

# 2023

## Community Based **Accountability Report**

Katy Independent School District



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# Message to the Community

Hello from Katy ISD!

Thank you for supporting this amazing school district. Out of the thousands of school districts in Texas and dozens of districts in the greater Houston area you chose to live in Katy.

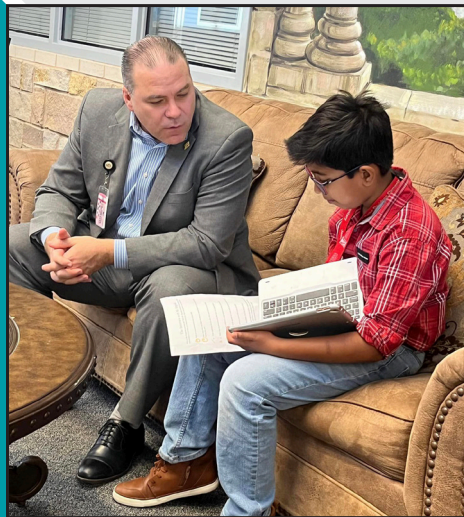
Katy ISD students consistently outperform their peers across the state in all educational aspects. In Katy ISD, innovation and personalized learning are the driving force behind the innovative learning afforded to over 95,000 students. Excelling in academics, career and technical education, fine arts, and athletics, our students contribute to the district's stellar reputation. With an "A" rating from the Texas Education Agency, the #1 rank in the Houston area according to Niche's annual educational report, and a consistent "Superior Achievement" rating on the Financial Integrity Rating System of Texas for over 21 years, Katy ISD upholds a legacy of excellence.

Katy ISD remains a sought-after destination district that is home to top-tier schools, a community committed to educational excellence, and numerous opportunities for learning and growth. Projected to serve over 100,000 students by 2028, Katy ISD continues to be one of the fastest-growing school districts in the state.

Our student and staff achievements are a direct result of community support and the instructional excellence delivered by our dedicated educators. Visit any of our 76 campuses to witness firsthand the passion and commitment of our educators as they support the academic needs and overall well-being of our students.

In Katy ISD, our teachers and staff truly are Transforming Learners into Leaders.

Ken Gregorski, Ed.D.  
Superintendent of Schools





# District Mission, Values and Beliefs

## Learner Profile

### The learner will ...

#### Problem solves using:

Critical thinking  
Analytical skills  
Perseverance  
Innovation  
Resources  
Collaboration  
Ownership

#### Communicates through:

Understanding the audience  
Active listening  
Nonverbal interaction  
Digital integration  
Oral presentation  
Writing  
Civility

#### Adapts through:

Open-mindedness  
Problem solving  
Time management  
Persistence  
Coping skills

#### Contributes through:

Empathy  
Active listening  
Passionate engagement  
Preparation  
Investment  
Respect  
Confidence



## Call to Action

| Katy ISD learners, through active engagement, achieve individual success while making positive contributions in an ever-changing world.

## Goals

- | All learning environments will foster engagement by integrating personalized learning experiences.
- | Katy ISD will develop systems where customized resources will ensure equity in response to the needs of a growing district with rapidly changing demographics.
- | Katy ISD will develop meaningful, effective assessments that inspire and inform students and educators toward continuous improvement.
- | Katy ISD will create and sustain best-in-class infrastructure to securely accommodate the current and next generation of digital content and tools for all stakeholders.
- | Katy ISD will attract and support high quality staff members to optimize their impact on student learning and create a culture of staff retention.
- | Katy ISD will address flaws in the state finance and student assessment systems in order to regain local control.
- | Katy ISD will develop intentional strategic partnerships which capitalize on the strengths, resources and talents of all stakeholders in order to engage the entire community.
- | Katy ISD will actively support the emotional well-being of all learners.

## Our Learner Outcomes

- | All learners will develop and achieve personalized goals.
- | All students will engage in meaningful learning every day.
- | All learners will demonstrate leadership, integrity, respect, and character.
- | All learners will contribute to their community.
- | All students will graduate from high school prepared for life, career and post-secondary opportunities.





## Mission

Katy Independent School District, the leader in educational excellence, together with family and community, provides unparalleled learning experiences designed to prepare and inspire each student to live an honorable, fulfilling life ... *to create the future.*

## Vision

*Be the legacy.*

## Beliefs

- | We believe that all learners are unique and thrive through personalized learning experiences.
- | We believe that when ideas and individuals are respected, a culture of mutual respect is built that benefits all stakeholders.
- | We believe that collaboration which honors all voices, creates ownership that drives personal accountability.
- | We believe that being open-minded fosters continual improvement.
- | We believe that meaningful relationships are vital to learner success.
- | We believe that effective assessment is a continual process of giving and receiving meaningful feedback that advances learning and supports a system of accountability.
- | We believe that our success is not determined by a single, standardized assessment.

## Strategic Planning as our Guide

After completing the District's first ever strategic plan in 2022, the District implemented a community-led process to develop an updated, two-year strategic plan that has guided the District's planning and resource allocation processes through 2024. The updated two-year strategic plan continued with the District's eight Goals that address *Personalized Learning, Customized Resources, Meaningful Assessments, Digital Infrastructure, Recruitment and Retention, Localized Decision Making, Strategic Partnerships* and *Student Well-Being*. Since the inception of the District's strategic planning process in 2017, over 60 community driven objectives have been achieved. This fall (2024), the District will engage the community in its third strategic planning initiative.

The District's strategic planning process is a large-scale community-based initiative that involves an extensive online parent and community survey, followed by planning committees comprised of parents, students, business leaders, teachers, school administrators and staff. The Board and District's complex work in the area of strategic planning has been inclusive, collaborative, and aligned to the District's mission to ensure every Katy ISD student has access to unparalleled learning experiences and resources.

## Additional Planning Processes

The dynamic and ever-changing processes of alignment and visioning of The Board, administration and campuses never ceases, as the District adapts to and focuses on the needs of a fast-growing and diverse enrollment. Each division, department, and campus participates in collaborative professional discussions to identify annual work plan priorities and analyze multiple data sources from student assessments and graduation rates, to utilities efficiency measures and financial audits. An integrated approach of developing needs assessments along with the annual district and campus improvement plans specifically align with District goals. As such, every campus and District initiative, whether included in a department or campus improvement plan, or identified as a Board agenda item, corresponds to a District strategic plan goal.

While maintenance of compliance with campus and district improvement planning as required in *TEC 11.252* is a top priority for Katy ISD's Board and administration, planning and going above and beyond to meet the needs of each student is deeply embedded in the District's philosophy toward serving students and families. For instance, Board Policy AE focuses on the teaching and learning process, but has been updated to incorporate instructional priorities within the District's *Learner Profile*, including *communication, collaboration, creative/critical thinking, problem solving, information literacy* and *social contribution*. The Board annually reviews values and beliefs to guide the vision that is representative of the community.

*The leader in educational excellence ...* This mission statement phrasing is purposeful. Katy ISD represents a 100-year legacy of excellence with every effort focused on maintaining or surpassing this standard for current and future students. Academically, Katy ISD students continue to outperform their peers across the state and are often recognized at state and national levels for excellence in student achievement. Our District is also known for financial integrity, operations, safety/security and technology innovations, all of which impact student success. This past year alone, the District sustained its "A" rating from the Texas Education Agency, was named the #1 school district in the greater Houston area by Niche's annual education report for the third consecutive year, and has been named one of the Best Communities for Music Education for 21 years.

Katy ISD's reputation for excellence is reflective of the Board, staff and community's attention to student-centered educational experiences. Support for the District is strong as Katy ISD has the largest volunteer program in Texas, and has seen an enrollment growth of over 2,000 new students per school year, with demographers projecting District enrollment at more than 100,000 students by 2028. As our motto says – *Katy ISD, where A+ is our middle name.*





# Student and Staff Demographics

## About Katy ISD

Katy Independent School District is a fast-growth, suburban school district with 76 campuses, encompassing 181 square miles, west of Houston. Our student population is a rich and diverse representation of cultures and backgrounds.

### STUDENT DEMOGRAPHICS

	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023
<b>African American</b>	11.20%	11.60%	12.50%	13.50%	14.20%
<b>Hispanic</b>	35.40%	35.90%	35.90%	36.20%	36.30%
<b>White</b>	34.40%	32.90%	31.50%	29.90%	28.10%
<b>American Indian</b>	0.30%	0.30%	0.20%	0.20%	0.20%
<b>Asian</b>	15.40%	15.80%	16.10%	15.90%	16.80%
<b>Pacific Islander</b>	0.20%	0.10%	0.10%	0.10%	0.10%
<b>Two or More Races</b>	3.10%	3.30%	3.60%	4.00%	4.30%
<b>Economically Disadvantaged</b>	31.60%	32.70%	34.40%	39.80%	43.40%
<b>English Learner</b>	16.90%	18.70%	18.90%	20.50%	23.50%
<b>Gifted &amp; Talented</b>	8.00%	8.10%	8.40%	8.30%	8.50%
<b>Special Education</b>	10.60%	11.90%	12.70%	13.30%	14.60%



## TEACHER DEMOGRAPHICS

*by Ethnicity/Sex*

	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023
<b>African American</b>	7.20%	7.50%	8.40%	8.60%	9.70%
<b>Hispanic</b>	14.60%	15.60%	16.20%	16.60%	18.10%
<b>White</b>	73.80%	71.90%	70.40%	69.60%	66.40%
<b>American Indian</b>	0.40%	0.50%	0.40%	0.40%	0.30%
<b>Asian</b>	2.90%	3.40%	3.40%	3.60%	4.10%
<b>Pacific Islander</b>	0.10%	0.10%	0.10%	0.00%	0.00%
<b>Two or More Races</b>	1.00%	1.10%	1.10%	1.10%	1.30%
<b>Males</b>	18.80%	19.10%	19.40%	19.60%	20.10%
<b>Females</b>	81.20%	80.90%	80.60%	80.40%	79.90%



# Quality of Teaching Staff



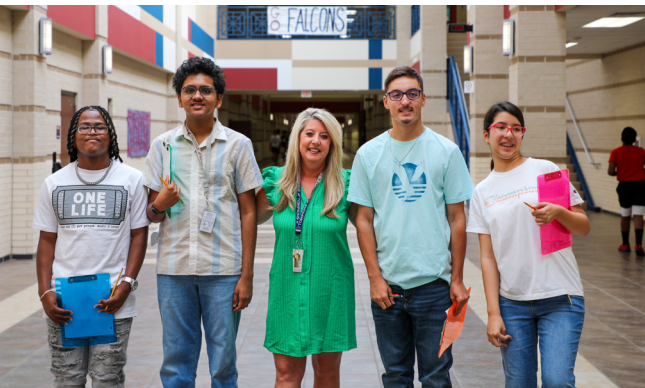
## Teachers by Years of Experience

	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023
<b>First Year</b>	5.00%	6.20%	6.80%	6.90%	10.40%
<b>1 - 5 Years</b>	28.10%	27.30%	27.00%	27.10%	26.40%
<b>6 - 10 Years</b>	21.60%	21.80%	21.90%	21.80%	21.70%
<b>11 - 20 Years</b>	30.40%	30.00%	30.00%	29.30%	27.00%
<b>Over 20 Years</b>	15.00%	14.70%	14.40%	14.90%	14.90%

## Teachers by Degrees Earned

	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023
<b>No Degree</b>	0.10%	0.10%	0.10%	0.20%	0.30%
<b>Bachelors</b>	73.50%	72.90%	73.00%	72.50%	72.20%
<b>Masters</b>	25.50%	26.00%	26.00%	26.50%	26.50%
<b>Doctorate</b>	0.90%	1.00%	0.80%	0.80%	1.00%







# STAAR Achievement

Subject	Level	2018-2019		2019-2020		2020-2021		2021-2022		2022-2023	
		State	District	State	District	State	District	State	District	State	District
Reading	Approaches	75%	88%	*	*	68%	86%	75%	87%	77%	89%
	Meets	48%	67%	*	*	45%	66%	53%	70%	53%	72%
	Masters	21%	37%	*	*	18%	36%	25%	41%	20%	37%
Math	Approaches	82%	91%	*	*	66%	85%	72%	86%	75%	86%
	Meets	52%	69%	*	*	37%	62%	42%	62%	45%	64%
	Masters	26%	43%	*	*	18%	36%	20%	37%	19%	35%
Writing	Approaches	68%	85%	*	*	58%	79%	**	**	**	**
	Meets	38%	60%	*	*	30%	52%	**	**	**	**
	Masters	14%	29%	*	*	9%	21%	**	**	**	**
Science	Approaches	81%	92%	*	*	71%	88%	76%	89%	77%	89%
	Meets	54%	75%	*	*	44%	69%	47%	70%	47%	69%
	Masters	25%	45%	*	*	20%	42%	21%	44%	18%	39%
Social Studies	Approaches	81%	92%	*	*	73%	89%	75%	89%	78%	90%
	Meets	55%	75%	*	*	49%	72%	50%	71%	52%	73%
	Masters	33%	56%	*	*	29%	52%	30%	53%	27%	50%

\*Not Tested: Not Rated, Declared State of Disaster

\*\*No Longer Tested: These scores were combined with Reading beginning 22-23





# ACT and SAT

## ACT and SAT Outcomes

Katy ISD students consistently outperform their peers at the regional, state and national level on the ACTs and SATs.

Nearly all subject area ACT scores of Katy ISD students increased from 2020-2021 to 2021-2022. Students’ 2021-2022 average scores were 6.1 points above the state average.

Since 2015-2016, the number of Katy ISD students participating in the SATs has increased by 31%. The average SAT scores for Katy ISD students exceeded the state and national averages for 2021-2022, across all major ethnic groups.

	ACT Average Score (Annual Graduates)				
	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022
State	20.6	20.6	20.2	20.0	19.5
Region	21.2	21.1	21.0	20.4	20.7
District	25.4	25.2	25.3	26.1	25.6

	SAT Average Score (Annual Graduates)				
	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022
State	1036	1027	1019	1002	1001
Region	1038	1028	1024	1000	1000
District	1185	1184	1175	1091	1098



# Dual Credit Enrollment

Katy ISD's Dual Credit program is a cooperative effort between the District and Houston Community College (HCC). The District and HCC are committed to providing successful opportunities for students.

By state law, HCC college-level academic credit is transferable to public colleges in Texas as either core or elective credit.

As part of Katy ISD's Districtwide strategic planning efforts, the District's Office of Secondary Curriculum and Instruction worked with a variety of stakeholders to review the status of dual credit, as well as explore options to expand upon the program. This includes changes that were made to increase visibility and knowledge of courses available to students. At the onset of the initiative to expand program access, dual credit courses were only available in seven Katy ISD high schools. Today, these courses are offered in all nine high schools. The District has also begun offering economically disadvantaged students textbooks for these courses, updated District regulation to reflect GPA weight changes for dual credit courses, and developed a Districtwide recruitment plan to increase the number of Master's teachers available to teach dual credit classes.

## Dual Credit Participation Requirements

Students must...

- ✓ Meet KISD prerequisites including grade level
- ✓ Meet HCC course specific requirements
- ✓ Complete admission and enrollment process
- ✓ Purchase textbooks for the course
- ✓ Pay associated fees, if applicable

### Enrollment

Academic Year	2018	2019	2020	2021	2022	2023
Enrollment Numbers	1,613	1,744	1,960	2,362	2,807	5,638



# dual credit



# Graduation Rate

	4 Year Graduation Rates				
	Class of 2018	Class of 2019	Class of 2020	Class of 2021	Class of 2022
State	90.00%	90.00%	90.30%	90.00%	89.70%
Region	88.90%	89.00%	89.90%	90.00%	89.10%
District	94.80%	95.40%	95.30%	95.00%	94.70%





# Career & Technical Education

## Career & Technical Education (CTE) Industry-Based Credentialing

Katy ISD has consistently emphasized advanced academics and Career & Technical Education (CTE) courses as a way to continue providing unparalleled learning opportunities and improve student performance.

Student credentialing provides a credible accountability for CTE programs. A credential is defined as:

- **State-Issued Professional License:** required for entry into a specific occupation (i.e., State Board of Cosmetology);
- **Full Industry Certification:** from a recognized industry, trade or professional association validating essential skills of a particular occupation (i.e., A+ CompTIA, Microsoft Certified Professional (MCP));
- **Pathway Industry Certification:** may consist of entry-level exams as a component of a suite of exams in an industry certification program leading toward full certification (i.e., Automotive Service Excellence (ASE), Microsoft Office Specialist (MOS)); or
- **Occupational Competency Assessment:** a national standardized assessment of skills/knowledge in a specific career and/or technical area.

Industry-based credentialing, directly tied to content, is a measurement of student achievement as the number of passing scores is a representative number of students demonstrating an understanding of accepted industry competency standards in one or more critical skill areas. This data is used for program improvement purposes and as an indicator for College, Career, and Military Readiness (CCMR).

Aligning CTE programs/pathways with industry credentialing opportunities provides students with options to either enter the workforce directly after high school graduation and/or prepare to transition into a post-secondary education setting with stackable credentials. Achieving an entry-level industry credential, whether an industry certification, state-issued license, pathway exam, or a national normed assessment, is in direct support of the Tri-Agency Workforce Initiative established by Governor Abbott's adopted 60x30TX plan. The 60x30TX is a higher education plan designed to help Texas advance a skilled and dynamic workforce, beginning with its students.

Katy ISD offers over 45 unique industry-based credentials. The number of credentials taken by students is increasing as well as the student pass rate.

### Certifications Pass Rates

	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023
<b>Taken</b>	3,283	4,145	3,658	5,021	7,170	6,899
<b>Passed</b>	2,357	3,417	3,152	4,153	5,793	5,348
<b>Rate</b>	72%	82%	86%	83%	81%	78%





## Student Participation in Career & Technical Student Organizations (CTSO)

Career & Technical Student Organizations (CTSO) enhance student learning through contextual instruction, leadership and personal development, and applied learning with real-world application. CTSOs work as an integral component of the classroom curriculum and instruction, building upon employability, career skills, and concepts through the application and engagement of students in hands-on demonstrations and real life and/or work experiences through a CTE program. Katy ISD Career & Technical Education supports seven CTSO's:

- Future Business Leaders of America (FBLA) – college to business world transition
- Family, Career and Community Leaders of America (FCCLA) – consumer sciences occupations
- Future Farmers of America (FFA) – agricultural sciences occupations
- Health Occupations Students of America (HOSA Future Health Professionals) – health sciences occupations
- SkillsUSA – technical and skilled services occupations
- Texas Association of Future Educators (TAFE) – teaching profession
- Technology Student Association (TSA) – science, technology, engineering, mathematics (STEM), and business education

## Enrollment

	2018-2019		
	KISD Enrollment	CTE Participation	%
8th	6,025	3,228	54%
9th	6,504	1,837	28%
10th	6,102	3,179	52%
11th	5,872	3,712	63%
12th	5,569	3,721	67%
	30,072	15,677	52%

	2019-2020		
	KISD Enrollment	CTE Participation	%
8th	6,331	3,308	52%
9th	6,658	3,010	45%
10th	6,601	4,034	61%
11th	6,065	4,302	71%
12th	5,735	4,080	71%
	31,390	18,734	60%

	2020-2021		
	KISD Enrollment	CTE Participation	%
8th	6,630	3,795	57%
9th	6,654	3,284	49%
10th	6,666	4,667	70%
11th	6,448	4,989	77%
12th	6,038	4,691	78%
	32,436	21,426	66%

	2021-2022		
	KISD Enrollment	CTE Participation	%
8th	6,720	4,383	65%
9th	6,649	3,897	59%
10th	6,627	4,930	74%
11th	6,287	5,223	83%
12th	5,965	4,532	76%
	32,248	22,965	71%

	2022-2023		
	KISD Enrollment	CTE Participation	%
8th	7,676	4,531	59%
9th	7,852	4,151	53%
10th	7,475	5,466	73%
11th	6,552	5,365	82%
12th	6,445	4,590	71%
	36,000	24,103	67%

Source: Texas Education Agency / Texas Student Data System (TSDS)



# Post Secondary Decisions

## Top 25 Universities Attended by the Class of 2023

*Baylor University*

*Blinn College-Bryan Campus*

*Blinn College*

*Houston Christian University*

*Houston Community College*

*Lone Star College System District*

*Louisiana State University*

*Prairie View A & M University*

*Sam Houston State University*

*Stephen F. Austin State University*

*Texas A & M University*

*Texas A & M University-Corpus Christi*

*Texas A & M University-Galveston*

*Texas State University-San Marcos*

*Texas Tech University-Lubbock*

*The University of Texas-Arlington*

*The University of Texas-Austin*

*The University of Texas-Dallas*

*The University of Texas-San Antonio*

*University of Arkansas-Fayetteville*

*University of Houston*

*University of Houston-Downtown*

*University of North Texas*

*University of Oklahoma*

*University of St. Thomas-Houston*

Source: National Clearinghouse





# Technology in the Classroom & Support for Students, Teachers & Parents

## Technology in the Classroom

Technology plays a critical role throughout the District. Katy ISD's successful technology initiatives are the result of collaborative planning and implementation efforts between administrators, technology staff, parents and the Board. Guided by the District's strategic plan, the District's Technology initiatives have been focused on ensuring that technology tools and resources are embedded in nearly every content area. Throughout our campuses and facilities, technology provides the support in which learning is reinforced and new ideas created.

In District classrooms, interactive panels such as SMART Boards encourage student engagement through real-time, interactive lessons that involve responding to questions and problem solving with tools that challenge students' critical thinking about specific subject matter.

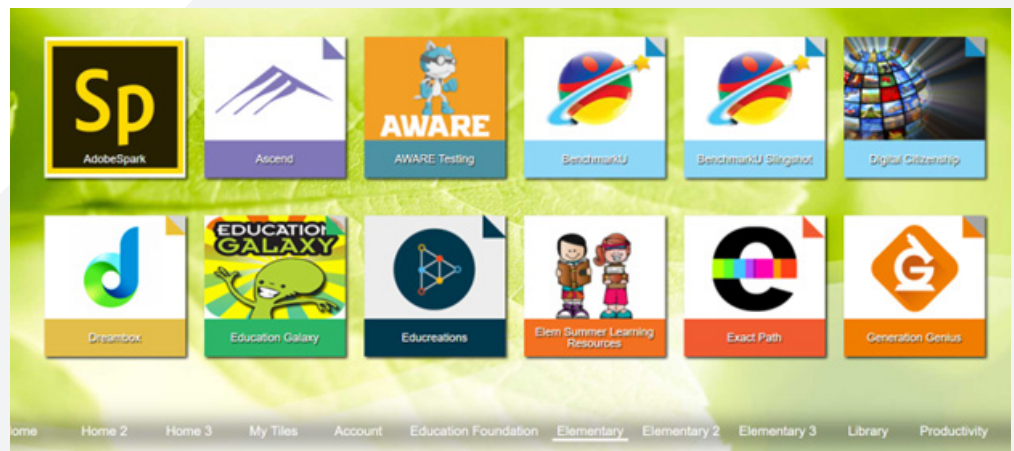
Much like interactive panels, classroom devices such as Chromebooks and iPads are also critical to our students' interaction with content and learning. For example, teachers working with struggling readers may reinforce skills through fun and interactive modules on computer-based software programs. A high school student may choose to utilize the District learning management system to read and highlight his electronic textbook, watch a video recording of a teacher's lesson, or take a quiz whereby immediate feedback is received.

## CLASS 1:1 Student to Device Initiative

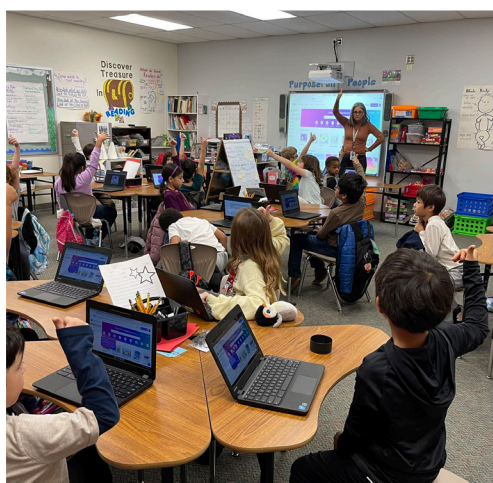
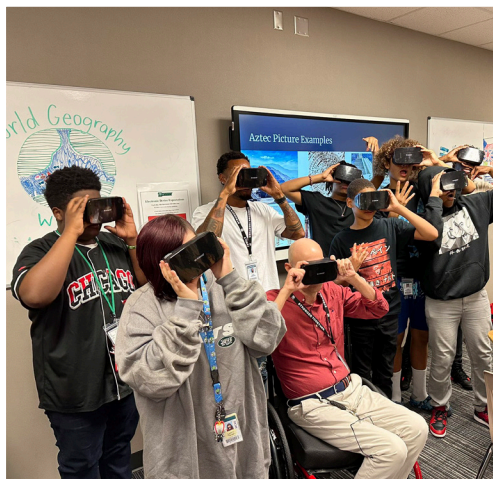
The passage of Katy ISD's 2023 Bond program for Technology has made it possible to provide every Katy ISD 3rd through 12th grade student a Chromebook for both classroom and home use beginning fall 2024 (2024 - 2025 school year). The CLASS 1:1 Student to Device Initiative, Grades 3-12 is all about connected and accessible learning, grounded in classroom instruction that is enhanced through technology-integrated learner experiences.

## Student MyKaty Cloud Dashboard

The District's web portal, MyKaty Cloud, provides digital access to District applications and educational resources. Katy ISD students are able to log in to their MyKaty cloud accounts, from anywhere with internet accessibility, to utilize a number of applications that support their in-classroom and at-home learning.







## Media Libraries

District library media specialists also play an important role in Katy ISD student learning. Ensuring students have access to and knowledge of the appropriate resources in today's information age is key to 21st Century learning. Our library media specialists distribute devices to students and teachers, curate the best resources to support the content, train on the use of databases and digital resources, and provide campus reading programs during the school year and the summer.

## Graduation Support for Struggling Students

Katy ISD's eLearning team provides an online credit recovery for students who have not successfully passed a high school credit course during the school year. The program is aligned to the Texas Essential Knowledge and Skills (TEKS) and allows students to recover learning, at their own pace and is aligned with curriculum unit plans.

## Technology Support for Teachers

The District's Technology team provides numerous digital learning and professional development opportunities for Katy ISD teachers to learn and grow. This has been essential to achieving successful student outcomes. For instance, the District's eLearning program offers over 50 high school credit courses for our students. It is delivered through teaching and learning experiences provided by Katy ISD teachers who are trained through the District's Online Instructor Certification Program approved by the Texas Virtual School Network (TXVSN). This six-week course prepares teachers to teach in a virtual learning environment. Instruction is provided on designing and developing online courses. Ensuring that Katy ISD teachers' technology implementation is positively impacting student learning is a priority. The District's Technology teams offer training before and after school, during conference periods, on professional development days, and throughout the summer during iCamp. Our classroom technology designers meet teachers where they are in terms of their level of comfort with existing and new technology. The training is offered in different formats such as: in-person training, Katy ISD's 1Source Knowledge Base, and online meetings, and e-Courses assist them through programming.

## Technology Support for Parents

Parents play a very important role in the success of our students. To ensure that parents can support the learning process at home, Katy ISD implemented a Parent Help Desk several years ago. The Technology Support Team provides assistance with the Learning Management System (Canvas), electronic textbooks, online enrollment, Home Access Center, and the many other applications that are available.

# Fine Arts

## Vision Statement

*Inspire Lifelong Engagement in the Arts*

## Mission Statement

*With performance serving as a catalyst for students to realize their creative and artistic potential, Katy ISD Fine Arts offers a nurturing, supportive, and unparalleled learning environment. Innovative, visible, and accessible programs contribute to the cultural enrichment of each school and community.*

The Katy ISD Fine Arts Department includes the areas of visual arts, dance, theatre, orchestra, choir, band, and cheerleading. Fine arts education begins at the elementary level, with over 42,000 students receiving training from certified content specialists and continues through their high school experience. Over 30,000 students at the secondary level (6th – 12th grades) are actively engaged in a fine art discipline.

For 21 years, Katy ISD has received the “Best Communities for Music Education” designation from the National Association of Music Merchants. Recently, 11 Katy ISD music ensembles were recognized by The Foundation for Music Education as National or Commended winners. In 2023, there were 442 entries from 40 states, and Katy ISD had the most recognized ensembles from around the nation. Additionally, the District received the District of Distinction Award from the Texas Art Education Association (TAEA). To receive this recognition a district must achieve 12 of the 14 indicators that contribute to a successful course of study in art. This highly competitive process is open to all districts in the state of Texas and this marks the second time Katy ISD has received this award.

The District annually hosts a Fine Arts Signing Day to recognize students that are continuing their studies in fine arts upon graduation from high school. In 2023, Katy ISD had over 300 students that were majoring, minoring, or continuing their training in the fine arts.

In addition to the numerous concerts, festivals, and contests our fine arts students compete in through UIL and other scholastic and fine arts organizations, Katy ISD hosts district events to showcase these students and programs for our community.



# Fine Arts







# Athletics

Katy ISD has a highly successful and longstanding athletics program. As evidenced by state and national performance indicators, Katy ISD student achievement is reflected in academic outcomes, alongside co-curricular activities that enhance students' educational experience.

## Participation

Participation in Katy ISD's athletic programs continues to grow. During the 2022-2023 school year, the District has 16,038 students participating in athletics programs.

## Katy ISD Athletic Accolades (2023)

### Student Athlete of the Year

Female Athlete of the Year - Maelynn Kim - Seven Lakes High School  
Male Athlete of the Year - Gavin Rutherford - Cinco Ranch High School

### Team State Champions

6A Boys Soccer - Seven Lakes High School

### Individual State Champions

6A Wrestling - Jeremy Manibog - Katy High School  
6A Golf - Maelynn Kim - Seven Lakes High School

### State & National Recognitions

6A Wrestler of the Year - Jeremy Manibog - Katy Wrestling  
Gatorade Player of the Year - Aidan Morrison - Seven Lakes Boys Soccer  
UIL State Tennis Sportsmanship Award - Ananya Sriniketh - Tompkins Tennis  
Bobby Dobb Lineman of the Year - David Hicks Jr. - Paetow Football



Photo Credit: Tyler Tyre



Photo Credit: Mark Goodman

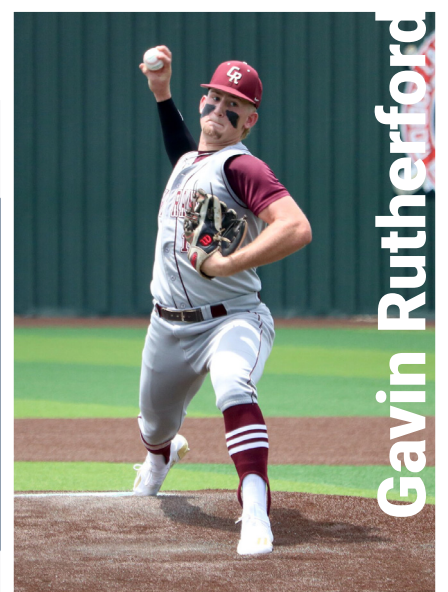


Photo Credit: Tyler Tyre





Maelynn Kim

Photo Credit: Jason Fochtman



David Hicks Jr

Photo Credit: Bob Levy



Jeremy Manibog

Photo Credit: Rhonda Taormina



# Student Mental Health Support

Providing students' mental health support is a priority for Katy ISD personnel. Staff continuously evaluates current practices, programs, and resources to improve upon students' academic and personal success.

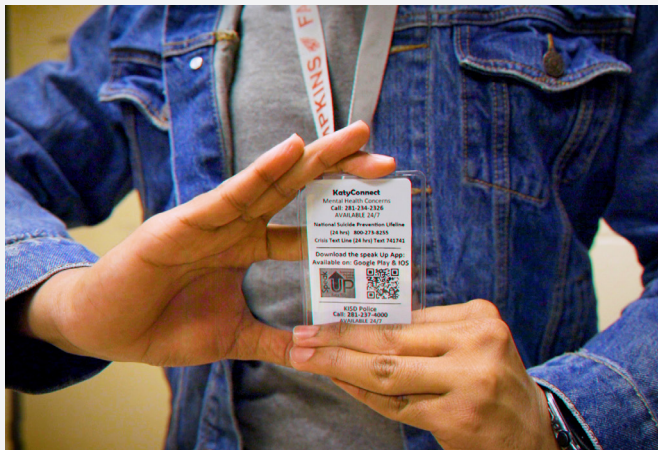
## Crisis Intervention Team

Goal 8 of the District's strategic plan focuses on the emotional well-being of students, and the establishment of systems and supports to address said need.

Katy ISD's *Katy Mental Health Intervention Team (KM HIT)* provides consultation and directly responds to student and staff crises that involve well-being and risk of safety. The team consists of campus licensed mental health personnel partnered with two dedicated mental health trained police officers. The team supports and addresses prominent concerns impacting school-age children, including substance abuse, anxiety, depression, suicide prevention and intervention, non-suicidal self-harm, bullying, post-traumatic stress, and grief.







### SpeakUP Anonymous Reporting App

The *SpeakUP* mobile app was also developed as a result of strategic planning processes around mental health. The mobile app is a tool that allows students, parents and community members to anonymously report potential safety issues. The app has been downloaded by thousands of Katy ISD users. Likewise, thousands of credible tips have been received and thoroughly investigated. Members of our Safety and Security Analysis Center (SSAC) and Telecommunications teams perform initial analysis of reports to provide important information to police officers and licensed mental health professionals in the field who may make immediate contact with the student or staff member. The *SpeakUp* app has created a safe and reliable space for students and patrons to share their concerns with Katy ISD campus and District staff. The District has developed systems that allow for better response time, and our efforts at helping students are far-reaching, utilizing both campus and District resources.



### Legacy Parent Academy

The Legacy Parent Academy (LPA) is also a result of the District's strategic plan concerning the support of student well-being. The LPA is a series of informational sessions specifically designed to build awareness among parents on a range of well-being and academic topics that impact our students and campuses districtwide. Academy participants are provided facts and hear personal accounts pertinent to each topic while also learning strategies and proven techniques to support struggling students. The sessions have covered topics on a broad spectrum of learning topics including emotional well-being, mental health services, preparing for successful transitions between educational levels, parenting in the digital age, bullying, and opportunities for special education students. Sessions have reached over 8,000 participants since inception.

# Discipline

Continuously examining Katy ISD's student data, providing ongoing training to our staff, and implementing student support systems with the goal of ensuring that the school experience is a positive and supportive one for every child, is a priority that is embedded within the District's discipline management practices.

The District conducts an annual review of the Katy ISD Discipline Management Plan and Student Code of Conduct with input from our Katy Improvement Council, which is inclusive of parents, teachers, campus and department administrators and legal counsel.

Likewise, every year, we work to create new or improve upon existing, student support systems in an effort to address the root cause of behaviors that may result in disciplinary action. The District has initiated several programs within the past few years with this aim, and we continue to review and analyze trends in the data to determine program effectiveness.

When considering how discipline is managed, our goal is to be proactive in addressing student needs on the front end, rather than be reactive to behavior incidents after they have occurred. The District has established programs and working initiatives designed to support student well-being and mitigate poor decisions by students that may result in discipline consequences.

Starting with the curriculum, Katy ISD utilizes *Character Strong* lesson plans and activities across all campuses. At the elementary level the program is called *Purposeful People*. The program introduces and emphasizes important core values, such as perseverance, respect, kindness, responsibility, and empathy, that assist students in character development.

Staff and resources are also in place to support students and negate poor decisions that may result in behavior that requires discipline consequences. Katy ISD has multiple avenues for students to reach out for support and guidance when experiencing distress — be it conflict with another individual(s), or a mental health crisis. As a result of our anonymous *SpeakUp* safety reporting app, availability of our crisis hotlines and a dedicated crisis intervention team, personnel are in place to be responsive to student needs 24/7. These ongoing resources provide the district opportunities to support students and their families before the issue or concern results in a reactive or poor decision on campus that may lead to discipline action.





Katy ISD's *Bullying Prevention and Intervention Office* was created within the past few years to thoroughly review and re-establish procedures for prevention of behaviors related specifically to bullying and harassment. This led to the creation of our Bullying and Prevention Intervention Manual, trainings for campus administrators, creation of the SpeakUp anonymous reporting app, and an electronic system for reporting and investigating incidents of bullying and harassment.

The District has also invested significant time and resources in assessing student mental health support.

Building capacity in our students to make good decisions and providing support and guidance to minimize poor decisions is a proactive approach in which all Katy ISD personnel are committed. This is prioritized alongside staffs' continuous evaluation of current practices, programs, and resources to support students' academic and personal success.



	2018-2019			2019-2020			2020-2021			2021-2022		
	State	Region	District	State	Region	District	State	Region	District	State	Region	District
<b>Total Students</b>	5,574,620	1,244,939	84,212	5,617,681	1,284,590	87,346	5,539,732	1,262,237	89,099	5,688,920	1,302,667	94,654
<b>Discipline Population</b>	591,447	142,670	4,750	467,135	115,453	3,958	250,975	54,701	2,921	601,375	146,706	6,188
<b>Discipline Population %</b>	10.61%	11.46%	5.64%	8.32%	8.99%	4.53%	4.53%	4.33%	3.28%	10.57%	11.26%	6.54%
<b>Expulsions</b>	4,929	749	28	4,209	682	15	2,101	333	15	7,771	1,318	27
<b>Expulsions %</b>	0.09%	0.06%	0.03%	0.07%	0.05%	0.02%	0.04%	0.03%	0.02%	0.14%	0.10%	0.03%
<b>Suspensions (in School)</b>	488,096	118,556	3,994	382,181	95,236	3,320	209,577	46,312	2,411	253,901	116,005	5,132
<b>Suspensions (in school) %</b>	8.76%	9.52%	4.74%	6.80%	7.41%	3.80%	3.78%	3.67%	2.71%	4.46%	8.91%	5.42%
<b>Suspensions (out of school)</b>	230,448	60,194	1,423	173,285	45,867	1,188	77,325	17,720	869	478,809	69,344	2,160
<b>Suspensions (out of school) %</b>	4.13%	4.84%	1.69%	3.08%	3.57%	1.36%	1.40%	1.40%	0.98%	8.42%	5.32%	2.28%
<b>Alcohol</b>	3,165	579	32	2,172	369	22	1,074	180	13	2,633	432	23
<b>Alcohol %</b>	0.06%	0.05%	0.04%	0.04%	0.03%	0.03%	0.02%	0.01%	0.01%	0.05%	0.03%	0.02%
<b>Controlled Substance</b>	25,483	5,510	265	21,269	5,030	304	9,371	2,566	188	45,633	11,717	448
<b>Controlled Substance %</b>	0.46%	0.44%	0.31%	0.38%	0.39%	0.35%	0.17%	0.20%	0.21%	0.80%	0.90%	0.47%

# Classroom Sizes

	2018-2019		2019-2020		2020-2021		2021-2022		2022-2023	
	District	State	District	State	District	State	District	State	District	State
Kindergarten	19.7	18.9	20.0	19.0	17.5	17.2	19.7	18.7	19.8	18.7
1st	19.6	18.8	19.8	18.9	17.6	18.0	20.2	18.7	20.2	19.1
2nd	19.2	18.7	19.9	18.8	18.4	18.0	19.6	18.6	23.3	19.1
3rd	19.6	18.9	19.9	19.0	18.4	18.2	19.8	18.7	23.0	19.3
4th	19.8	19.2	19.9	19.2	18.4	18.3	19.9	18.8	22.9	19.4
5th	22.1	21.2	22.6	20.9	21.8	19.8	22.2	20.2	26.7	20.8
6th	20.9	20.4	21.2	20.4	18.7	19.4	20.8	19.2	19.3	19.2
Secondary										
ELA	18.8	16.6	18.0	16.4	17.9	15.7	18.7	16.3	17.5	16.2
Foreign Language	22.1	18.9	21.7	18.7	20.3	17.8	20.2	18.4	21.3	18.8
Math	20.8	17.8	21.1	17.8	19.6	16.9	19.8	17.5	21.1	17.5
Science	22.7	18.9	23.0	18.8	21.9	17.9	22.1	18.5	23.1	18.5
Social Studies	23.0	19.3	22.9	19.3	21.8	18.3	22.1	19.1	22.4	18.9





# Campus Enrollment

HIGH SCHOOL						
Grades	9	10	11	12	RHS	TOTAL
High School Totals	8,279	7,814	7,334	6,637	426	30,130

JUNIOR HIGH SCHOOL				
Grades	6	7	8	TOTAL
Junior High School Totals	7,284	7,171	7,569	22,024

ELEMENTARY SCHOOL									
Grades	EE	PK	KG	1	2	3	4	5	TOTAL
Elementary School Totals	882	2,599	5,694	6,190	6,556	6,907	6,951	7,063	42,782

As of November 2023	94,936
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# Educational Improvement Projects - Long-Range Planning

## Long-Range Facility Planning

For over 20 years, the Katy ISD Board and administration have developed and maintained a Long-Range Facility Plan (LRFP) that has been utilized as a roadmap for existing facility improvements, renovations, and planning for new campuses to meet the District's rapid growth. The LRFP is maintained through a collaborative approach that involves Trustees, District leadership, and campus and department staff, enabling the District to be proactive in its evaluation and strategic in the planning of facilities. Evaluations of buildings, as well as building components such as boilers, heating and air conditioning equipment, flooring, roofing, building controls, and athletic and fine arts facilities are included in the LRFP. This planning process has been very successful for Katy ISD as we have added campuses during periods of rapid growth, but also maintained existing campuses so that students in established neighborhoods receive the same opportunities as their fellow students in newer facilities. The LRFP has set the District on a three-year bond election cycle to adequately and effectively address facility needs.

## 2023 Bond Program

In fall of 2023, the Katy ISD community showed resounding approval of Propositions A and B, which constituted more than 95% of the proposed bond program.

The 2023 Bond Program will allow Katy ISD, the fastest growing school district in the greater Houston area, to provide its students and staff with new facilities that will offer enrollment relief in its northwest quadrant, campus renovations and component replacements for aging buildings and structures, safety and security improvements, and advancements in classroom and campus technology.





21st Century Learning Spaces

Katy ISD has continuously been at the forefront of constructing learning spaces that best meet the needs of our students. Because trends in education change over time, the District has diligently focused on staying ahead of the curve in facility planning, updating older facilities and building new facilities with a variety of spaces that both improve and enhance learning opportunities for our students: small group collaborative spaces, state-of-the-art STEAM Center, integrated technology to maximize classroom instruction, advanced CTE facilities, flexible large group instructional spaces, areas for teacher planning, and exceptional facilities that support students in their fine arts and athletic pursuits.



# Support for Bond Elections and Facility Planning for District Improvement Plans

## Successful Bond Elections (1990's-2000's) - Operations

Since the early 1990's, Katy ISD has seen a significant increase in student enrollment each and every year. In 1994, student enrollment in Katy ISD was 24,000 students, and as of the 2023-24 school year, we have over 95,000 students. Managing a fast-growth district can be challenging, as bond elections must occur frequently to keep up with the pace of student growth, as well as the needs of aging campuses and facilities.

Over the last 30 years, the Board and Katy ISD community have been supportive of the needs of our students through our three-year bond election cycles. The community has allowed the District to grow in size, but also grow responsibly in a manner that meets the needs of our students and our community.

## 2023 Community Bond Advisory Committee (CBAC)

Katy ISD Community Bond Advisory Committees (CBAC) are innovative and ambitious efforts to include teachers, parents, students and community in the District decision-making process. It's a process that takes place every three to four years. The CBAC process includes the involvement of over 100 community members, employees, students, and parents who spend weeks together, investing over 1,700 of combined hours of their time to review District capital needs and develop school bonds. Detailed information on all aspects of proposed bond items, from financing and taxing, to construction, technology and renovations are discussed at committee meetings. The committees are always representative of campuses across the District, and include supporters, as well as those who may have previously expressed opposition to school bonds, to ensure all voices are heard.







# Bond History

- 1994 //** 5 new schools, 6 renovation projects, component replacements
- 1996 //** 4 new schools, 3 renovation projects, component replacements
- 1999 //** 6 new schools, added 9th grade centers to existing high schools, 2 Operations Support Complexes, ESC construction/addition, added performing arts centers to high school campuses, music room additions to multiple junior high campuses, component replacements
- 2002 //** 9 new campuses, multiple renovations on various campuses, Miller Career & Technology Center renovation, component replacements
- 2006 //** 5 new campuses, 4 campus renovations, Raines High School and Opportunity Awareness Center expansions, Miller Career Center expansion, several athletic renovations, 2 Operations/Transportation projects, component replacements
- 2010 //** 8 new campuses, 4 renovations/additions to existing campuses, performing arts center retrofits, component replacements
- 2014 //** 6 new campuses, 6 campus renovations, Legacy Stadium, technology improvements, safety and security upgrades, component replacements
- 2017 //** 6 new campuses, 1 campus renovation, 4 campus and facilities additions, technology improvements, safety and security upgrades, component replacements
- 2021 //** 5 new campuses, 5 campus renovations, 2 building additions, technology improvements, safety and security upgrades, component replacements
- 2023 //** 4 new campuses, 26 campus renovations, building additions, technology improvements, safety and security upgrades, component replacements

# District Financial Snapshot

Katy ISD annually develops a budget using a decentralized budgeting process to address District growth and needs based on projected student enrollment and priorities identified by campuses, departments and/or divisions. In addition to enrollment, budget considerations include property values, state funding, facility needs, and the local economy. Principals and other administrators are provided General Operating Fund (GOF) base allocations for their campus or department needs based on enrollment, special education populations, gifted/talented, academic competitions, professional learning, and discretionary furniture, equipment, and technology. Campuses with bilingual programs receive additional per pupil funds. Sixty-seven percent of the GOF budget is directly related to instructional items including teacher salaries and benefits, materials, and supplies.

Priority-based budgeting is used by the campuses and support organizations to request funds for near-future or growth needs. These requests are initially identified and prioritized by the campus leadership team, principal, or other organizational manager who is most directly responsible. At the campus level, the *Campus Advisory Team (CAT)* also reviews the annual budget to offer guidance and provide input on the prioritization of expenditures. However, the principal has sole discretion within the financial parameters set by Katy ISD to expend budgeted funds.

At the departmental level, allocations are based on prior year budgets and actual expenditures, along with amounts historically needed to provide services. Department budget managers may request funds beyond base allocations for overtime and supplemental payroll, capital outlay, and special projects, as deemed necessary.

Staff collaborates with departmental leadership to prioritize needs before budget requests are submitted to the internal executive budget committee for consideration. The committee then establishes a final districtwide prioritization for each request submitted (i.e., baseline, special project, capital outlay, baseline increases, etc.) to ensure that requests are supportive of the District's mission, vision, and goals. The compilation of all decisions at the various levels of review are presented for annual approval in August to the Board of Trustees.



KATY ISD	2020 - 2021	2021 - 2022
<b>TAX RATE PER \$100 VALUATION</b>	1.3888	1.3517
<b>FUND BALANCE</b>	307,797,823	326,788,441
<b>TOTAL ANNUAL EXPENDITURES</b>	818,000,246	888,274,159
<b>STUDENT ENROLLMENT</b>	84,176	88,368
<b>AVERAGE EXPENDITURE PER STUDENT</b>	9,718	10,052

KATY ISD	2020 - 2021	2021 - 2022
<b>% OF REVENUE FROM LOCAL SOURCES</b>	53.9%	50.5%
<b>% OF REVENUE FROM STATE SOURCES</b>	44.4%	47.8%
<b>% OF REVENUE FROM FEDERAL SOURCES</b>	1.7%	1.7%
<b>SALARIES AND BENEFITS</b>	87.7%	88.2%
<b>INSTRUCTION AND RELATED SERVICES</b>	66.3%	67.1%
<b>GROUND AND FACILITIES MAINTENANCE</b>	10.1%	9.3%
<b>CAMPUS ADMINISTRATION</b>	5.7%	5.7%
<b>STUDENT TRANSPORTATION</b>	2.4%	2.7%
<b>GUIDANCE AND COUNSELING SERVICES</b>	4.8%	4.9%
<b>EXTRACURRICULAR AND COCURRICULAR</b>	2.1%	2.2%
<b>DATA SERVICES</b>	2.0%	1.8%
<b>GENERAL ADMINISTRATION</b>	1.7%	1.7%
<b>SECURITY</b>	1.3%	1.3%
<b>HEALTH SERVICES</b>	1.1%	1.1%
<b>INSTRUCTIONAL ADMINISTRATION</b>	0.8%	0.8%
<b>OTHER</b>	1.6%	1.3%



## Financial Transparency

Financial transparency and accurate accounting and reporting are paramount commitments of the Financial Services Division. The District has been awarded multiple honors in financial management including the Certificate of Excellence in Financial Reporting from the Texas Association of School Business Officials (TASBO); the Certificate of Achievement for Excellence in Financial Reporting from the Government Finance Officers Association (GFOA) for 37 years; the Financial Integrity Rating System of Texas (FIRST) Superior Achievement recognition since 2002; and recognized by the Texas Comptroller's Office for excellence in the area of transparency. Finally, Katy ISD is rated AA/Positive Outlook by Standard & Poor's and Aa1 by Moody's. The overall financial condition of Katy ISD continues to be strong.

## School Finance Recognitions & Awards



The TASBO Award of Excellence in Financial Management (AOE) recognizes Texas school districts, open-enrollment charter schools, and education service centers that have implemented professional standards, best practice procedures, and innovations in financial reporting. The development of the AOE criteria was based on financial accounting and reporting guidelines as identified by the Texas Education Agency (TEA) Financial Accountability System Resource Guide (FASRG). Additional resources incorporated best practices in financial reporting as identified by the Texas Comptroller of Public Accounts; Association of School Business Officials International (ASBOINTL); Government Finance Officers Association (GFOA); Council of the Great City Schools; and the Legislative Budget Board (LBB). Katy ISD was an inaugural recipient of this award.



The state's school financial accountability rating system, known as the School Financial Integrity Rating System of Texas (FIRST), ensures that Texas public schools are held accountable for the quality of their financial management practices and that they improve those practices. The system is designed to encourage Texas public schools to better manage their financial resources to provide the maximum allocation possible for direct instructional purposes. Katy ISD has received the highest possible rating of "Superior Achievement" each year since 2002.



The Association of School Business Officials International (ASBOINTL) awarded a Certificate of Excellence in Financial Reporting to Katy ISD for its Comprehensive Annual Financial Report each year since 1983. This award certifies the recipient has presented its Comprehensive Annual Financial Report to the ASBOINTL Panel of Review for critical evaluation and that the report was judged to have complied with the principles and practices of financial reporting recognized by ASBOINTL. Receiving this award is recognition that a school system has met the highest standards of excellence in school financial reporting.



The Government Finance Officers Association (GFOA) awarded a Certificate of Achievement for Excellence in Financial Reporting to Katy ISD for its Comprehensive Annual Financial Report each year since 1983. In order to be awarded a Certificate of Achievement, a governmental unit must publish an easily readable and efficiently organized Comprehensive Annual Financial Report, whose contents conform to program standards. Such reports must satisfy both accounting principles generally accepted in the United States and applicable legal requirements. Receiving the award is recognition that a school system has met the highest standards of excellence in government accounting and financial reporting.



The TASBO Purchasing Award of Merit recognizes Texas school districts, open-enrollment charter schools, and education service centers that are committed to following professional standards in the acquisition of goods and services. Katy ISD has received this award 11 times since 2009.



The TASB Risk Management Fund Excellence Award is presented to school districts that create innovative ideas to promote safety and excellence in the management of risk. The genesis of the program is to provide a platform for districts to share best practices. Katy ISD has been successful in receiving this recognition in 2016 for its Safety Bear Program dedicated to property and premise inspection, and again in 2019 for the "No Texting and Driving" video to reduce student vehicular accidents and death attributed to texting while driving.



The Risk Management Achievement Award from the Texas Public Risk Management Association (PRIMA) recognizes outstanding ideas which lead to better practices in risk management across all government sectors. Participating members in PRIMA include state and local governments, higher education, and school districts whose purpose is to learn about unique risk challenges from each other. During its annual convention, Katy ISD has been presented the Risk Management Achievement Award in 2013, 2017, and 2019 for promoting innovation and collaboration with membership.

## KATY ISD MISSION

Katy Independent School District, the leader in educational excellence, together with family and community, provides unparalleled learning experiences designed to prepare and inspire each student to live an honorable, fulfilling life... *to create the future.*

## KATY ISD VISION STATEMENT

Be the legacy.

## 2023-2024 Katy ISD Board of Trustees

Victor Perez, President

Amy Thieme, Vice President

Dawn Champagne, Secretary

Lance Redmon, Member

Rebecca Fox, Member

Morgan Calhoun, Member

Mary Ellen Cuzela, Member

## 2023-2024 Katy ISD Administration

Ken Gregorski, Ed.D., Superintendent

Leslie Haack, Deputy Superintendent

Justin Graham, General Counsel

Christine Caskey, Ed.D., Chief Academic Officer

Andrea M. Grooms, Ph.D., Chief Communications Officer

Christopher J. Smith, Chief Financial Officer

Brian Schuss, Chief Human Resources Officer

John Alawneh, Ph.D., Chief Information Officer

Ted Vierling, Chief Operations Officer

*It is the policy of Katy ISD not to discriminate on the basis of sex, disability, race, religion, color, gender, age, or national origin in its educational programs and/or activities, including career and technology programs, nor in its employment practices and to provide equal access to the Boy Scouts and other designated youth groups.*

