

**Keller Independent School District**

**Keller High School**

**2009-2010 Performance Objectives**

**Accountability Rating: Recognized**



## **Mission Statement**

*Keller High School, while focusing on meaningful collaboration and relationships, will prepare our students to meet their personal goals through high academic and social expectations.*

## **Vision**

*Creating a unified culture for educational excellence.*

# Goals

## **Goal 1: All students will achieve educational excellence.**

**Performance Objective 1:** If 100% of KHS 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 at KHS will be effective, efficient, and accountable in support of the campus and district's mission.**

**Performance Objective 1:** If 100% of KHS's key management processes are implemented in 85% of core campus and district functions then KHS will be effective, efficient and accountable as measured by:

**Summative Evaluation:** % participation in school lunch program, % reduction in energy usage campus wide, % of grievances resolved prior to elevation to Executive Director.

## **Goal 3: KHS will recruit, develop, and retain a diverse highly qualified staff.**

**Performance Objective 1:** If KHS 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

**Performance Objective 2:** If 100% of KHS 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

**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, and % positive feedback from teachers on campus survey

## **Goal 4: KHS 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: KHS 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 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 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 in attendance

**Performance Objective 2:** 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 students meeting standard on Fitness-Gram

2009-2010 Performance Objectives . . . . . 1

Goals . . . . . 3

**Goal 1:** All students will achieve educational excellence. . . . . 3

**Goal 2:** All systems at KHS will be effective, efficient, and accountable in support of the campus and district’s mission. . . . . 3

**Goal 3:** KHS will recruit, develop, and retain a diverse highly qualified staff. . . . . 3

**Goal 4:** KHS will develop and promote positive community relations through effective communication, the involvement of stakeholders, and the establishment of business and community partnerships. . . . . 4

**Goal 5:** KHS facilities and services will be operated in a safe manner so that all students and employees may thrive in a secure and nurturing environment. . . . . 4