Keller Independent School District

District Improvement Plan

2009-2010

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: In 2009-2010, 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 as measured by:

Summative Evaluation: 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

Strategy Description	Staff Responsible for Monitoring	Funding Sources & FTEs	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	Jun
Monitor student attendance data to identify trends and develop processes for continuous improvement.	Executive Directors of Administrators	Budgeted Funds	# of Data tracked # of identified trends # of processes developed				
Initiate implementation of graduate profile vertical alignment process.	Executive Directors of Administration	Budgeted Funds	# of aligned activities implemented by feeder pattern				
Check School View for alignment of content objectives of teachers to provide data and inform decision making about the curriculum	Assistant Superintendent of C&I	Budgeted Funds	85% of walkthrough documents aligned to curriculum; Formative - 9 weeks				
Provide data to administrators and teachers to inform decision making about the curriculum by checking for alignment of content objectives	Assistant Superintendent of C&I	Budgeted Funds	85% of walkthrough documents aligned to curriculum; 100% of teachers utilizing curriculum; Formative - 9 weeks				
Improve tier 1 instruction and utilization of curriculum to increase student performance	Assistant Superintendent of C&I	Budgeted Funds and Title II; 1 District Teacher Facilitator	90% of campuses are recognized or exemplary; Formative - % of teachers implementing district professional development/9 weeks				
Address gaps in student performance with powerful instructional practices to increase student learning to meet or exceed recognized levels	Assistant Superintendent of C&I	Budgeted Funds; Compensatory Education; IDEA-B; Title I, II, III; ARRA IDEA B; ARRA Title I	90% of all accountability student groups scoring within 3% of all students on TAKS; Formative-% of folder audit checkpoints met for SPED, LEP, 504, Dyslexia, GT, and RtI/9 weeks, % of RtI students meeting progress monitoring target/9 weeks				

Address content area gaps with powerful instructional practices to increase student learning that will meet or exceed commended rate target	Assistant Superintendent of C&I, Executive Directors of Administration	Budgeted Funds, Title II, III	70% of students commended on all TAKS exams; Formative-% of Powerful Instructional Strategies documented/9 weeks				
Train teachers to identify and address the complexity of diverse learners through professional development to increase student learning	Assistant Superintendent of C&I	Title II and budgeted funds	90% of all students met standard on all TAKS tests; Formative-% of positive teacher survey results				
Increase processes for monitoring students at risk for dropping out of school and provide timely interventions to increase the graduation rate	Executive Director of Secondary Administration, Assistant Superintendent of C&I	Compensatory education and budgeted funds	95% of all students graduating or returning; Formative-% of lowest sub-population cohort students enrolled/9 weeks				
Analyze barriers with teachers that keep students from taking and passing career certification requirements	Assistant Superintendent of C&I	Carl Perkins and budgeted funds	85% students enrolled in eligible courses; % of barriers addressed through deployment of action plan strategy/9 weeks				
Embed the standards for SAT/ACT in the KISD curriculum	Assistant Superintendent of C&I; Executive Director of Secondary Administration	Budgeted Funds, High School Allotment	Formative-% of 9 week grading period with standards imbedded for Science, Social Studies, English Language Arts, and Mathematics/9 weeks				
Provide supplemental support to Title I campuses	Assistant Superintendent of C&I	Title I- .5 District Grant Manager; 9 Campus Intervention Support Teachers and 1 Campus Family Intervention Specialist	Title I Campus TEA Accountability Ratings				
Support at-risk students in reading and math	Assistant Superintendent of C&I	Compensatory Education- Campus Intervention Support Teachers 27.5	Quarterly report # of students on track				
Provide supplemental support for LEP Students	Assistant Superintendent of C&I	Title III- 1 District Parent Liaison/Translator, .5 District ESL Facilitator; 2 Campus Paraprofessionals (WRES & NRE) Compensatory Education- 5 Bilingual Intervention Support Teachers (1 Caprock, Trinity Meadows, Whitley Road, and 2 North Riverside)	Performance Based Monitoring System - TEA				
Transition district staff to new district-wide data management system	Director of Research & Assessment; Assessment Coordinator	Budgeted Funds	# of trainings and resources provided for administrators and teachers				

Investigate opportunitites for uploading college readiness data (SAT, ACT, AP) into district-wide data management system to incorporate a comprehensive view of students' college readiness data.	Director of Research & Assessment	Budgeted Funds	Formative: # of college ready data disks format changes to be campatible for uploading into AWARE's "universal uploading system" each 9 weeks				
Implement a district-wide process to cumulatively anlayze AP and Dual Credit dta at designated timeframes	Director of Research & Assessment Assessment Coordinator	Budgeted Funds	Formative: Collection of up-dated data from high school academic associates at the end of each grading period.				
Implement pilot technology integration programs in the math and science curriculum for grades 5-8	Assistant Superintendent of C and I; Executive Director of Technology	Bond Funds; State 411 Funds	90% of math and science curriculum for grades 5-8 will use technology for content delivery and student/curriculum assessment at designated pilot campuses.				
X = Discontinue ◯ = No Progress ◔ = Some Progress ◑ = Considerable Progress ✓ = Accomplished							

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

Performance Objective 1: In 2009-2010, if 100% of Keller ISD's key management processes are implemented in 90% 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 students to school, % of grievances resolved prior to elevation to Board level, and % of policies and ARs reviewed as scheduled

Strategy Description	Staff Responsible for Monitoring	Funding Sources & FTEs	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	Jun
Enhance the commitment to Customer Service by all KISD employees.	Superintendent	Budgeted funds	Video, District Dialogue, survey data,(internal, external, Board, targeted), reduction in parent/staff grievances				
Implement Baldrige Continuous Improvement processes throughout the organization.	Superintendent	Budgeted Funds	K-Connect site, Quality Work Documents tab, training plan, OP				
Pilot and measure employee feedback process with administrative regulations	Executive Directors of Administration	Budgeted Funds	Usage by employees Feedback gathered from TAC				
Plan and conduct strategic improvement planning process.	Superintendent	Budgeted Funds	Planning documents and schedule, revised MVV, survey of participants				
Reevaluate the DEIC's role in district decision making and operations.	Executive Directors of Administration	Budgeted Funds	Outcome of the gap analysis Definition of role				
Increase student participation in the lunch program	Assistant Superintendent of Operations	Budgeted Funds	% participation in lunch program Evaluate student survey				
Seek more efficient energy usage to decrease kilowatt hours.	Assistant Superintendent of Operations	Budgeted Funds	% kilowatt usage by campus Review policies & regulations to support initiative Conduct and evaluate campus audits				
Increase percentage of attendance by community members and parents at district-level committee meetings.	Executive Directors of Administration	Budgeted Funds	% annual attendance increase over previous year at district-level meetings				
Evaluate improvement opportunities for transportation services and processes.	Assistant Superintendent of Operations	Budgeted Funds	% of highly satisfied customers on the annual survey, % of on-time delivery of students, maintain sufficient pool of drivers & substitutes, % of buses in operation, % retention rate of drivers				
Research and implement a Data Warehouse to link all District disparate data systems for easy access on K-Connect	Executive Director of Technology	Bond Funds	90% of stored district data will be accessible and have "drill-down" capabilities on K-Connect.				

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

Performance Objective 1: In 2009-2010, 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, and % racially/ethnically diverse, qualified administrative hires

Strategy Description	Staff Responsible for Monitoring	Funding Sources & FTEs	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	Jun
Reevaluate recruitment plan to ensure pool of qualified professional applicants.	Assistant Superintendent of Human Resources	Budgeted Funds	% of hired certified and licensed applicants quarterly				
Reevaluate recruitment plan to ensure pool of NCLB Highly Qualified teacher applicants.	Assistant Superintendent of Human Resources	Budgeted Funds	NCLB Reporting				
Evaluate hiring practices at the district/campus levels to increase diversity when filling professional and administrative positions	Assistant Superintendent of Human Resources	Budgeted Funds	Demographic hiring report quarterly				
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Performance Objective 2: In 2009-2010, 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, and % paraprofessional who actively participate in required hours of professional development

Strategy Description	Staff Responsible for Monitoring	Funding Sources & FTEs	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	Jun
Implement and measure a Leadership Development Academy for capacity building	Executive Directors of Administration	Budgeted Funds and Substitutes	Pre/Post assessment of leadership knowledge and application % hired for advanced positions				
Implement and measure an Assistant Principal Cohort for capacity building	Executive Directors of Administration	Budgeted Funds	Portfolio reviews/documentation % hired for advanced positions				
Deploy and evaluate new communication strategies for increasing staff participation in required professional development	Assistant Superintendent of C&I	Budgeted Funds	% of teachers participating in required professional development quarterly				
Create required professional development plan for administrators	Assistant Superintendent of C&I	Budgeted Funds	Quarterly progress				
Create required professional development plan for paraprofessionals	Assistant Superintendent of C&I	Budgeted Funds	Quarterly progress				
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Performance Objective 3: In 2009-2010, if Keller ISD creates 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

Strategy Description	Staff Responsible for Monitoring	Funding Sources & FTEs	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	Jun
Track benchmark positions to determine compensation at or above market median for comparison districts	Assistant Superintendent of Human Resources	Budgeted Funds	Review compensation survey data and make appropriate compensation recommendation				
Collect and analyze work environment survey responses	Superintendent, Assistant Superintendent of HR, Director of Communications	Budgeted Funds	Survey responses				
Collect and analyze feedback from campus survey	Executive Directors of Administration	Budgeted Funds	Survey Responses				
Collect and report teacher retention data	Assistant Superintendent of Human Resources	Budgeted Funds	% of teacher turnover				
Create a gap analysis of teacher turnover data	Assistant Superintendent of Human Resources	Budgeted Funds	Identification of relevant issues				
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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: In 2009-2010, if 100% of district communication is informative and timely, 90% of press is accurate, 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 communicaiton 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

Strategy Description	Staff Responsible for Monitoring	Funding Sources & FTEs	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	Jun
Increase the number of E-News Subscribers	Director of Communications	Budgeted Funds	Monthly review of subscribers; Reach 17,000 or above subscribers at year end				
Develop a plan to have KPIE members at every campus	Director of Communications	Budgeted Funds	Monthly review of campus participation (campus representatives and KPIE members); Year end all campuses have a representative and KPIE members				
Broaden campus news and information in district (electronic and printed) publications	Director of Communications	Budgeted Funds	Monthly review of number of stories sent by each campus; 100 percent participation				
Develop a customer service plan for office staffs district-wide	Director of Communications	Budgeted Funds	Implementing the plan throughout the district; District staff participating in the plan				
Develop Public Information Act requests tracking process	Director of Communications	Budgeted Funds	Monthly review of process; Fully aligned with AR and all PIA requests are documented at year end. ????				
Develop a comprehensive data base to monitor all district press	Director of Communications	Budgeted Funds	Monthly review of data base, End of year when all district stories are entered in data base.				
Evaluate Web features and implement improvements	Director of Communications	Personnel (District budget)	Monthly review of plan (development of web features), End of year when new web features have increased exposure for campuses/employees.				
Develop a comprehensive district calendar on the district Web site	Director of Communication	Budgeted Funds	Review number of calendar items each month. Year end all district events are added to calendar.				
Develop campus leadership's ability to communicate effectively with various stakeholder groups	Executive Directors of Administration	Budgeted Funds	# of trainings completed				
Increase campus utilization of technology for communication	Executive Directors of Administration	Budgeted funds	Increased use of campus technology for communication				

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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: In 2009-2010, 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: % 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, and % of employees reporting participation in professional organizations,

Strategy Description	Staff Responsible for Monitoring	Funding Sources & FTEs	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	Jun
Encourage participation in wellness activities as well as publish community activities at the campus level.	Assistant Superintendent of C&I and Executive Directors of Administration	Budgeted funds	% employee participation in campus wellness activities by campus				
Track employee attendance by campus and compare attendance to employee attendance of non-participants in wellness programs	Executive Directors of Administration	Budgeted Funds	% of employee attendance improved for attendees				
✗ = Discontinue ◯ = No Progress ◔ = Some Progress ◕ = Considerable Progress ✓ = Accomplished							

Performance Objective 2: In 2009-2010, 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 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, and % acceptable air quality reports by district

Strategy Description	Staff Responsible for Monitoring	Funding Sources & FTEs	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	Jun
Investigate a tracking system for minor discipline violations and office visits in order to identify trends and determine gaps	Executive Directors of Administration	Budgeted funds with potential cost of system enhancement	Identification of a tracking system				

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Performance Objective 3: In 2009-2010, 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 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, and % of qualifying students participating in the free/reduced lunch program.

Strategy Description	Staff Responsible for Monitoring	Funding Sources & FTEs	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	Jun
Evaluate student attendance by attendance code to identify trends and patterns assisting with improvement and intervention efforts	Executive Directors of Administration; Executive Director of Technology; PEIMS Coordinator	Budgeted funds	% of student absences impacted by identifiable learning barriers				
Provide supplemental support to campuses for personal and social issues for students including drug awareness and prevention	Assistant Superintendent of C&I	Title IV; Budgeted Funds	Quarterly Reports from RtI				
Create written curriculum for Physical Education and Health TEKS K-8 and High School	Assistant Superintendent of C&I	Locally budgeted	% written and deployed 9 weeks				
Implement and deploy new communication plan prior to registration process on secondary campuses to encourage student participation and enrollment	Assistant Superintendent of C&I	Budgeted Funds	% of teachers visiting feeder campuses on regular basis prior to registration, monitor student registration forms for student enrollment in electives throughout the registration process				
Evaluate the results of district wide Fitness Gram testing	Athletic Director	Budgeted Funds	Data comparisons to previous years results				
Offer opportunities for all secondary students to participate in one or more extra-curricular activites	Athletic Director & Director of Fine Arts	Budgeted Funds	Analysis of participation numbers on an annual basis				
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