

**Keller Independent School District**

**District Improvement Plan**

**2009-2010 Performance Objectives**

Accountability Rating: Acceptable



## **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:** 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.

**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, students at/above criterion on SAT/ACT, graduating students scoring a 3, 4 or 5 on AP exam or passing a dual credit course

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

**Performance Objective 1:** If 100% of Keller ISD's key management processes are implemented in 85% 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 student to school, % professionals hired who are certified or licensed for position - Recruitment, % teachers who meet the Highly Qualified requirements of NCLB - Employment, % of employees reporting satisfied or better on work environment survey - Benefits, % of employee grievances resolved prior to elevation to Board level - Employee Relations, % of grievances resolved prior to elevation to Board level, % of attendance of stakeholders included in district-level committees, % of Administrative Regulations in which feedback was received, and % of policies and ARs reviewed as scheduled.

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

**Performance Objective 1:** 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, % racially/ethnically diverse, qualified administrative hires

**Performance Objective 2:** 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, % paraprofessional who actively participate in required hours of professional development

**Performance Objective 3:** If Keller ISD create 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, % positive feedback from teachers on campus survey

## **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:** If 100% of district communication is informative and timely, 90% of press is positive, 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

## **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:** 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:** % 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, % acceptable air quality reports by district

**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 district safety issues resulting in a safe and nurturing environment 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, % of qualifying students participating in the free/reduced lunch program

**Performance Objective 3:** 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:** % 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, % of employees reporting participation in professional organizations

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