

KIRBYVILLE CISD

Kirbyville CISD District Improvement Plan 2021/2022

Committed To Excellence



206 East Main Street
409-423-2284

Date Reviewed:

DMAC Solutions ®

Page 1 of 27

Date Approved:

1/19/2022

KIRBYVILLE CISD Site Base

Name	Position
Holaway, Tara	Elementary School Teacher
Thames, Lacey	Junior High School Teacher
Keene, Sandy	High School Teacher
Gibson, Christy	Elementary Teacher
Williams, Matt	Junior High School Teacher
Fussell, Dustin	High School CTE Teacher
Piggott, Melissa	Elementary School Teacher
Richardson, Leah	Junior High School Teacher
Keeland, David	High School Teacher
Gore, Jerry	Special Education Director
Shine, Annie	Paraprofessional
Gore, Kristi	Interim Superintendent
Powell, Ashley	Junior High School Principal
McClatchy, Gena	High School Principal
Carrell, Talana	Business
Johnson, Kelly	Parent
Smith, Felicia	Community Member

Comprehensive Needs Assessment

Demographics

Demographics Summary

Kirbyville CISD is a 3A School district located in Southeast Texas approximately 50 miles North of Beaumont, Texas. KCISD has three campuses: Kirbyville Elementary, which serves students from Early Childhood through 5th Grade; Kirbyville Junior High, which consists of grades 6-8; and Kirbyville High School, which serves grades 9-12. The district serves approximately 1,480 students.

American Indian or Alaskan Native: 0.30%

Asian: 0.2%

African American: 8.60%

Pacific Islander: 0.14%

White: 77.4%

Hispanic: 7.70%

Two or More Races: 5.6%

504: 14.2%

At-Risk: 42.2%

Emergent Bilingual: 2%

Special Education: 15.2%

GT: 6.2%

Male: 53.2%

Female: 46.8%

Kirbyville CISD Student Demographics 2021-2022

	American Indian or Alaskan Native	Asian	African American	Pacific Islander	White	Hispanic	Two or More Races	504	At-Risk	Emergent Bilingual	Sp.Ed	GT	Male	Female
KCISD	0.30%	0.20%	8.60%	0.14%	77.40%	7.70%	5.60%	14.20%	42.20%	2%	15.20%	6.20%	53.20%	46.80%
Kirbyville Elementary	0.42%	0.00%	7.45%	0.00%	78.06%	8.02%	6.05%	8.70%	24.60%	2.40%	14.20%	0.56%	51.62%	48.38%
Kirbyville Junior High	0.56%	0.28%	10.56%	0.00%	75.56%	7.22%	5.83%	20.50%	50.30%	2.20%	13.90%	0.55%	52.50%	47.50%
Kirbyville High School	0.00%	0.53%	8.68%	0.26%	77.89%	7.89%	4.74%	18.40%	43.20%	0.52%	7.10%	0%	54.74%	45.26%

Comprehensive Needs Assessment

Student Achievement

Student Achievement Strengths

The KCISD DWEIC met on September 20, 2021 to analyze academic data for the district CNA.

During the data analysis, the committee recognized areas of strength in the following areas:

Mathematics across the district.

- During the 2018-2019 school year, the number of students who scored approaches or above, as well as meets or above in mathematics, were above the state average.
- During the 2020-2021 school year, the number of students who scored approaches or above on mathematics STAAR was higher than the state average in grades 3,4,6,7,8, and Algebra I.

Reading/ ELA scores across the district

- During the 2018-2019 School year, 5 out of 9 Reading/ELA tested subjects had a higher percentage of students score approaches or above than the state average.
- During the 2020-2021 school year, 7 out of 9 Reading/ELA tested subjects had a higher percentage of students score approaches or above than the state average.

College, Career, Military Readiness:

- The percentage of students who received Industry Based Certifications increased from 6% in 2019 to 20% in 2021.

Student Achievement Weaknesses

During the data analysis, the committee recognized areas of weakness in the following areas:

Comprehensive Needs Assessment

Student Achievement Weaknesses (Continued)

- **Problem Statement 1:** The percentage of economically disadvantaged students who scored approaches or above was persistently (2018-2021) below the district average for ELA/Reading STAAR in grades 3,4,5,6, English I, and English II. **Root Cause:** Strategies to differentiate instruction are not utilized in all ELAR Classrooms
- **Problem Statement 2:** The percentage of African American students who scored approaches or above was persistently (2018-2021) below the district average for ELA/Reading STAAR in grades 3,5,6,7,8, English II. **Root Cause:** Strategies to differentiate instruction are not utilized in all ELAR Classrooms.
- **Problem Statement 3:** The percentage of African American students who scored approaches or above was persistently (2018-2021) below the district average for Mathematics STAAR in grades 4,5,6, and 7. **Root Cause:** Strategies to differentiate instruction are not utilized in all Mathematics classrooms.
- **Problem Statement 4:** The number of CCMR students decreased from 71% in 2019 to 46% in 2021. **Root Cause:** Covid-19 response impacted the ability for some students to qualify as CCMR during the 2019-2020 school year.

Student Achievement Needs

- Learning should be differentiated and personal to our student needs so that we can minimize learning gaps and allow all students the opportunity to succeed.
- Increase participation in CTE courses across all student populations
- Increase focus on effective and research based instructional strategies to meet the needs of all student populations.

Comprehensive Needs Assessment

School Culture and Climate

School Culture and Climate Strengths

September 2021 Teacher Survey: Communication, Culture, Climate

Strengths reported from the survey include:

- District provides communication opportunities using electronic communication: email, text, campus and district websites
- District provides parents with the contact information of the school, principal, teachers, and counselors
- People in this district care about me as a person
- I am proud to tell others I work in this district
- This district is a good place to work and learn

- Teachers look forward to coming to work every day
- Teachers are proud to say they work at KCISD

School Culture and Climate Weaknesses

September 2021 Teacher Survey: Communication, Culture, Climate

Weaknesses from the survey include:

- **Problem Statement 1:** Some students are not recognized/rewarded for modeling positive behaviors on KCISD campuses. **Root Cause:** Not all KCISD campuses use "positive behavior referrals" to reward students for modeling positive behaviors.

- **Problem Statement 2:** KCISD needs to improve upon continuing to develop stakeholders in the school community to shape culture on campuses. **Root Cause:** Covid-19 Response protocols inhibited community involvement on campuses during the 2019-2020 and 2020-2021 school years.

Comprehensive Needs Assessment

School Culture and Climate Weaknesses (Continued)

- **Problem Statement 3:** Providing translation to assist families as needed. **Root Cause:** KCISD does not currently have the necessary qualified staff members to meet the translation needs at all campuses.

Comprehensive Needs Assessment

Staff Quality, Recruitment and Retention

Staff Quality, Recruitment and Retention Strengths

- KCISD continues to provide professional development opportunities within the district, regional ESC, and state-wide.
- Implementation of a district Grow Your Own program which provides assistance to paraprofessionals and instructional aides within the district who are working towards a bachelors degree and teaching certification.
- Salary Schedule that is competitive with neighboring school districts.

Staff Quality, Recruitment and Retention Weaknesses

Problem Statement 1: Recruiting highly qualified staff for high needs areas. **Root Cause:** Lack of qualified candidates and retirements.

Problem Statement 2: Retaining highly qualified and effective teachers in high needs areas. **Root Cause:** Teachers being promoted within the district, or leaving KCISD for administrative jobs.

Curriculum, Instruction and Assessment

Curriculum, Instruction and Assessment Strengths

- Teachers are provided with engaging and rigorous resources that are TEKS-based.
- Provide ongoing professional development for teachers in incorporating technology in the classroom
- Continue to implement, evaluate, and communicate effective staff development based on data-driven needs and district standards; provide a calendar that allows staff development opportunities, including vertical planning, and other special programs.
- Utilize NWEA MAP Growth (Measures of Academic Progress) assessment data for intervention, planning, and closing academic

Comprehensive Needs Assessment

Curriculum, Instruction and Assessment Strengths (Continued)

achievement gaps.

Curriculum, Instruction and Assessment Weaknesses

Problem Statement 1: Teachers need to analyze and utilize student assessment data in a PLC setting . **Root Cause:** Current Master Schedule/ staff needs do not allow for this opportunity in every department.

Problem Statement 2: Teachers need to have the capability to utilize TEKS-based instructional software provided by the district. **Root Cause:** There is a lack of training/awareness across the district when instructional software programs are deployed.

Problem Statement 3: Recruiting highly effective and certified teachers for high demand areas has been challenging. **Root Cause:** Teacher shortages in the area/recruitment challenges.

Family and Community Involvement

Family and Community Involvement Weaknesses

Problem Statement 1: Continue to improve communication to the community in areas of student achievements and campus events through campus websites. **Root Cause:** Campus websites were out of date and in some cases difficult to update regularly.

Family and Community Involvement Summary

KCISD recognizes that parents and community members are an integral part to the success of our students. Collaboration amongst staff, students, parents, community, and businesses remains highly encouraged. Each KCISD campus maintains a website that highlights student

Comprehensive Needs Assessment

Family and Community Involvement Summary (Continued)

achievement/recognition, campus events, emergency communications, special programs, contact information, and much more. Each KCISD campus also maintains an updated social media presence to diversify communication that meet the needs of the entire community.

Technology

Technology Strengths

- Every student in the district has access to a mobile computing device (chromebook or i-pad).
- Interactive flat panels have been ordered for KCISD classrooms.
- KCISD provides professional development opportunities for instructional technology prior to the start of each school year.

Technology Needs

Problem Statement 1: KCISD teachers will need training to effectively operate the new flat panels that have been ordered for classrooms.

Root Cause: Training is being planned to teach our staff how to operate the new interactive flat panels.

Problem Statement 2: KCISD teachers must adapt/adjust to the quick rate of change in technology. **Root Cause:** Instructional technology updates and changes are rapid and on-going.

Other

Other Strengths

Comprehensive Needs Assessment

The KCISD District-Wide Educational Improvement Council (DWEIC) Met on:

- 9/7/21
- 9/20/21
- 10/13/21

The committee collaboratively analyzed and discussed multiple datasets from a variety of sources. During this collaborative process, the committee was able to evaluate current district goals, set new goals, and develop action steps that will keep KCISD on track for success.

KIRBYVILLE CISD

Goal 1. (Community and Family Engagement Goal) Each KCISD Campus will have at least two student recognitions per week on the district website.

Objective 1. (Campus Website Coordinators) Campus website coordinators will update pictures for assigned campus websites

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Designate a campus website coordinator for each campus website. Campus Website coordinators will receive a stipend. (Strategic Priorities: 1)	Campus Principals, Technology Director	October 2021	(F)Title V: Rural and Low Income - \$2,250	Criteria: Each Campus principal will provide the names of each campus website coordinator by the end of October 2021. 10/26/21 - Completed 10/26/21 - Some Progress
2. Campus website coordinators will upload a minimum of two pictures each week that recognize student participation in campus events and achievement.	Campus Web Page Coordinators	On-going	(F)Title V: Rural and Low Income	Criteria: KCISD Campuses will ensure a minimum of two new pictures have been uploaded each week that recognize student participation in campus events and achievement. Campuses will document progress weekly in a shared google document. 10/26/21 - Significant Progress

KIRBYVILLE CISD

Goal 1. (Community and Family Engagement Goal) Each KCISD Campus will have at least two student recognitions per week on the district website.

Objective 2. (Campus Social Media Accounts (Facebook)) Link campus Facebook pages to the appropriate campus website

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Campus social media pages (Facebook) will be linked to the appropriate campus website.	Technology Director	January 2022		Criteria: Campus websites will be checked each month starting May 2022 to ensure campus Facebook pages are linked to the appropriate campus website. 10/26/21 - Some Progress

KIRBYVILLE CISD

Goal 1. (Community and Family Engagement Goal) Each KCISD Campus will have at least two student recognitions per week on the district website.

Objective 3. (Community Leader Involvement) KCISD will provide opportunities for community leaders to help shape school culture

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. KCISD campuses will invite community leaders to visit campuses during appropriate times to interact and visit with students. (Target Group: All)	Campus Principals, Coordinator of Academic and Community Affairs, Superintendent	Spring 2022- On-going		Criteria: Sign-in sheets.

KIRBYVILLE CISD

Goal 2. (Academic Achievement Goal) The percentage of ELAR students that score meets or above on STAAR will increase by 8% across the district by 2024

Objective 1. (Professional Learning Community) Provide PLC opportunities for Reading/ELA teachers

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. KCISD will provide PLC opportunities at least once per six weeks. This time will allow for professional growth, vertical planning, student data analysis, and collaboration. (Strategic Priorities: 1,2)	Campus Principals, Coordinator of Academic and Community Affairs, Superintendent	Spring 2022	(L)Campus Activity Accounts	Criteria: Sign-in sheets and observation reports.
2. KCISD will provide training/model for an effective PLC. (Strategic Priorities: 1,2)	Campus Principals, Coordinator of Academic and Community Affairs, Superintendent	Spring 2022	(L)Campus Activity Accounts	Criteria: Sign-in sheets, agendas, training materials, walkthroughs.

KIRBYVILLE CISD

Goal 2. (Academic Achievement Goal) The percentage of ELAR students that score meets or above on STAAR will increase by 8% across the district by 2024

Objective 2. (Improving Instructional Strategies) Provide targeted professional development to teachers with a focus on incorporating researched based instructional strategies in the classroom.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. KCISD will provide contracted services for teacher professional development focused on differentiating instruction and meeting the needs of all students. (Target Group: All) (Strategic Priorities: 1,2)	Campus Principals, Coordinator of Academic and Community Affairs, Region 5 ESC, Superintendent	Spring 2022		Criteria: Region 5 Professional development completion certificates
2. Utilize classroom walkthroughs and observations to ensure effective instructional strategies are being used in the classroom. (Target Group: All) (Strategic Priorities: 1,2)	Campus Principals	Spring 2022		Criteria: Classroom Walkthrough/Observation data

KIRBYVILLE CISD

Goal 2. (Academic Achievement Goal) The percentage of ELAR students that score meets or above on STAAR will increase by 8% across the district by 2024

Objective 3. (Instructional Coaching) Provide effective instructional coaching to improve the ability to lead a class.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Utilize walkthrough data to provide quality, targeted, and effective instructional coaching to teachers. (Strategic Priorities: 1)	Campus Principals, Coordinator of Academic and Community Affairs, Superintendent	Spring 2022	(F)Title V: Rural and Low Income - \$500, (L)Local Funds - \$8,300	Criteria: Teacher Retention, STAAR Scores
2. Professional development for campus administrators in effective instructional leadership (Target Group: All) (Strategic Priorities: 1,2)	Coordinator of Academic and Community Affairs, Superintendent	On-going	(F)TPTR Grant	Criteria: Certificates, Registration Records, T-PESS

KIRBYVILLE CISD

Goal 2. (Academic Achievement Goal) The percentage of ELAR students that score meets or above on STAAR will increase by 8% across the district by 2024

Objective 4. (Accelerated Learning and Growth Monitoring) Incorporate achievement and growth tests throughout the school year to precisely measure progress and growth for each individual student.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Provide accelerated learning for students who did not pass the State of Texas Assessments of Academic Readiness in 2021 in accordance with House Bill 4545. (Strategic Priorities: 2)	Accelerated Learning Campus Coordinators, Campus Principals	On-going	(F)ESSER III - \$6,000	Criteria: Students participating in Accelerated Learning will show growth from STAAR 2021 to STAAR 2022. 11/15/21 - Some Progress
2. KCISD campuses will utilize NWEA MAP growth assessments/reports to monitor Math and ELAR student academic growth throughout the school year. (Target Group: All) (Strategic Priorities: 2)	Campus Principals, Coordinator of Academic and Community Affairs	On-going	(F)ESSER III - \$25,000	Criteria: MAP Growth Reports 11/15/21 - Some Progress
3. KCISD Math and ELAR Teachers will attend a MAP Growth reports training. This reports training will show Math and ELAR teachers how to access, analyze, utilize, and communicate MAP growth reports to students and families. (Strategic Priorities: 1,2)	Coordinator of Academic and Community Affairs	9/27/21	(F)ESSER III	Criteria: MAP Growth Operational Reports 11/15/21 - Completed
4. KCISD principals, testing coordinators, and technology administrators will attend a MAP Growth overview/onboarding training to learn how to successfully implement the program at each campus. (Strategic Priorities: 1,2)	Coordinator of Academic and Community Affairs	8/12/2021 - On-going	(F)ESSER III - \$1,000	Criteria: MAP Growth Operational Reports 11/15/21 - Significant Progress

KIRBYVILLE CISD

- Goal 3.** (Exclusionary Discipline Placement Reduction Goal) Reduce exclusionary discipline placements in KCISD by 25% on or before the end of the 2025 school year.
- Objective 1.** (Social Emotional Learning and Character Development) KCISD will implement a Social Emotional Learning and Character Development Program at each campus.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
<p>1. Character Strong Program will be implemented across the district. The program will reinforce: SEL Competencies: Self-Awareness, Self-Management, Social Awareness, Relationship Skills, Responsible Decision-Making Character Development: Patience, Kindness, Honesty, Respect, Selflessness, Forgiveness, Commitment, Humility (Target Group: All) (Strategic Priorities: 1)</p>	<p>Campus Principals, Counselors</p>	<p>On-going</p>	<p>(F)ESSER III - \$18,000</p>	
<p>2. KCISD will hire two additional counselors. The additional counselors will: Address the SEL needs of KCISD students, Implement the Character Strong Program, Assist with positive behavior supports (Target Group: All)</p>	<p>Campus Principals, Counselors, Superintendent</p>	<p>8/1/2021-6/1/2024</p>	<p>(F)ESSER III - \$241,468</p>	<p>11/04/21 - On Track</p>

KIRBYVILLE CISD

Goal 3. (Exclusionary Discipline Placement Reduction Goal) Reduce exclusionary discipline placements in KCISD by 25% on or before the end of the 2025 school year.

Objective 2. (Positive Behavior Supports) KCISD campuses will implement positive behavior supports for students

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
<p>1. KCISD campuses will incorporate a Positive Referral program for students. Students will receive a positive referral when they model:</p> <p>Self-Awareness, Self-Management, Social Awareness, Relationship Skills, Responsible Decision-Making, Patience, Kindness, Honesty, Respect, Selflessness, Forgiveness, Commitment, Humility</p>	Campus Principals, Counselors	On-going	(L)Campus Activity Accounts	
<p>2. Students who receive a positive referral will receive a reward for modeling:</p> <p>Self-Awareness, Self-Management, Social Awareness, Relationship Skills, Responsible Decision-Making, Patience, Kindness, Honesty, Respect, Selflessness, Forgiveness, Commitment, Humility. (Target Group: All)</p>	Campus Principals	On-going	(L)Campus Activity Accounts	<p>Criteria: Campuses will have at least as many positive referrals as discipline referrals throughout the school year.</p> <p>11/04/21 - Significant Progress</p>

KIRBYVILLE CISD

Goal 3. (Exclusionary Discipline Placement Reduction Goal) Reduce exclusionary discipline placements in KCISD by 25% on or before the end of the 2025 school year.

Objective 3. (District-Wide Behavior Committee) KCISD will establish a district-wide behavior committee.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. KCISD will establish a district-wide behavior committee consisting of campus admin., teachers, paraprofessionals, and central office admin. The committee will discuss and implement exclusionary discipline reduction strategies, positive behavior supports, and evaluate current discipline reduction strategies. (Target Group: All)	Campus Principals, Coordinator of Academic and Community Affairs, Superintendent	On-going		Criteria: The KCISD behavior committee will meet a minimum of three times per school year. 11/04/21 - Some Progress

KIRBYVILLE CISD

Goal 4. (High Quality Teacher Retention/Recruitment Goal) KCISD will recruit and maintain a high quality workforce to support student success.

Objective 1. (KCISD will maintain and refine a viable district curriculum and support its effective implementation) KCISD will maintain and refine a viable district curriculum and support its effective implementation in every classroom

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Purchase and install interactive flat panels in all KCISD classrooms (Target Group: All) (Strategic Priorities: 1,2,3)	Maintenance Director, Technology Director	June 2022	(F)ESSER III - \$455,378	Criteria: This activity will be evaluated by confirming the installation of interactive flat panels in each classroom at KCISD 10/28/21 - Some Progress
2. Continue to provide targeted professional development opportunities that engage staff in the effective use of technology to improve student engagement in the classroom. (Target Group: All) (Strategic Priorities: 1,2,3)	Campus Principals, Instructional Technologist, Superintendent	On-going	(F)Title II Part A- Supporting Effective Instruction	Criteria: Professional Development Certificates, Sign-in Sheets, Walkthrough data, State assessment data.
3. Provide effective, strategic professional development to instructional staff. (Target Group: All) (Strategic Priorities: 1) (ESF: 1,2) (Strategic Priorities: 1,2)	Campus Principals, Coordinator of Academic and Community Affairs, Superintendent	On-going	(F)Title II Part A- Supporting Effective Instruction	Criteria: Criteria: To enable teachers to differentiate instruction for all students. STAAR data, sign in sheets, teacher participation and feedback

KIRBYVILLE CISD

Goal 4. (High Quality Teacher Retention/Recruitment Goal) KCISD will recruit and maintain a high quality workforce to support student success.

Objective 2. (Teacher Incentive Allotment) KCISD will submit a Teacher Incentive Allotment Cohort E application to the Texas Education Agency

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. KCISD will collaborate with Kreuz Consulting, LLC and KCISD stakeholders to develop a comprehensive Teacher Incentive Allotment plan. (Strategic Priorities: 1)	Chief Financial Officer, Coordinator of Academic and Community Affairs, Superintendent	November 2020 - May 2022	(S)Teacher Incentive Allotment	Criteria: KCISD will hold at least two stakeholder meetings during the 21-22 school year to help develop the TIA application. 11/04/21 - Some Progress
2. KCISD will continue to actively seek out methods that aid in the successful incorporation of additional courses/teachers to the Teacher Incentive Allotment eligibility group. (Strategic Priorities: 1)	Campus Principals, Coordinator of Academic and Community Affairs, Superintendent	On-going		Criteria: KCISD will successfully add a minimum of one new course per year to the TIA eligible teacher group. 11/04/21 - Some Progress
3. KCISD stakeholders will submit the following eligible teacher group in the Teacher Incentive Allotment Cohort E application as well as approve appropriate and equitable measures of growth for each: Grades 1-3 Reading and Math Teachers, Grades 4-8 Reading and Math Teachers, 5th and 8th Grade Science Teachers, 8th Grade Social Studies Teachers, Algebra I, English I, English II, Biology, and U.S. History Teachers (Strategic Priorities: 1,2)	Campus Principals, Coordinator of Academic and Community Affairs, Superintendent	11/2020 - 2/2022	(F)ESSER III - \$24,212.50	Criteria: KCISD will submit the TIA Cohort E Application by April 2022. 11/04/21 - Some Progress
4. KCISD Principals and Assistant Principals will attend Professional Development for T-TESS Calibration. (Strategic Priorities: 1)	Campus Principals, Coordinator of Academic and Community Affairs, Superintendent	7/1/21 - 8/1/22	(S)Texas Impact Network - \$0	Criteria: Ensure that campus administrators who are responsible for T-TESS attend at least one domain 2 and one domain 3 T-TESS calibration session with Kreuz Consulting Group. 11/04/21 - Some Progress

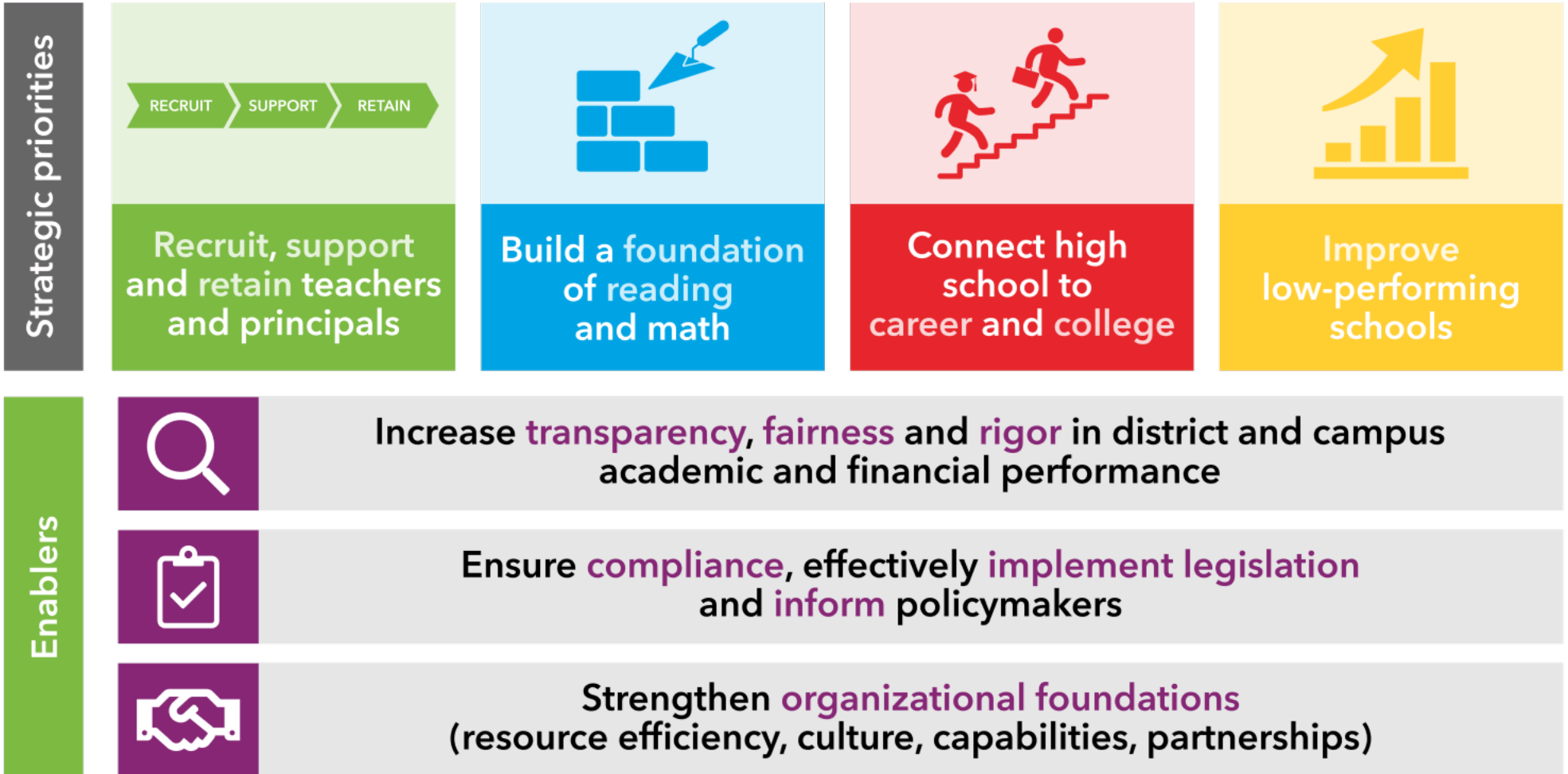
KIRBYVILLE CISD

Goal 5. (College Career Military Readiness Goal) The percentage of graduates that meet the CCMR criteria will increase from 71% to 75% by June 2024

Objective 1. Provide information to parents and students about high school CTE programs, college, military, and post-secondary options.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Kirbyville High School will host a CTE program for the 8th grade students at Kirbyville Junior High School. This CTE program will highlight and promote the CTE courses that will be available to the students at the High School level. (Target Group: All) (Strategic Priorities: 3)	Campus Principals, Coordinator of Academic and Community Affairs, Counselors, Superintendent	Spring 2022		Criteria: - An increase in the percentage of students who sign up for CTE courses at the high school level.
2. KCISD will partner with Deep East Texas College Career Academy to meaningfully increase college and career educational opportunities. (Target Group: All,CTE) (Strategic Priorities: 3)	Superintendent	On-going		Criteria: Increase in CCMR students

Every child, prepared for success in college, a career or the military.



**adapted from TEA Strategic Plan - <https://tea.texas.gov>*

KIRBYVILLE CISD

Mission

The mission of the Kirbyville Consolidated Independent School District is to engage all students in a high quality education so they may become responsible, productive citizens in a global society.

Vision

The student comes first in Kirbyville Consolidated Independent School District (KCISD). Good communication occurs between staff and students, and there exists an atmosphere of mutual respect and trust coupled with high expectations for all. Students want to be in attendance to partake in a wide variety of available programs. Through participation in our program offerings, students graduate believing that they can make a positive difference in the world.

KCISD is an exemplary learning institution recognized for its excellence. It is the kind of school system that all parents would want for their children. Potential employees desire jobs in the system and current employees wish to remain because of the student-focused, positive, and supportive climate which is further enhanced by the district's benefits and compensation package. At KCISD students and employees enthusiastically accept the challenge to become the very best they can be.

Nondiscrimination Notice

KIRBYVILLE CISD does not discriminate on the basis of race, color, national origin, sex, or disability in providing education services, activities, and programs, including vocational programs, in accordance with Title VI of the Civil Rights Act of 1964, as amended; Title IX of the Educational Amendments of 1972; and section 504 of the rehabilitation Act of 1973; as amended.