



BOARD OF SCHOOL TRUSTEES

KELLER INDEPENDENT SCHOOL DISTRICT

6A. Preview

Date: May 8, 2006

SUBJECT: 2006-07 STAFFING REQUESTS

BOARD GOAL: The Keller Independent School District will recruit, develop, and retain a diverse highly qualified staff.

FISCAL NOTE: 2006-07 General Funds

**ANTICIPATED
DATE FOR ACTION: May 22, 2006**

Background Information:

- **Differentiated Staffing**
 - Fossil Ridge HS, Fossil Hill MS, Chisholm Trail IS, Independence ES, North Riverside ES, Parkview ES and Whitley Road ES are designated high needs campuses for 2006-07 due to projected student demographics
 - Attached is a list of staffing needs for these 7 campuses necessary to positively impact student achievement
 - Campus needs were determined by review of data, input from grade level/department leaders, CEIC and the principal and are aligned with the campus improvement plan

- **Programmatic Staffing**
 - To support the instructional focus of the district as it continues to grow additional instructional support and administrative positions are necessary
 - Attached is a list of these staffing needs (identified as Group 1, 2 and 3)
 - Staffing needs in Group 1 include continuation programs and existing initiatives
 - Staffing needs in Group 2 include new programs and administrative support in priority areas of need
 - Staffing needs in Group 3 include reduction of basic campus staffing formulas and provide for additional administrative support
 - District level requests were determined by needs assessment, input from departments and the Cabinet and are aligned with the district improvement plan

Administrative Considerations:

- These staffing requests are necessary to support the functions of the district for the 2006-07 school year
- The requests have been limited to only those positions that are necessary to positively impact student achievement and to provide administrative support to allow the campuses to focus on student success
- The administration will recommend that the Board approve the Differentiated staffing and Groups 1 and 2 staffing requests in May so that we can begin the process for hiring these positions during the optimum recruiting period
- The administration will recommend that the Board approve the Group 3 staffing requests later in the budget adoption cycle

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Respectfully submitted,

Penny Benz
Assistant Superintendent of Human Resources