Keller Independent School District

Timber Creek High School

2009-2010 Performance Objectives

Mission Statement

The Timber Creek community is Truly Committed to Helping Students by providing a safe and nurturing environment, inspiring a culture of discovery learning, developing integrity, and soaring to new heights of achievement.

Vision

Goals

Goal 1: All students will achieve educational excellence.

Performance Objective 1: If 100% of the teachers are using the KISD curriculum and in their classrooms teaching 95% of the time with students in attendance 97% of the time then the students will demonstrate learning, graduate, and be prepared for their career of choice.

Summative Evaluation: As measured by 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.

Goal 2: All systems at Timber Creek High School will be effective, efficient and accountable in support of the district's mission.

Performance Objective 1: If 100% of Timber Creek's Star Standards are implemented in 85% of our campus functions then TCHS will be effective, efficient and accountable.

Summative Evaluation: As measured by % of Standards Review Sessions and documentation of continued improvement for campus operations.

Goal 3: Timber Creek High School will recruit, develop and retain a diverse, highly qualified staff

Performance Objective 1: If TCHS employs 100% qualified professionals whose racial/ethnic diversity reflects the student population, then TCHS will gain the benefits of a diverse, highly qualified staff as measured by:

Summative Evaluation: % pfrofessionals hired who are certified or licensed for the positon, % teachers hired who meet highly qualified requirements of NCLB, % racially/ethnically diverse, qualified professional, instructional hires, and % racially/ethnically diverse, qualified administrative hires.

Performance Objective 2: If 100% of TCHS employees actively participate in required professional development hours annually, then TCHS will gain the benefits of a staff which contuously learns 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 % paraprofessionals who actively participate in required hours of professional development.

Performance Objective 3: If Timber Creek High School creates a positive working environment for 100% of its employees and addresses 95% of the staff's expressed needs then TCHS will maintain a teacher turn-over rate below the industry standard as measured by

Summative Evaluation: % employees reporting satisfied or better on work environment survey and % positive feedback from employees on campus surveys.

Goal 4: Timber Creek High School 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: If 100% of TCHS communication is informative and timely, 90% of press is positive then positive stakeholder relations will be established and measured by

Summative Evaluation: % of TCHS households receiving printed communication, % of staff accessing information on collaboration and website, through Friday Notes, meetings and announcements, % of visitors accessing the campus website on a weekly basis, percent of customers describing TCHS communication as informative, % of customers describing TCHS communication as timely

Goal 5: Timber Creek High School 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: If 100% of employees are provided an opportunity to work in an environment where they are supported and nurtured, then 95% of employees will indicate a nurturing work environment as measured by

Summative Evaluation: % of 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 employee membership in PTA.

Performance Objective 2: 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 our campus 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 staff attendance, % survey responses indicating a safe and nurturing environment

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