

Keller Independent School District

Heritage Elementary School

2009-2010 Performance Objectives

Accountability Rating: Recognized



Mission Statement

**At Heritage Elementary School, we will authentically engage, motivate, inspire,
and challenge each student, faculty and staff member, and parents to
achieve excellence in learning and living.**

Vision

Heritage Elementary: An exceptional school where HEROES are inspired to prevail academically, socially, and emotionally.

Goals

Goal 1: All students will achieve educational excellence.

Performance Objective 1: If 100% of HES staff utilize the district curriculum, are trained in and consistently utilize best instructional practices 90% of the time, then student achievement will increase in all academic areas.

Summative Evaluation: As measured by teacher attendance, student attendance, school view, walk-through, and PDAS evaluations, TPRI, CBAs, and TAKS assessments.

Performance Objective 2: If 100% of HES students have access to meaningful technology integration on a daily basis, then student engagement and achievement will increase.

Summative Evaluation: As measured by the % of lessons integrating technology; computer lab usage, school view, walk-through, and PDAS evaluations, and Successmaker data.

Performance Objective 3: If 100% of at-risk students identified early in the year are provided highly effective interventions on a daily basis, then their academic performance will increase.

Summative Evaluation: As measured by % of students making progress on AimsWeb, CBA's, TPRI, and TAKS assessments.

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 HES staff consistently implements campus and district processes and procedures and follows district and campus policies 100% of the time, then HES will be effective, efficient and accountable.

Summative Evaluation: As measured by % of parent concerns and complaints; % of grievances solved prior to elevation of Executive Director; % of compliance with district employee handbook, campus handbook, administrative regulations, and board policy.

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

Performance Objective 1: If 100% of HES employees are authentically affirmed by administrators and each other, participate in team building activities, and engage in continuous professional development opportunities, then HES will recruit, develop, and retain a diverse highly qualified staff.

Summative Evaluation: As measured by % of teachers answering strongly agree or agree on HES Climate Survey, # of professional development hours accrued, and % of annual teacher retention.

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 HES communication is informative, timely and utilizes multiple communication tools then positive stakeholder relations will be established.

Summative Evaluation: As measured by % parents participating in email groups, % of parents describing campus communication as informative, number of campus newsletters available in print and online, number of calendar events and announcements posted on campus website, disseminated using school messenger and posted on school marquee.

Performance Objective 2: If 100 % of parents feel welcome at HES and a multitude of involvement opportunities are promoted, then parental involvement will increase.

Summative Evaluation: As measured by the number of volunteer hours accrued, % of parent satisfaction on survey, and number of attendees at PTA programs.

Performance Objective 3: If 100% of HES news and events are published for the community, 90% of media coverage is positive, 75 % of our students participate in one annual community service project, then positive community and business partnerships will be established.

Summative Evaluation: As measured by % of positive press, # of events/programs promoted to community, and # of community service projects HES participates in annually.

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 students are held accountable to the student code of conduct and 100% of employees comply with campus safety expectations then 95% of campus safety issues will be resolved.

Summative Evaluation: As measured by % of severe discipline referrals resulting in suspension , % of nurse visits requiring an Injury/Incident report, % parent safety concerns.

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Goals 3

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