



# KERRVILLE INDEPENDENT SCHOOL DISTRICT STRATEGIC PLAN 2018-2021



**Vision Statement:** *Kerrville ISD - An educational leader in the heart of the Hill Country, inspiring all students to become lifelong learners and productive citizens.*

## GOAL

## ACTIVITIES/STRATEGIES

**Goal 1: 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.**

- 1.1 Perform peer observations/learning walks to do the following:
  - model effective practices and provide teachers feedback
  - create opportunities for teachers and staff to think critically about practice and utilize formative assessment to impact student learning
  - reflect on planning and strategies that ensure student choice and personalized academic learning experiences
- 1.2 Provide on-going professional learning opportunities that equip staff and parents to address the social emotional learning needs of all students.
- 1.3 Expand project-based learning opportunities at all grade levels to encourage problem solving and 21st Century Workforce Skills, such as; collaboration, creativity, innovation, critical thinking, and problem solving.
- 1.4 Develop systemic use of grade level specific procedures that encourage students to take ownership for their learning by involving them in the goal-setting and assessment process; provide teachers with professional learning that supports student goal setting strategies and teacher/student conferencing methods.

**Goal 2: Develop future-ready students and build a strong academic foundation in literacy and math by ensuring all student are reading on grade level by grade 3 and remain on grade level and by ensuring all students successfully complete algebra coursework.**

- 2.1 Launch KISD Literacy Initiative that includes parental involvement components, celebrations, and cross-curricular activities.
- 2.2 Continue teacher professional learning that supports small group learning opportunities for all students in English language arts/reading and mathematics courses. District and campus administrators will monitor and provide feedback and support for teachers.
- 2.3 Provide professional learning opportunities that support the incorporation of writing across the curriculum.
- 2.4 Provide ECC-2nd grade teachers vertical alignment opportunities and ongoing professional learning on innovative instructional strategies for early literacy success and algebraic reasoning.
- 2.5 Continue vertical alignment discussions between third grade math through Algebra II teachers and explore viable and cost-effective universal math screeners.
- 2.6 Utilize teacher made resources to continue focus on Math Fact Fluency and implement a parent involvement component for grades K-5 at each elementary school.
- 2.7 Develop K-12 universal screener system to measure and track reading levels of all students.

**Goal 3: 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.**

- 3.1 Develop a comprehensive counseling guidance plan that will address career pathways and educational requirements to help all students grow to their fullest potential, academically, socially and intellectually.
- 3.2 Develop a K-12 comprehensive Post-Secondary Educational Planning Guide to assist parents and students in making decisions about courses, colleges, and careers pathways and post-secondary costs.
- 3.3 Identify reading and math TEKS aligned to Advanced Placement assessments and college entrance exams and provide professional learning opportunities for teachers to continue to maximize student success.
- 3.4 Expand CTE course offerings based on student input and interest, Texas Workforce Commission data, and community feedback while balancing state accountability; continued recruitment of industry experts to support growth of programs.
- 3.5 Provide all students opportunities to participate in STEM activities at the elementary level through STEM labs and other classroom lessons such as STEM Lab Fridays.
- 3.6 Expand co-op, apprenticeship, work shadow, and internship experiences for students.
- 3.7 Increase student participation and (CCMR) college career military readiness success measures on SAT/ACT/ASVAB assessments.
- 3.8 Develop systems to identify and monitor students' post-graduation plans which will include annual progress monitoring sessions with feedback to students.

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## ACTIVITIES/STRATEGIES

**Goal 4:** Recruit, develop, and retain employees that are student-centered, focused on continuous learning and improvement, passionate, innovative, collaborative, goal oriented and ethical.

- 4.1 Use the KISD Profile of a Graduate, Profile of a KISD Teacher, KISD Vision 2021 to drive recruitment, development, and retention processes.
- 4.2 Utilize a district-wide “exit” and “stay” interview process and use the data to refine systems.
- 4.3 Incorporate “IPLP” an individualized professional learning plan within the KISD three-year Professional Development Plan and scaffold the implementation of digital collaboration between faculty and staff.
- 4.4 Implement a comprehensive teacher/staff induction program.
- 4.5 Incorporate a new teacher mentoring plan and use participant feedback to refine the program.
- 4.6 Design and implement KISD Leadership Academy for current professional staff; engage university partners for advanced degree opportunities for staff.
- 4.7 Analyze benefit packages and salary ranges to continue to offer competitive comprehensive salary plans.
- 4.8 Develop a systemic plan to recognize staff that includes campus and district personnel.

**Goal 5:** 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.

- 5.1 Use student progress data, resource usage data, and staff feedback to analyze the effectiveness of resources and curriculum alignment.
- 5.2 Evaluate the professional learning program to ensure alignment with instructional practices and to improve student learning and engagement.
- 5.3 Increase public and staff knowledge and awareness of district budgets and public school finance through intentional and transparent communication including meetings, editorials, and use of digital media outlets.
- 5.4 Identify and develop replacement/upgrade cycles that include technology and technology infrastructure, furniture and instructional spaces and equipment that provide students with 21st century learning opportunities.