:** Administration, CIS	**Nov** N/A **November Evidence of Progress** **Jan** N/A **January Evidence of Progress** **Mar** **March Evidence of Progress** **June** **June Evidence of Progress**

0% No Progress   100% Accomplished   → Continue/Modify   ✕ Discontinue

Goal 2: Killeen ISD will recruit, retain, and develop highly qualified staff by providing professional growth opportunities and supporting employee wellness and self-care.

Performance Objective 1: By June 2024, 100% of staff and additional intervention support will participate in intentional targeted professional development opportunities that enhance the KISD adopted curriculum.

Evaluation Data Sources: Artifacts of professional development learning during early out PD sessions, PD week, in-service day, after school sessions, PLC artifacts; walkthroughs, T-TESS observations, and faculty meeting agendas

Strategy 1 Details	Reviews	
Strategy 1: The campus will hire a Curriculum Instructional Specialist to provide support to campus teachers conducting PLCs, coaching instruction, seeking resources, data collection and analysis, etc.	**Nov**	**November Evidence of Progress**
Strategy's Expected Result/Impact: Increased teacher efficacy and effectiveness; reduction in teacher turnover, increased student achievement	70%	
Staff Responsible for Monitoring: Campus Leadership	**Jan**	**January Evidence of Progress**
TEA Priorities:	85%	
Recruit, support, retain teachers and principals		
	Mar	**March Evidence of Progress**
	June	**June Evidence of Progress**

Strategy 2 Details	Reviews	
Strategy 2: Campus leadership will provide professional development to enable teachers to better understand the STAAR accountability system, universal screener, and Teacher Incentive Allotment to empower staff and improve instruction.	**Nov**	**November Evidence of Progress**
Strategy's Expected Result/Impact: Increase teacher efficacy and build staff instructional capacity.	10%	
Staff Responsible for Monitoring: Leadership Team	**Jan**	**January Evidence of Progress**
Campus Instructional Specialist	40%	
TEA Priorities:		
Recruit, support, retain teachers and principals		
	Mar	**March Evidence of Progress**
	June	**June Evidence of Progress**

Strategy 3 Details	Reviews

Strategy 3: The campus will develop and maintain a campus grade level leader cohort, to facilitate implementation of instructional expectations, provide feedback and grow campus staff capacity to lead.
 	
    Strategy's Expected Result/Impact: Learning and teacher efficacy will grow with clear communication and feedback.
    Staff Responsible for Monitoring: Admin Team
 	
    Problem Statements: School Processes & Programs 1
	Nov **November Evidence of Progress**
	
	20%
	
	Jan **January Evidence of Progress**
	
	50%
	
	Mar **March Evidence of Progress**
	
	June **June Evidence of Progress**

0% No Progress	100% Accomplished	→ Continue/Modify	✕ Discontinue

Goal 2: Killeen ISD will recruit, retain, and develop highly qualified staff by providing professional growth opportunities and supporting employee wellness and self-care.

Performance Objective 2: Maintain and grow a positive campus culture and increase staff wellness.

  Evaluation Data Sources: Survey results and feedback.

Strategy 1 Details	Reviews

Strategy 1: The campus will celebrate all staff members aligned with the districts staff appreciation calendar, teacher milestones, and staff of month, throughout the school year to foster a positive inclusive environment.
    Strategy's Expected Result/Impact: Create positive school culture
    Staff Responsible for Monitoring: Campus Leadership, Campus Staff
 	
    TEA Priorities:
Recruit, support, retain teachers and principals
    Problem Statements: Demographics 4
	Nov **November Evidence of Progress**
	
	50%
	
	Jan **January Evidence of Progress**
	
	70%
	
	Mar **March Evidence of Progress**
	
	June **June Evidence of Progress**

0% No Progress 100% Accomplished → Continue/Modify ✕ Discontinue	

Goal 3: Killeen ISD will engage in transparent, timely communication with all stakeholders to build positive, supportive relationships with the community.

Performance Objective 1: By June 2024, the number of campus led parent events will increase and focus on student learning and result in a 25% increase in parental involvement.. HBES will foster an inclusive environment and encourage growth of our learning community including parental collegiality.

Evaluation Data Sources: Campus event attendance rosters; sign-in sheets; an increase in teacher & parent participation and representation; parent feedback/input from various events

Strategy 1 Details	Reviews	
Strategy 1: The ESL teacher and instructional staff will provide parental engagement opportunities including those designed to meet the specific needs of the parents and family members of our Emergent Bilingual (EB) students. Parents will learn information and strategies to help support their child's success in school. Parenting opportunities will occur on different days and at different times to accommodate parents' schedules and promote maximum participation.	**Nov** 10%	**November Evidence of Progress**
Strategy's Expected Result/Impact: Positive relationships between parents and the school	**Jan** 40%	**January Evidence of Progress**
Staff Responsible for Monitoring: Campus Leadership	**Mar**	**March Evidence of Progress**
Title I: 4.2 - **TEA Priorities:** Build a foundation of reading and math **Problem Statements:** Perceptions 3	**June**	**June Evidence of Progress**

Strategy 2 Details	**Reviews**
Strategy 2: Early childhood team will offer learning opportunities for parents with non-school aged children as well as pre-school students through our early literacy program and after school programs. Parents will learn strategies to support literacy development at home **Strategy's Expected Result/Impact:** Increased parental engagement in academic programming; increased readiness for PK students **Staff Responsible for Monitoring:** Campus Leadership **TEA Priorities:** Build a foundation of reading and math **Problem Statements:** Perceptions 1, 3	**Nov** **November Evidence of Progress** 10% **Jan** **January Evidence of Progress** 10% **Mar** **March Evidence of Progress** **June** **June Evidence of Progress**

Strategy 3 Details	**Reviews**
Strategy 3: Teachers will communicate regularly and effectively with parents. Each teacher will keep a communication log with documentation of contact made with their students' parents. Positive mailings will be sent home. Teachers will hold parent conferences 3 times a year (BOY, MOY, EOY). **Strategy's Expected Result/Impact:** Increased parental engagement in academic programming **Staff Responsible for Monitoring:** Campus Leadership, Classroom Teacher **Problem Statements:** Perceptions 1, 3	**Nov** **November Evidence of Progress** 10% **Jan** **January Evidence of Progress** 60% **Mar** **March Evidence of Progress** **June** **June Evidence of Progress**

Strategy 4 Details	Reviews
Strategy 4: The campus will increase parent communication through the use of campus and grade level newsletters with fidelity . Social media. platforms will be consistently updated with current information and parent calendar embedded. Mass Comm call out system will be used for important upcoming campus events / district information / emergency situations. **Strategy's Expected Result/Impact:** Increased clear and concise communication between home and school **Staff Responsible for Monitoring:** Campus Leadership **Problem Statements:** Perceptions 1, 2, 3	**Nov** **November Evidence of Progress** 75% **Jan** **January Evidence of Progress** 90% **Mar** **March Evidence of Progress** **June** **June Evidence of Progress**

Strategy 5 Details	Reviews
Strategy 5: Parent and staff surveys will be generated admin team to drive program planning, implementation and evaluation of campus needs. **Strategy's Expected Result/Impact:** Increase staff and parental engagement in campus processes. **Staff Responsible for Monitoring:** Principal, AP **Problem Statements:** School Processes & Programs 1 - Perceptions 2	**Nov** **November Evidence of Progress** 85% **Jan** **January Evidence of Progress** 90% **Mar** **March Evidence of Progress** **June** **June Evidence of Progress**

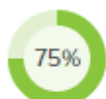| Strategy 6 Details	Reviews
Strategy 6: Social media traffic will be monitored for efficacy and updated weekly at a minimum. Parent calendar with upcoming events and information will become part of website for learning community to access . **Strategy's Expected Result/Impact:** Provide timely information to parents. **Staff Responsible for Monitoring:** Admin team and campus technologist. **Problem Statements:** School Processes & Programs 1 - Perceptions 2	**Nov** **November Evidence of Progress** 85% **Jan** **January Evidence of Progress** 90% **Mar** **March Evidence of Progress** **June** **June Evidence of Progress**

Strategy 7 Details	Reviews
Strategy 7: Conduct family learning nights including math, language arts, STEM and STAAR to support an inclusive learning community throughout the year. **Strategy's Expected Result/Impact:** Increase student knowledge and parent support of learning resulting in individual student growth. **Staff Responsible for Monitoring:** Admin, CIS Team **Problem Statements:** Perceptions 3	**Nov** **November Evidence of Progress** 25% **Jan** **January Evidence of Progress** 50% **Mar** **March Evidence of Progress** **June** **June Evidence of Progress**

0% No Progress   100% Accomplished   → Continue/Modify   ✕ Discontinue
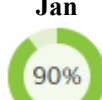
Goal 4: Killeen ISD will meet the social emotional needs of all students by fostering resilient relationships and providing a safe and healthy learning environment.
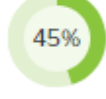
Performance Objective 1: By June 2024, HBES will decrease serious discipline offenses by 25% creating a positive, safe and welcoming environment that fosters student success through academic and social instruction.

    Evaluation Data Sources: Discipline data; Student, Parent, Committees, and Staff Survey Feedback ; Student incentives for positive behavior and academic success; Student Clubs; Bully Reporter

Strategy 1 Details	Reviews	

Strategy 1: The campus will practice safety drills in accordance with district policy. We also utilize a buddy system so that students are not walking alone in any area of the school building.
 	
     Strategy's Expected Result/Impact: Increased effectiveness in responding to unsafe situations or conditions
     Staff Responsible for Monitoring: Campus Leadership, All Staff
	Nov
	 20%
	
	 Jan
	 60%
	
	 Mar
	
	 June
		November Evidence of Progress
		
		 January Evidence of Progress
		
		 March Evidence of Progress
		 June Evidence of Progress

Strategy 2 Details	Reviews	

Strategy 2: The campus will implement evidence-based three-tiered framework to improve and integrate all of the data, systems, and practices affecting student outcomes every day. (PBIS)
 	
     Strategy's Expected Result/Impact: Increase the display of appropriate student behavior, decrease in negative behavior incidents
     Staff Responsible for Monitoring: Counselors
	Nov
	 20%
	
	 Jan
	 60%
	
	 Mar
	
	 June
		November Evidence of Progress
		
		 January Evidence of Progress
		
		 March Evidence of Progress
		 June Evidence of Progress

Strategy 3 Details	Reviews

Strategy 3: The campus will acknowledge and reinforce academic success and positive behavior.

    Strategy's Expected Result/Impact: Increase in student participation

    Staff Responsible for Monitoring: Campus Leadership Team, Classroom Teachers

Nov	**November Evidence of Progress**
25%	
Jan	**January Evidence of Progress**
75%	
Mar	**March Evidence of Progress**
June	**June Evidence of Progress**

Strategy 4 Details	Reviews

Strategy 4: The campus will track and immediately investigate all incidents identified as bullying through Bully Reporter.

    Strategy's Expected Result/Impact: Decrease in bullying incidents

    Staff Responsible for Monitoring: Campus Administration

Nov	**November Evidence of Progress**
40%	
Jan	**January Evidence of Progress**
60%	
Mar	**March Evidence of Progress**
June	**June Evidence of Progress**

Strategy 5 Details		Reviews

Strategy 5: The campus will provide various after school student enrichment clubs/teams. These clubs will promote social growth, build self esteem, encourage positive student behavior, grow leaders, as well as, emphasize higher order thinking skills and the ability to problem solve.
 	
    Strategy's Expected Result/Impact: Increase in positive attitudes towards school, decrease in negative behavior incidents
 	
    Staff Responsible for Monitoring: Campus Leadership, Curriculum Instructional Specialist, Assigned Club Teachers
	Nov
	
	80%
	
	Jan
	
	90%
	
	Mar
	
	June
		November Evidence of Progress
		
		January Evidence of Progress
		
		March Evidence of Progress
		
		June Evidence of Progress

Strategy 6 Details		Reviews

Strategy 6: Campus leadership will ensure the district's early mental health intervention, threat assessments and suicide prevention protocols are followed by counselors when a student threatens self-harm.
 	
    Strategy's Expected Result/Impact: Documentation of incidents and input from parent/guardian
    Staff Responsible for Monitoring: Counselors, Campus Leadership
	Nov
	
	80%
	
	Jan
	
	90%
	
	Mar
	
	June
		November Evidence of Progress
		
		January Evidence of Progress
		
		March Evidence of Progress
		
		June Evidence of Progress

Strategy 7 Details	Reviews

Strategy 7: The campus will review and practice de-escalation techniques and appropriate responses for student misbehavior.
 	
    Strategy's Expected Result/Impact: Immediate and effective response to acting out behavior
    Staff Responsible for Monitoring: Campus Leadership, Counselors, Members of Support Team / Support Teachers / Crisis Team, and SPED Teachers
	Nov **November Evidence of Progress**
	10%
	
	Jan **January Evidence of Progress**
	50%
	
	Mar **March Evidence of Progress**
	
	June **June Evidence of Progress**

Strategy 8 Details	Reviews

Strategy 8: Campus leadership will provide opportunities throughout the school year to gather feedback from stakeholders through various surveys and through the Path Uniting Learning, Students and Engagement (PULSE) committee.
 	
    Strategy's Expected Result/Impact: Create a positive school culture; Provide timely assistance in problem areas
    Staff Responsible for Monitoring: Campus Leadership Team
	Nov **November Evidence of Progress**
	5%
	
	Jan **January Evidence of Progress**
	45%
	
	Mar **March Evidence of Progress**
	
	June **June Evidence of Progress**

Strategy 9 Details	**Reviews**

Strategy 9: PBIS team, will provide professional development on Classroom Management and Positive Behavior Intervention Systems and conduct monthly meetings . Teachers will attend district offerings for classroom management.	**Nov**	**November Evidence of Progress**
Strategy's Expected Result/Impact: Decrease negative student behavior incidents	10%	
Staff Responsible for Monitoring: Counselor Classroom Teachers Administration	**Jan**	**January Evidence of Progress**
TEA Priorities: Recruit, support, retain teachers and principals	50%	
	Mar	**March Evidence of Progress**
	June	**June Evidence of Progress**

Strategy 10 Details	**Reviews**

Strategy 10: The staff will implement portions of Restorative Practices framework with fidelity.	**Nov**	**November Evidence of Progress**
Strategy's Expected Result/Impact: Promote inclusiveness, relationship-building and problem-solving, that will result in a reduction of behavior referrals	50%	
Staff Responsible for Monitoring: Principal, Assistant Principals, Counselors	**Jan**	**January Evidence of Progress**
	75%	
	Mar	**March Evidence of Progress**
	June	**June Evidence of Progress**

Strategy 11 Details	Reviews

Strategy 11: All staff will receive PBIS training a multi-tiered approach to social, emotional and behavior support and practice throughout years. School wide signage and expectations will support initiative.

    Strategy's Expected Result/Impact: Foster a systematic approach to behavior support.

    Staff Responsible for Monitoring: PBIS Teams, Admin, Teachers.

Nov — **November Evidence of Progress**

45%

Jan — **January Evidence of Progress**

75%

Mar — **March Evidence of Progress**

June — **June Evidence of Progress**

Strategy 12 Details	Reviews

Strategy 12: Counselors will conduct informational after school parent meeting to connect with parents and provide information to our campus PBS/Restorative Discipline initiatives.

    Strategy's Expected Result/Impact: Align verbage and expectations for behavior that will further reduce discipline referrals and result in a further reduction of discipline needs.

Nov — **November Evidence of Progress**

75%

Jan — **January Evidence of Progress**

75%

Mar — **March Evidence of Progress**

June — **June Evidence of Progress**

0% No Progress   100% Accomplished   → Continue/Modify   ✗ Discontinue

Goal 4: Killeen ISD will meet the social emotional needs of all students by fostering resilient relationships and providing a safe and healthy learning environment.

Performance Objective 2: By June 2024, HBES will increase the opportunities for students and staff to engage in health and fitness activities.
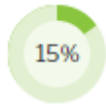
    Evaluation Data Sources: BOY and EOY Fitness Gram

Strategy 1 Details		Reviews

Strategy 1: HBES students will meet the state's required time in PE. Students will also participate in Hoops for Hearts, fitness gram, and the after school fitness club.
    Strategy's Expected Result/Impact: Increase percent of students meeting healthy standards on the Fitness Gram Assessment
    Staff Responsible for Monitoring: PE teachers, Campus Leadership
	Nov
	30%
		November Evidence of Progress

	Jan 60%	**January Evidence of Progress**
	Mar	**March Evidence of Progress**
	June	**June Evidence of Progress**
0% No Progress 100% Accomplished → Continue/Modify ✗ Discontinue		

Goal 5: Killeen ISD will efficiently manage and allocate district resources to maximize student learning opportunities.

Performance Objective 1: By June 2024, 100% resources will be allocated to address the deficits identified in campus data and monitored through evaluation by campus leadership.

> **Evaluation Data Sources:** Master schedule designed to protect and maximize instructional time; classroom information visits; T-TESS walk throughs; PLC meetings; intentional feedback and professional development sessions

Strategy 1 Details	Reviews	
Strategy 1: The campus will provide each grade level team with 1/2 day or full day planning sessions at the end of the 2nd and 3rd marking periods. Additionally, PLCs will collaboratively plan instructional units using the district planning process twice a week. **Strategy's Expected Result/Impact:** Improved planning; improved teaching and learning **Staff Responsible for Monitoring:** Campus Leadership, Curriculum Instructional Specialist, Classroom Teachers **TEA Priorities:** Recruit, support, retain teachers and principals, Build a foundation of reading and math	**Nov** 5%	**November Evidence of Progress**
	Jan 75%	**January Evidence of Progress**
	Mar	**March Evidence of Progress**
	June	**June Evidence of Progress**

Strategy 2 Details	Reviews	
Strategy 2: Vertical Teams will collaborate to develop plans of action that will help improve student achievement through allocation of resources, planning campus-wide instructional initiatives, and campus family engagement events (Science Night, Math Night, & Literacy Night). **Strategy's Expected Result/Impact:** Increased parental engagement in academics, increased student achievement **Staff Responsible for Monitoring:** Leadership Team Teacher Facilitators **TEA Priorities:** Build a foundation of reading and math	**Nov** N/A	**November Evidence of Progress**
	Jan 15%	**January Evidence of Progress**
	Mar	**March Evidence of Progress**
	June	**June Evidence of Progress**

0% No Progress	100% Accomplished	→ Continue/Modify	✗ Discontinue

Goal 5: Killeen ISD will efficiently manage and allocate district resources to maximize student learning opportunities.

Performance Objective 2: By June 2024, Hay Branch ES will effectively manage resources, and operations 100% of the time so that learning time is maximized.

   Evaluation Data Sources: Tutoring Logs; State and Local Assessment Data

Strategy 1 Details	Reviews		

Strategy 1: An After School Learning Academy will be established to provide tutoring and instructional support to struggling students and to those experiencing learning gaps as result of the COVID-19 pandemic.
   Strategy's Expected Result/Impact: Increased student achievement. Reduction in learning gaps.
   Staff Responsible for Monitoring: Admin; CIS
 	
   Title I:
   2.5
	Nov
	50%
		November Evidence of Progress	

	Jan 60%	**January Evidence of Progress**	
	Mar	**March Evidence of Progress**	
	June	**June Evidence of Progress**	

Strategy 2 Details	Reviews		

Strategy 2: The campus will create various committees (SBDM, CEAC, CCC, Hospitality) for all staff members to participate in and communicate the needs of the campus (budget, employee advocacy, campus conduct for students and staff, and morale). A parent, community leader, and business leaders will be included in the SBDM committee.
   Strategy's Expected Result/Impact: Create positive school culture where everyone feels valued
   Staff Responsible for Monitoring: Campus Leadership, Classroom Teachers
	Nov
	90%
		November Evidence of Progress	

	Jan 90%	**January Evidence of Progress**	
	Mar	**March Evidence of Progress**	
	June	**June Evidence of Progress**	

0% No Progress   100% Accomplished   → Continue/Modify   ✕ Discontinue