

Major areas of staff development focus:

1. Texas Behavior Support Initiative—State Mandated Training

The Texas Behavior Support Initiative (TBSI) is designed to build campus level knowledge and skills on the use of positive behavior supports for students with disabilities and to build campus level capacity on the use of positive behavior interventions with all students. Campus teams have been trained in a wide range of behavior strategies and prevention-based interventions that they in turn will use to train their entire faculties. These skills will help educators establish school-wide, classroom and individual student level systems of support, and learn how to collect data to provide information for campus level decision-making for program improvement.

Senate Bill 1196 passed in the spring of 2001 and reconfirmed in the 2003 legislative sessions states that it is the policy of Texas to treat all students with dignity and respect. The bill requires:

- training on a full continuum of positive behavior strategies and professionally accepted practices and standards.
- A core team on each campus, trained no later than April of 2003. The team must include an administrator, one general education personnel and one special education personnel from the district. KISD began this training initiative on January 6, 2003 and completed the training in August of 2003.

2. Strategic Plan merged with the District Improvement Plan

The strategic plan is a road map to lead the Keller Independent School District into an exciting new century. It is the result of a comprehensive effort involving a team of educational and community volunteers. They came together to determine the most pressing concerns facing our school district.

This plan accurately identified challenges facing KISD and pinpointed actions to successfully meet those challenges. It takes advantage of every opportunity to move the district forward on its mission of excellence. The development and implementation of this strategic plan is a commitment that focuses on achievement by striving for excellence at every educational level.

This year the strategic planning committee and the district improvement committee met jointly to merge the plans that the two committees develop each year so that the district will have a more focused direction for the next five years.

3. Gifted and Talented Training

Since 1999 all new teachers are offered the required thirty hours of training to meet the state standard for gifted and talented training. Existing staff members are required to obtain an annual six hour update training. All training is conducted by KISD trainers at no cost to employees.

4. Mentor Training

The mentor program has been updated and a field-based coaching approach to mentoring is a vital part of the update training received by campus mentors. This program is vital to the retention of the over two hundred new faculty members who join KISD each year. The majority of the training is conducted by KISD trainers.

Areas of focus for administrators the next two -year period:
PDAS (Professional Development and Appraisal System)

- Mediation
- Drug awareness
- Gifted and talented
- Administrator evaluation sessions
- Crisis Management Training including CPR and First Aide

Some areas of training for **teachers** are:

- PDAS (Professional Development and Appraisal System)
- Gifted and talented
- Drug awareness
- Curriculum alignment
- Strategies for success
- Classroom management
- New teacher induction program
- Second year teacher training program
- Teaching on extended learning time (block schedule)
- Multiple intelligences
- Math across the curriculum
- Habits of effective teaching
- Bilingual/ ESL
- Specialized curriculum training (areas of art, music, multi-age groups, physical education, special education, librarians, counselors)
- New Jersey writing
- Dyslexia
- CPR and first aid
- Technology
- Project Teach I, Project Teach for Special Education Teachers, Project Teach II

Some areas of training for the **paraprofessionals** are:

- Phone and front office expertise – interpersonal communication skills
- Communication with parents and campus visitors
- Technology training in e-mail, calendar management, and database training.

All training sessions are evaluated and adjustments are made according to the information gathered. A 50-member **district-wide staff development committee** exists to assess the needs of the KISD employees and to assist in the yearly evaluation. The committee is comprised of two teachers and an administrator from each campus and the staff development director.

- First district-wide committee meeting was held on October 14, 2003. Forty-nine members attended.
- Staff development for the 2003-04 year included the following;:
 - *July 28 New Teachers - This session was for all teachers new to KISD.
 - *July 29 All Staff reported to their building and then moved to Harvest Church. The remainder of the day was devoted to Staff Development on Campus
 - *July 30 TAKS Training—Campus Sites
 - *August 1 Campus Day/Work Day
 - *January 5 Campus Staff Development Day/Work Day
 - *January 19 District Staff Development Day
 - Mentor Training
 - TAKS Training
 - Fine Arts Sessions
 - PE Teacher Sessions
 - Alignment Team Sessions
 - Love and Logic Training
 - ESL Training
 - *February 16 Campus Staff Development Day
 - *May 28 Campus Staff Development Day—Closure and Reflection

 - *June 7-11 of 2004 CRUISE at KHS
 - Thinking Maps- Trainer of Trainers Session
 - GT/Technology Integration Training
 - Other sessions will be added through the district- wide staff development committee

Staff Development for the 2004-05 School year has been set up as follows:

- July 27 New Teachers - 8:00 a.m. – The Education Center Board Room. This session is for all teachers new to KISD.

- July 28 ALL PROFESSIONAL AND PARAPROFESSIONAL STAFF will report to their building and then move to Harvest Church on the corner of 377 and Basswood/Hightower. Staff members who work less than 186 days (auxiliary personnel) are invited and welcomed to attend.

Schedule is as follows:

9:00 A.M. until 11:30 A.M. Convocation
Remainder of the day on July 28 is Staff Development on Campus

FOR ALL STAFF:

July 29	TAKS Training—Campus Sites—Curriculum Facilitators, Department Chairs and Campus Administrators
July 30	Campus Day/Work Day
August 2	Campus Day/Work Day
November 22	Exchange Day
January 3	Campus Day/Work Day
January 17	District Day
February 22	Campus Day
May 28	Campus Staff Development Day—Closure and Reflection