



# KERRVILLE ISD

## VISION 2021

An educational leader in the heart of the Hill Country, inspiring all students to become lifelong learners and productive citizens.

### *We Value...*

- Students first
- Personalized learning experiences
- Preparing students for the future
- Continuous learning and improvement for KISD
- Sound fiscal management and aligned resources and goals

### *We Believe...*

1. Students come first in KISD.
2. Our employees are our district's greatest asset and we are a family in KISD.
3. KISD is a values-driven, data-informed organization.
4. KISD fosters a positive environment for learning, teaching *and* for connecting with our community.
5. Every student deserves the highest quality learning experiences.
6. KISD inspires lifelong learning and a culture of continuous improvement for all students and staff.
7. KISD is a destination district in our State for academics, athletics, fine arts, and student programs.

### *Kerrville ISD Will...*

Provide students with engaging, rigorous, and personalized academic and social-emotional learning experiences to meet individual student needs, foster student ownership in learning and develop 21st century skills for lifelong learning.

Develop future-ready students and build a strong academic foundation in literacy and math by ensuring all students are reading on grade level by grade 3 and remain on grade level and by ensuring all students successfully complete algebra coursework.

Empower all students to identify post-secondary pathways and provide personalized support for college, career, and military readiness through Science, Technology, Engineering, Arts & Math (STEAM), Career and Technology Education (CTE), workforce certification, college credit, Advanced Placement and other program opportunities.

Recruit, develop and retain employees that are student-centered, focused on continuous learning and improvement, passionate, innovative, collaborative, goal oriented and ethical.

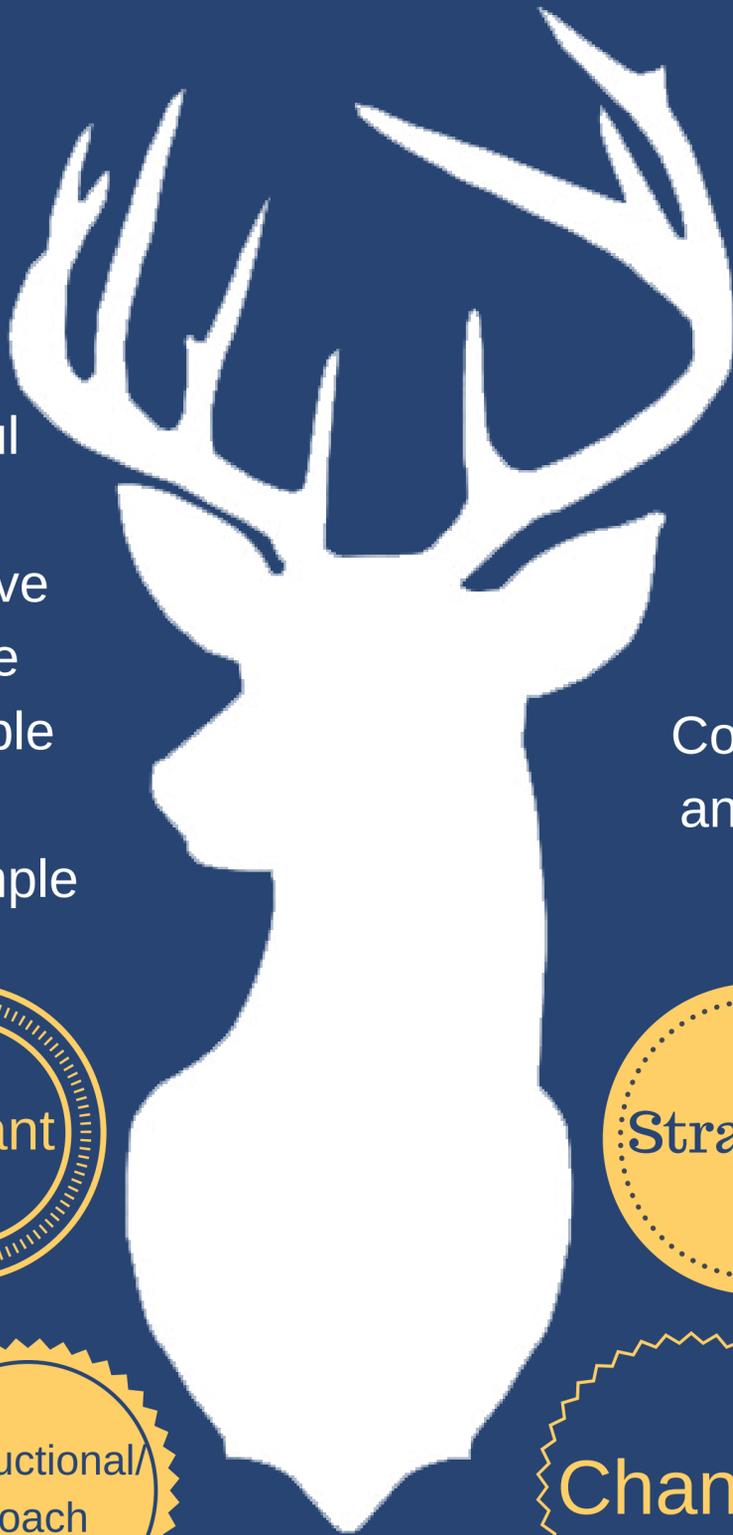
Maintain sound fiscal management of district budgets by aligning resources to improve student learning, ensure future-ready students and meet district goals while continuously advocating for an adequate and equitable Texas public school finance system.

*"Educational Excellence in the Hill Country"*

# Kerrville ISD Profile of a Graduate



# Kerrville ISD Profile of a Leader



Kids First

Approachable

Welcoming

Charismatic

Effective Communicator

Collaborative · Respectful

Good Listener

Compassionate · Inclusive

Understanding · Visible

Non-judgmental · Reliable

Strong Work Ethic

Models/Leads by Example

Good Teammate

Service Oriented

Selfless · Ethical



Kids First

Focused on Student

Learning/Success

Motivator/Inspiring

Capacity Builder

Data Driven/Informed

Data Analysis

Problem Solver

Solution Oriented

Provides helpful feedback

Curriculum Knowledge

Curriculum Alignment

Technology Savvy

Knowledgeable of

Instructional Practices



Kids First

Clear Vision

Goal Oriented/Goal Driven

Challenges Assumptions

Decision Maker/Decisive

Systems Thinker

Planner

Considers all possible responses  
and consequences to a decision

Forward Thinking

Reflective

Asks Good Questions

Follows Through



Kids First

Life Long Learner

Critical Thinker

Innovative · Creative

Open Minded

Resourceful

Self-Starter/Takes Initiative

Challenges the Status Quo

Flexible/Adaptable

Mental Agility

Focuses on actions, not emotions

Consensus Builder

High Expectations

High Standards for Self/Staff/Students

High Energy · Growth Mindset

Passionate · Driven





# A KISD Teacher...



**Protects**



**Perseveres**



**Plans**



**Learns**



**Personalizes**



**Reflects**

**Protects** Teachers foster a positive environment for learning by providing a physically, socially, and emotionally safe, student-centered classroom. Persistence in forging meaningful and professional connections with students, parents and colleagues serve as a model for ethical behavior and positive communication.

**Plans** Teachers proactively and collaboratively plan aligned and engaging lessons, activities, and assessments that foster a deep understanding of academic content, promote creative and critical thinking skills, inspire life-long learning, and prepare students for life in the 21st Century.

**Personalizes** Teachers know their students' interests, academic levels, learning styles, and learning needs. With that knowledge, they plan innovative learning opportunities that are differentiated and accommodated to ensure growth for all students.

**Reflects** Teachers systematically gather academic input and data from students through informal and formal assessments. Teachers are empowered by data, and they quickly adjust instruction to maximize student engagement and learning.

**Learns** Teachers are committed to life-long learning and continuous professional growth. They set ambitious professional goals and engage in professional learning based on student data, self-reflection and feedback from co-workers, appraisers and supervisors.

**Perseveres** Kerrville ISD teachers persevere in the face of challenges, and passionately create an educational environment in which students experience academic rigor and are supported and guided to success.



# FOCUS on Instruction

## KISD Instructional Standards

1

Foster a positive learning environment.

2

Establish clear learning expectations.

3

Ensure authentic student engagement.

4

Implement intentional and ongoing assessment for learning.

5

Utilize time efficiently.

