



BOARD OF SCHOOL TRUSTEES

**KELLER INDEPENDENT SCHOOL DISTRICT**

**11A. Report**

**Date: January 29, 2009**

**SUBJECT: HUMAN RESOURCES DEPARTMENT UPDATE**

**BOARD GOAL:** The Keller Independent School District will recruit, develop, and retain a diverse highly qualified staff. All systems in the Keller Independent School District will be effective, efficient, and accountable in support of the district's mission.

**FISCAL NOTE: None**

**Background Information:**

- Keller ISD, with over 3300 employees, is one of the largest employers in NE Tarrant County.
- The Human Resources department provides services to stakeholders pre-employment, during employment, and post employment.
- Key services include recruiting, as well as developing and retaining the most qualified employees to create an environment in which students can achieve educational excellence.
- HR utilizes meaningful two-way communication with its many stakeholders to instill trust, confidence and a sense of value.
- With 14 employees, the Human Resources department demonstrates an efficiency of 2.3 times the industry standard of 1:100.

**Administrative Considerations:**

- The Human Resources department has developed departmental goals and objectives and the criteria by which to measure our performance.
- The Human Resources department has embraced continuous improvement through regular review of our processes and surveying our stakeholders.

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Respectfully submitted,

Penny Benz  
Assistant Superintendent of Human Resources