

Keller Independent School District

District Improvement Plan

2009-2010

Accountability Rating: Recognized



Mission Statement

The Keller Independent School District, with an unwavering commitment to excellence and in partnership with our community, will achieve the highest standards of performance by providing exceptional educational opportunities for all students.

Our Beliefs

Student success is a shared responsibility of the family, school, and community.

High achievement is the expectation of all students.

Cultural diversity enriches the learning experience.

Technology is an integral part of the learning process.

Good character is a measure of success.

Lifelong learning is vital for all members of the school community.

Continuous improvement and adaptability are essential in our ever-changing world.

Vision



















Keller ISD – An exceptional district in which to learn, work, and live.


































Goals





































Goal 1: All students will achieve educational excellence.

Performance Objective 1: In 2009-2010, if 100% of KISD teachers are using the KISD curriculum and in their classroom teaching 95% of the time with students in attendance 97% of the time, then students will demonstrate learning, graduate, and be prepared for their career of choice as measured by:

Summative Evaluation: The percentage of: teachers using KISD curriculum, teacher attendance, student attendance, recognized or exemplary campuses, accountability student groups scoring within 3% of all students on TAKS, students that are TAKS Commended on all exams, students who met standards on all TAKS exams, student completion rate for lowest percentage sub-population, students meeting career certification requirements, students college-ready in ELA, students college-ready in Math, students at/above criterion on SAT/ACT, graduating students scoring a 3, 4 or 5 on AP exam or passing a dual credit course

Strategy Description	Staff Responsible for Monitoring	Funding Sources & FTEs	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	Jun
Monitor student attendance data to identify trends and develop processes for continuous improvement.	Executive Directors of Administrators	Budgeted Funds	# of Data tracked # of identified trends # of processes developed				
Initiate implementation of graduate profile vertical alignment process.	Executive Directors of Administration	Budgeted Funds	# of aligned activities implemented by feeder pattern				
Analyze School View walkthrough forms for alignment of content objectives of teachers to provide data and inform decision making about the curriculum	Assistant Superintendent of C&I	Budgeted Funds	85% of walkthrough documents aligned to curriculum; Formative - 9 weeks				
Provide data to campus and district administrators to inform decision making about the curriculum by checking for alignment of content objectives	Assistant Superintendent of C&I	Budgeted Funds	85% of walkthrough documents aligned to curriculum; 100% of teachers utilizing curriculum; Formative - 9 weeks				
Improve tier 1 instruction and utilization of curriculum through a variety of professional development formats to increase student performance	Assistant Superintendent of C&I	Budgeted Funds and Title II; 1 District Teacher Facilitator	90% of campuses are recognized or exemplary; Formative - % of teachers implementing district professional development/9 weeks				
Address gaps in student performance utilizing powerful instructional practices to increase student learning to meet or exceed recognized levels	Assistant Superintendent of C&I	Budgeted Funds; Compensatory Education; IDEA-B; Title I, II, III; ARRA IDEA B; ARRA Title I	90% of all accountability student groups scoring within 3% of all students on TAKS; Formative-% of folder audit checkpoints met for SPED, LEP, 504, Dyslexia, GT, and RtI/9 weeks, % of RtI students meeting progress monitoring target/9 weeks				

Address content area gaps through gap analysis and implementation of powerful instructional practices to increase student learning that will meet or exceed commended rate target	Assistant Superintendent of C&I, Executive Directors of Administration	Budgeted Funds, Title II, III	70% of students commended on all TAKS exams; Formative-% of Powerful Instructional Strategies documented/9 weeks				
Provide professional development to teachers to identify and address the complexity of diverse learners in order to increase student learning	Assistant Superintendent of C&I	Title II and budgeted funds	90% of all students met standard on all TAKS tests; Formative-% of positive teacher survey results				
Implement processes for monitoring students at risk for dropping out of school and provide timely interventions to increase the graduation rate	Executive Director of Secondary Administration, Assistant Superintendent of C&I	Compensatory Education and Budgeted Funds	95% of all students graduating or returning; Formative-% of lowest sub-population cohort students enrolled/9 weeks				
Analyze barriers that keep students from taking and passing career certification requirements and create an action plan	Assistant Superintendent of C&I	Carl Perkins and budgeted funds	85% students enrolled in eligible courses; % of barriers addressed through deployment of action plan strategy/9 weeks				
Embed the standards for SAT/ACT in the KISD curriculum	Assistant Superintendent of C&I	Budgeted Funds	Formative-% of 9 week grading period with standards imbedded for Science, Social Studies, English Language Arts, and Mathematics/9 weeks				
Provide Title I campus support for grant application, implementation and compliance	Assistant Superintendent of C&I	Title I- 0.5 District Grant Manager	Title I Campus TEA Accountability Ratings				
Increase achievement of at-risk students at secondary campuses by providing support in reading and math	Assistant Superintendent of C&I; Executive Director of High Schools; Executive Director of Intermediate and Middle Schools	Compensatory Education-Campus Intervention Support Teachers 27.5	RtI quarterly report; % of students in program meeting the standard on TAKS				
Implement pilot technology integration programs in language arts and science curriculum for grades 5-8	Assistant Superintendent of C and I; Executive Director of Technology	Bond Funds; State 411 Funds	90% of math and science curriculum for grades 5-8 will use technology for content delivery and student/curriculum assessment at designated pilot campuses.				
Utilize Impact Aid Title VIII- 2009-2010 ARRA Title XIV State Fiscal Stabilization Funds Grant to pay teaching staff salaries	Deputy Superintendent	\$8,663,885 ARRA Title XIV State Fiscal Stabilization Funds Grant; 183 FTE's and Four 0.5 FTE's	Complete quarterly reports as required by ARRA guidelines				
Provide required training for Texas Behavior Support Initiative to support student achievement	Assistant Superintendent of C&I	Budgeted Funds	100% of campuses have teams of 3 to 4 professional employees trained				
Implement Universal Screeners for K-3, monitor progress of at-risk students	Assistant Superintendent of C&I	Compensatory Education	Quarterly RtI report; % of students increase in Rate of Improvement				

Provide extended school year (summer school) for students identified as at-risk at the end of the school year	Assistant Superintendent of C&I	Compensatory Education; 159 FTE's for summer school	% of students making progress toward set goal				
Provide supplemental intervention to bilingual students and support guidance to classroom teachers	Assistant Superintendent of C&I	Compensatory Education, 5 FTE's-Bilingual Intervention Support Teachers	Quarterly and end of year- % of students making progress towards goals				
Translate district communications in Spanish for parents and communicate with parents concerning program placement	Assistant Superintendent of C&I	Title III, 1 FTE - District Parent Liaison/Translator	Formative - Quarterly assessed base line data of number of Spanish speaking students who deny bilingual services. Summative - Base line for academic achievement on Spanish speaking students				
Support instruction in bilingual classrooms for LEP students	Assistant Superintendent of C&I	Title III, 2 FTE's - Campus Paraprofessionals	Formative - BOY, MOY Tejas Lee and CBA's; Summative-EOY Tejas Lee, TAKS, CBA's				
Develop ESL curriculum, supplement and enhance ESL model at grades K-12	Assistant Superintendent of C&I	Title III, 0.5 FTE - District ESL Facilitator	Formative - Eduphoria Curriculum; Summative - Student performance on state assessments and local assessments				
Provide summer opportunities for ESL newcomers in grades K-8	Assistant Superintendent of C&I	Title III	Formative - Weekly assessments on language development; Summative - Summative language development assessment				
Provide professional development for grades 3-6 (North Riverside Elem., Whitley Road Elem., Caprock Elem., and Trinity Meadows Interm.) and materials for LEP students in grades PK-12 to increase student achievement	Assistant Superintendent of C&I	Title III	Formative - CBA's formative assessments within KidBiz program, 9 week student grades; Summative - TAKS scores passing and commended rates, EOY language scores				
Increase parental involvement at Title I campuses	Assistant Superintendent of C&I	Title I -1 FTE-Campus Family Intervention Specialist (.25 at each Title campus)	Title I Campus TEA Accountability Ratings				
Provide adult ESL educational opportunities	Assistant Superintendent of C&I	Title III	Formative - Pre-assessment, ongoing assessment of students and attendance numbers; Summative - Post-assessment of students				
Increase student achievement at Title campuses	Assistant Superintendent of C&I	Title I - 9 FTE's-Campus Intervention Support Teachers	Formative - % of students on grade level; Title I Campus TEA Accountability Ratings				
Provide reading and manipulative materials for LEP students PK-12 grades	Assistant Superintendent of C&I	Title III	Formative - CBA's, 9 week assessments; Summative - TAKS scores, EOY language scores				
Create an in-take process for students new to Keller ISD	Assistant Superintendent of C&I	Compensatory Education	# of students identified and % of student increase in Rate of Improvement				



= Discontinue



= No Progress



= Some Progress



= Considerable Progress






































= Accomplished

Goal 2: All systems in the Keller ISD will be effective, efficient, and accountable in support of the district's mission.

Performance Objective 1: In 2009-2010, if 100% of Keller ISD's key management processes are implemented in 90% of core district functions then KISD will be effective, efficient and accountable as measured by:

Summative Evaluation: % participation in school lunch program, % reduction in energy usage districtwide, % of on-time delivery of students to school, % of grievances resolved prior to elevation to Board level, and % of policies and ARs reviewed as scheduled















Strategy Description	Staff Responsible for Monitoring	Funding Sources & FTEs	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	Jun
Enhance the commitment to Customer Service by all KISD employees.	Superintendent	Budgeted funds	Video, District Dialogue, survey data,(internal, external, Board, targeted), reduction in parent/staff grievances				
Implement Baldrige Continuous Improvement processes throughout the organization.	Superintendent	Budgeted Funds	K-Connect site, Quality Work Documents tab, training plan, OP				
Pilot and measure employee feedback process with administrative regulations	Executive Directors of Administration	Budgeted Funds	Usage by employees Feedback gathered from TAC				
Plan and conduct strategic improvement planning process.	Superintendent	Budgeted Funds	Planning documents and schedule, revised MVV, survey of participants				
Reevaluate the DEIC's role in district decision making and operations.	Executive Directors of Administration	Budgeted Funds	Outcome of the gap analysis Definition of role				
Increase student participation in the lunch program	Assistant Superintendent of Operations	Budgeted Funds	% participation in lunch program Evaluate student survey				
Seek more efficient energy usage to decrease kilowatt hours.	Assistant Superintendent of Operations	Budgeted Funds	% kilowatt usage by campus Review policies & regulations to support initiative Conduct and evaluate campus audits				
Increase percentage of attendance by community members and parents at district-level committee meetings.	Executive Directors of Administration	Budgeted Funds	% annual attendance increase over previous year at district-level meetings				
Evaluate improvement opportunities for transportation services and processes.	Assistant Superintendent of Operations	Budgeted Funds	% of highly satisfied customers on the annual survey, % of on-time delivery of students, maintain sufficient pool of drivers & substitutes, % of buses in operation, % retention rate of drivers				

Research a Data Warehouse to link all District disparate data systems for easy access on K-Connect *and implement" was removed on 3/23/10 and presented to board on 4/22/10	Executive Director of Technology	Bond Funds	90% of stored district data will be accessible and have "drill-down" capabilities on K-Connect.				
 = Discontinue  = No Progress  = Some Progress  = Considerable Progress  = Accomplished							

Goal 3: Keller Independent School District will recruit, develop, and retain a diverse highly qualified staff.
























Performance Objective 1: In 2009-2010, if Keller ISD employs 100% qualified professionals whose racial/ethnic diversity reflects the student population then Keller ISD will gain the benefits of a diverse, highly qualified staff as measured by:

Summative Evaluation: % professionals hired who are certified or licensed for the position, % teachers hired who meet Highly Qualified requirements of NCLB, % racially/ethnically diverse, qualified professional instructional hires, and % racially/ethnically diverse, qualified administrative hires

Strategy Description	Staff Responsible for Monitoring	Funding Sources & FTEs	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	Jun
Reevaluate recruitment plan to ensure pool of qualified professional applicants.	Assistant Superintendent of Human Resources	Budgeted Funds	% of hired certified and licensed applicants quarterly				
Reevaluate recruitment plan to ensure pool of NCLB Highly Qualified teacher applicants.	Assistant Superintendent of Human Resources	Budgeted Funds	NCLB Reporting				
Evaluate hiring practices at the district/campus levels to increase diversity when filling professional and administrative positions	Assistant Superintendent of Human Resources	Budgeted Funds	Demographic hiring report quarterly				
 = Discontinue  = No Progress  = Some Progress  = Considerable Progress  = Accomplished							





















Performance Objective 2: In 2009-2010, if 100% of Keller ISD employees actively participate in required professional development hours annually then Keller ISD will gain the benefits of a continuously learning staff as measured by:

Summative Evaluation: % teachers who actively participate in required hours of professional development, % administrators who actively participate in required hours of professional development, and % paraprofessional who actively participate in required hours of professional development

Strategy Description	Staff Responsible for Monitoring	Funding Sources & FTEs	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	Jun
Implement and measure a Leadership Development Academy for capacity building	Executive Directors of Administration	Budgeted Funds and Substitutes	Pre/Post assessment of leadership knowledge and application % hired for advanced positions				
Implement and measure an Assistant Principal Cohort for capacity building	Executive Directors of Administration	Budgeted Funds	Portfolio reviews/documentation % hired for advanced positions				
Deploy and evaluate new communication strategies for increasing staff participation in required professional development	Assistant Superintendent of C&I	Budgeted Funds	% of teachers participating in required professional development quarterly				
Create required professional development plan for administrators	Assistant Superintendent of C&I	Budgeted Funds	Quarterly progress				
Create required professional development plan for paraprofessionals	Assistant Superintendent of C&I	Budgeted Funds	Quarterly progress				
Provide a mentoring program for first year teachers to support and retain new teachers	Assistant Superintendent of C&I	Budgeted Funds, Grant Funds	First year teacher attrition rates at or below 10%				
 = Discontinue  = No Progress  = Some Progress  = Considerable Progress  = Accomplished							

Performance Objective 3: In 2009-2010, if Keller ISD creates a positive working environment for 100% of its employees, addresses 95% of the staffs' expressed needs, and compensates at or above market median for comparison districts, then Keller ISD will maintain a teacher turnover rate below the industry standard as measured by:

Summative Evaluation: % benchmark positions compensation at or above market median for comparison districts, % employees reporting satisfied or better on work environment survey, and % positive feedback from teachers on campus survey












Strategy Description	Staff Responsible for Monitoring	Funding Sources & FTEs	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	Jun
Track benchmark positions to determine compensation at or above market median for comparison districts	Assistant Superintendent of Human Resources	Budgeted Funds	Review compensation survey data and make appropriate compensation recommendation				
Collect and analyze work environment survey responses	Superintendent, Assistant Superintendent of HR, Director of Communications	Budgeted Funds	Survey responses				
Collect and analyze feedback from campus survey	Executive Directors of Administration	Budgeted Funds	Survey Responses				
Collect and report teacher retention data	Assistant Superintendent of Human Resources	Budgeted Funds	% of teacher turnover				
Create a gap analysis of teacher turnover data	Assistant Superintendent of Human Resources	Budgeted Funds	Identification of relevant issues				
 = Discontinue  = No Progress  = Some Progress  = Considerable Progress  = Accomplished							

Goal 4: The Keller Independent School District will develop and promote positive community relations through effective communication, the involvement of stakeholders, and the establishment of business and community partnerships.

Performance Objective 1: In 2009-2010, if 100% of district communication is informative and timely, 90% of press is accurate, and 100% of campuses participate in Keller Partners in Education (KPIE) then positive stakeholder relations will be established as measured by:

Summative Evaluation: % KISD households receiving printed publications, % staff accessing information from K-Connect on a daily basis, % visitors accessing the district web site on a weekly basis, % customers describing district communication informative, % customers describing district communication as timely, % deadlines met during breaking news situations on a monthly basis, % newspaper reports that are accurate per month, % television news reports that are accurate per quarter, % radio news reports that are accurate per quarter, % elementary campuses participating in KPIE, % intermediate campuses participating in KPIE, % middle school campuses participating in KPIE, and % high school campuses participating in KPIE












Strategy Description	Staff Responsible for Monitoring	Funding Sources & FTEs	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	Jun
Increase the number of E-News Subscribers	Director of Communications	Budgeted Funds	Monthly review of subscribers; Reach 15,000 or above subscribers at year end				
Develop a plan to have KPIE members at every campus	Director of Communications	Budgeted Funds	Monthly review of campus participation (campus representatives and KPIE members); Year end all campuses have a representative and KPIE members				
Broaden campus news and information in district (electronic and printed) publications	Director of Communications	Budgeted Funds	Monthly review of number of stories sent by each campus; 100 percent participation				
Develop a customer service plan for office staffs district-wide	Director of Communications	Budgeted Funds	Implementing the plan throughout the district; District staff participating in the plan				
Develop Public Information Act requests tracking process	Director of Communications	Budgeted Funds	Monthly review of process; Fully aligned with AR and all PIA requests are documented at year end.				
Develop a comprehensive data base to monitor all district press	Director of Communications	Budgeted Funds	Monthly review of data base, End of year when all district stories are entered in data base.				
Evaluate Web features and implement improvements	Director of Communications	Personnel (District budget)	Monthly review of plan (development of web features), End of year when new web features have increased exposure for campuses/employees.				
Develop a comprehensive district calendar on the district Web site	Director of Communication	Budgeted Funds	Review number of calendar items each month. Year end all district events are added to calendar.				

Develop campus leadership's ability to communicate effectively with various stakeholder groups	Executive Directors of Administration	Budgeted Funds	# of trainings completed				
Increase campus utilization of technology for communication	Executive Directors of Administration	Budgeted funds	Increased use of campus technology for communication				
 = Discontinue  = No Progress  = Some Progress  = Considerable Progress  = Accomplished							

Goal 5: Keller Independent School District facilities and services will be operated in a safe manner so that all students and employees may thrive in a secure and nurturing environment.









Performance Objective 1: In 2009-2010, if 100% of employees are provided an opportunity to participate in a comprehensive wellness program and are supported in their work then 95% of employees will indicate a nurturing work environment as measured by:

Summative Evaluation: % participation in the employee assistance program, % participation in wellness programs, % benchmark positions where compensation at or above market median for comparison districts, % employees report participation in the heart at work employee recognition program, % of satisfaction on District/Campus climate survey, % of staff satisfied with facility and technology work order completion, % of professional employee membership on PTA, % of professional employee contributors to education foundation, and % of employees reporting participation in professional organizations,

Strategy Description	Staff Responsible for Monitoring	Funding Sources & FTEs	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	Jun
Encourage participation in wellness activities	Assistant Superintendent of C&I and Executive Directors of Administration	Budgeted funds	% of non-campus staff participating in wellness activities; % employee participation in campus wellness activities by campus				
Track employee attendance by campus and compare attendance to employee attendance of non-participants in wellness programs	Executive Directors of Administration	Budgeted Funds	% of employee attendance improved for attendees				
 = Discontinue  = No Progress  = Some Progress  = Considerable Progress  = Accomplished							

























Performance Objective 2: In 2009-2010, if 100% of students are held accountable to the student code of conduct and 100% of employees comply with district safety expectations then we will resolve 95% of district safety issues resulting in a safe and nurturing environment as measured by:





















Summative Evaluation: % of students in compliance with code of conduct, % of DAEP placements in comparison to student population, % of students in attendance, % of total workforce filing workers' compensation claims quarterly, % of staff in attendance, % of incident reports resulting from non-compliance, % survey responses indicating safe and nurturing environment, % of building access violations by employees, and % acceptable air quality reports by district

Strategy Description	Staff Responsible for Monitoring	Funding Sources & FTEs	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	Jun
Investigate a tracking system for minor discipline violations and office visits in order to identify trends and determine gaps	Executive Directors of Administration	Budgeted funds with potential cost of system enhancement	Identification of a tracking system				
 = Discontinue  = No Progress  = Some Progress  = Considerable Progress  = Accomplished							

Performance Objective 3: In 2009-2010, if 100% of campuses are providing social, emotional and physical health opportunities daily then less than 5% of our students will be impacted by these learning barriers as measured by:

Summative Evaluation: % of students reporting drug/alcohol abuse, % of students participating in extracurricular activities, % of students participating in voluntary drug testing program, % of campuses providing community service opportunities, % of students involved in prevention programs, % of students accessing counseling services for social, emotional, physical barriers, % of students reporting feeling safe at school, % of students involved with Communities in Schools, % of students meeting standard on Fitness-Gram, and % of qualifying students participating in the free/reduced lunch program.

Strategy Description	Staff Responsible for Monitoring	Funding Sources & FTEs	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	Jun
Evaluate student attendance by attendance code to assist with improvement and intervention efforts	Executive Directors of Administration; Executive Director of Technology; PEIMS Coordinator	Budgeted funds	% of student absences impacted by identifiable learning barriers				
Provide supplemental support to campuses for personal and social issues for students including drug awareness and prevention	Assistant Superintendent of C&I	Title IV; Budgeted Funds	Quarterly Reports from RtI				
Create written curriculum for Physical Education and Health TEKS K-8 and High School	Assistant Superintendent of C&I	Locally budgeted	% written and deployed 9 weeks				
Implement and deploy new communication plan prior to registration process on secondary campuses to encourage student participation and enrollment	Assistant Superintendent of C&I	Budgeted Funds	% of teachers visiting feeder campuses on regular basis prior to registration, monitor student registration forms for student enrollment in electives throughout the registration process				
Evaluate the results of district wide Fitness Gram testing. Testing is complete for the 09 - 10 school year. The district will receive results in the summer of 10. at that point we will have three years of data to compare.	Athletic Director	Budgeted Funds	Data comparisons to previous years results				
Offer opportunities for all secondary students to participate in one or more extra-curricular activities. Consider community interest in new programs. Also consider budget ramifications on the depth of program offerings and staffing	Athletic Director & Director of Fine Arts	Budgeted Funds	Analysis of participation numbers on an annual basis. Comparative analysis on the ramifications of budget and or staffing cuts				
Develop a comprehensive health plan for students through collaboration with Physical Education, Counseling, Food Services, Health and School Health Advisory Committee	Assistant Superintendent of C&I	Budgeted Funds	Draft of plan finalized to present to School Health Advisory Committee				
Implement H1N1 plan	Assistant Superintendent of C&I	Budgeted Funds	9 week compliance visits				

Expand Coordinated School Health Program utilizing Health and Wise to include legislative changes and implementation in campus improvement plans	Assistant Superintendent of C&I	Budgeted Funds	100% of campuses have the Coordinated School Health program implemented in campus improvement plans				
Develop plan for addressing continuity of learning for students returning from lengthy absences	Assistant Superintendent of C&I	Budgeted Funds	Plan deployment				
Provide awareness training to staff, students, and parents regarding issues related to the sexual abuse of children, including the warning signs and potential short-term and long-term impact	Assistant Superintendent of C&I	Budgeted Funds	Formative - Sign-in sheets and agendas from campus-based trainings; curriculum mapping from counselor guidance lessons; Summative - % decrease in CPS reports filed related to sexual abuse				
Provide an anonymous electronic mechanism for students to report personal, social, or academic issues	Assistant Superintendent of C&I	Title IV Funds	Formative - Monthly usage reports; Summative - Year-end usage report				
Implement a voluntary random student drug testing program designed as a deterrent to increase safety in our schools, and to improve the climate of the academic environment	Assistant Superintendent of C&I	Title IV Funds	Formative - Quarterly reports showing # in pool, # tested, # positive tests; Summative - Year-end report showing # in pool, # tested, # positive tests				
 = Discontinue  = No Progress  = Some Progress  = Considerable Progress  = Accomplished							

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Goals 3

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