

Excellence in
ACTION

**2006-2007
DISTRICT STRATEGIC IMPROVEMENT PLAN**



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.

KELLER INDEPENDENT SCHOOL DISTRICT



DISTRICT IMPROVEMENT PLAN

~ EXECUTIVE SUMMARY ~

2006-2007

DISTRICT 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.

BACKGROUND:

Keller Independent School District is a fast growing district located in Northeast Tarrant County. Keller ISD was founded in 1911 and encompasses approximately fifty-one square miles and includes all or part of nine municipalities including Keller, Fort Worth, Southlake, Watauga, North Richland Hills, Colleyville, Westlake, Haltom City, and Hurst. Current enrollment is approximately 27,800 students in thirty-two schools, which more than doubles the enrollment of 11,880 in 1995. The Keller ISD is expected to reach its maximum enrollment of approximately 40,000 students within the next ten years. The District includes two National Blue Ribbon Schools of Excellence, Florence Elementary and Keller High School. The 2006 State Accountability System rated nine schools as Exemplary (an increase of 3 from 2005), eleven schools as Recognized, and seven schools as Acceptable (a decrease of 1 from 2005). The District rating for 2006 is Acceptable.

The 2005-2006 District Improvement Plan was the first phase of a revised effort towards a more comprehensive District and Campus Planning process. The creation of long range district and campus plans utilizing the five Board-adopted District Strategic Goals was the first step towards aligning the planning process in the District. The impetus for these changes was the Curriculum Audit that was commissioned by the Board of Trustees in 2004 and delivered to the district in 2005. The findings of the Curriculum Audit have guided the District towards a systems-approach for district and school improvement initiatives. The District is continuing to refine the district planning process and is moving towards a District Strategic Improvement Plan that is written with long term Strategic Goals and Strategic Objectives (2005-2010) and short term operational activities that will be measured annually.

The 2006-2007 District Strategic Improvement Plan was developed beginning in July of 2006. During the development of the plan, data for the District and its schools were analyzed to determine district strengths and weaknesses. District performance was evaluated based on the attainment of performance objective goals and on actual growth from 2005 to 2006 for each measured criteria. In addition, the 2005-2006 District Improvement Plan was evaluated and analyzed by activity for completion. A District Strategic Improvement Plan Board Workshop was held on September 9, 2006. During the workshop, the District Strategic Objectives were reviewed, revised and accepted. Key elements of the plan have also been shared with the DEIC. The goal of the District is for the District Strategic Improvement Plan to be a joint document between the administration and the Board of Trustees.

DISTRICT GOALS:

Goal 1: All students will achieve educational excellence.

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

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

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.

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.

DISTRICT EXPECTATIONS:

- Be a leader; model a strong work ethic and commit to professional growth.
- Develop an environment of trust through open and timely communications.
- Be perceptive to the needs of others, and be willing to be a team player.
- Listen to and respect the opinions of others; work toward consensus.
- Only make promises you can keep.
- Commit to and support the district's mission, beliefs and goals.
- Base decisions on fact; support decisions that are made.
- Focus on customer service; be responsive to our community.
- Tell the truth; accept responsibility; be accountable and maintain confidentiality.
- Accept responsibility for effective and efficient use of all resources.
- Have fun!

PROCESS FOR ACTIVITY ADJUSTMENTS:

If an activity in the District Strategic Improvement Plan is identified for removal by a district administrator or a member of the Board, a process has been developed to ensure appropriate discussion and consensus occur in order to make a final decision. The specific activity under consideration may be modified or rejected if the following procedure is utilized.

Administrators:

1. The administrator responsible for the activity shall discuss it with the appropriate department.
2. The activity is placed on the Superintendent's Cabinet agenda for discussion.
3. The identified activity is then discussed as an agenda item during the Superintendent's Report.
4. The Board will review and discuss the activity.
5. The administrator resubmits the activity to the Superintendent's Cabinet for a final decision.
6. The administrator responsible for initiating the request will notify the department.
7. The District Strategic Improvement Plan will be revised to reflect the decision.

Board Members:

1. During a Board session, a member of the Board will specify the identified activity.
2. The Board will review and discuss the activity.
3. The activity will then be discussed and reviewed by the Superintendent's Cabinet.
4. The recommendation will be discussed by members of the board, and a final decision will be made.
5. The administrator responsible for initiating the request will notify the department.
6. The District Strategic Improvement Plan will be revised to reflect the decision.



DISTRICT IMPROVEMENT PLAN

~ NEEDS ASSESSMENT ~

2006-2007

DATA CONSIDERED:

During the district planning process important data was reviewed and analyzed to direct the District Strategic Improvement Plan's creation. Some of the data utilized includes local and state assessments (TAKS, SAT, ACT, AP, etc.), the Curriculum Audit, Surveys of Parents and of Staff Members, Board of Trustee priorities, and Brainstorm Lists from different departments. Additional data regarding finance, human resources, administration, and business operations was also analyzed.

DATA ANALYSIS:

Through an analysis of statistical performance data the district has identified the following areas targeted for improvement:

- All five areas of the Texas Assessment of Knowledge and Skills (Math, Reading, Writing, Science and Social Studies) will continue to be targeted for improvement because we have not reached the exemplary performance level in all five areas with all student groups. It is evident that our math scores and science scores are our biggest challenge with all student groups even though we had gains in many tested areas and student groups across all grade levels.
- In reviewing the performance of specific student groups, it is evident that the performance of our LEP students is a major area for targeted improvement. In a majority of instances, the LEP group did not meet the set goal nor did it demonstrate growth from 2005 to 2006.

STATE AND NATIONAL COMPARISONS:

In analyzing the assessment data the following comparisons were made in relation to state and district data:

- "All Student" group at grades 3, 4 and 6 scored at 90% or above passing in all subjects
- "All Student" group at grade 5 scored at 90% or above passing in all subjects except for Science
- "All Student" group at grade 7 scored 90% or above passing in Writing
- "All Student" group at grades 8-11 scored 90% or above passing in Reading/ELA
- "All Student" group at grade 11 scored 90% or above passing in Social Studies
- "All Student" group in all grades scored above the state average in all subjects
- KISD increased or maintained the percent of students meeting the commended level performance in 15 out of 26 categories
- Class of 2005 SAT scores of 1049 are above both state and national averages*
- Class of 2005 ACT scores of 21.7 are above both state and national averages*
- Class of 2003 (most recent information) percent of graduates taking TEA advanced courses 24.9% is above the state average of 19.7%*
- Class of 2003 AP percent of examinees at or above the criterion 62.5% is above the state average 56%*
- Class of 2003 AP percent of graduates with AP results 11.5% is below the state average of 16.1%. The Class of 2004 showed an increase to 16.9%*

*Updated SAT, ACT, etc. information will be available in mid-December

CAUSAL FACTORS:

The following causal factors address the main underlying reasons for the District not performing at the desired level necessary to become an exemplary district. These causal factors are the basis for action plans and strategies developed in the District Strategic Improvement Plan. The identified causal factors include:

- Lack of aligned and articulated scope and sequence
- Insufficient response to differing campus needs due to demographic differences in population (Differentiated Staffing)
- New Central Office Administrative Team responding to historical challenges that have existed for many years
- Need for district wide full day kindergarten program to enhance students preparation for first grade
- Limited classroom observations by principals and assistant principals to monitor curriculum implementation
- Lack of coordinated professional development plan by content areas
- Lack of integrated district and campus planning that includes long range planning elements
- Low performance on 10th grade TAKS due to limited consequences for students

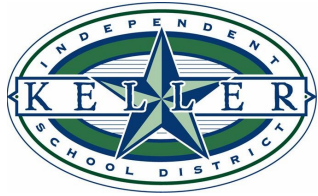
KEY IMPROVEMENT ACTIVITIES/MAJOR INITIATIVE:

Whether listed as part of the Curriculum Audit, District Strategic Improvement Plan, or Departmental Improvement Plans there are a number of major initiatives taking place in the District currently. Some of the initiatives include:

- Implement an aligned and articulated scope and sequence
- Implement coordinated professional development programs for all staff
- Refine the District and Campus Planning process to improve integration and accommodate more complete long range planning
- Improve differentiated services to campuses based on unique campus needs
- Implement a new high school schedule
- Tracking Curriculum Audit implementation
- Developing a comprehensive finance/budget guide for administrators
- Develop and implement a system to facilitate curriculum calibrations during walk-throughs
- Integrate program based budget information evaluation of programs
- Implement a G/T Program at the secondary level that meets the standards
- Implement a benchmarking system
- District-wide character education
- Bond election
- High school boundary
- M & O transition

KEY IMPROVEMENT ACTIVITIES/MAJOR INITIATIVE (CONTINUED):

- District climate survey
- Upgrade KISD E-mail
- Implement preliminary budget development for 07-08 in fall of 2006
- Initiate procedures for all non-exempt employees for use of the biometric time clocks
- Add legal opinions to AR On-Line System
- Least Restrictive Environment (125%) Issue
- Implement District Response to Intervention plan



Keller ISD District Strategic Improvement Plan 2006-2007

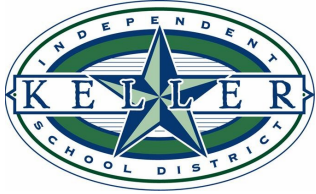
Excellence in
ACTION

Bold red indicates activity in progress
Bold blue indicates activity is 100% complete

District Goal 1	All students will achieve educational excellence.
-----------------	---

Strategic Objective 1.1 2009-2010	We will earn an exemplary rating for the district
--------------------------------------	---

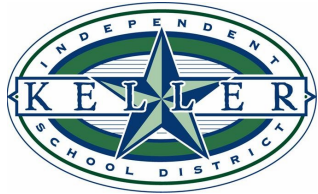
Activities	Person(s) Responsible	Resources Human/Material/Fiscal	Timeline Start/End	Formative and Summative Evaluation Tools	Performance Target
1. Monitor the consistent delivery of instruction through direct observations of classroom instruction.	Dr. Kim Pool-Asst. Supt. of C&I, Keith McBurnett-Exec. Dir. of Elem. Admin., Dan Manning-Exec. Dir. of Interm. & Middle Admin., Mark Smith-Exec. Dir. of Sec. Admin.	Walk through observations Calibration Reporting Form Walk-Through Training	Aug. 2006 – May 2007	3 Minute Walk through Structure Calibration reporting form	100% of Principals conducting walk-throughs Develop baseline data for content congruency and cognitive level congruency
100% complete					
All principals have been trained in the 3 minute walk through and conduct walk throughs on a regular basis. Walk throughs have been made a part of the vertical feeder pattern meeting agendas. Executive Directors regularly visit campuses and conduct walk throughs with the principals. A calibration reporting form has been created with two data reporting periods.					



Keller ISD District Strategic Improvement Plan 2006-2007

Excellence in
ACTION

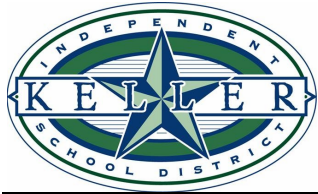
Activities	Person(s) Responsible	Resources Human/Material/ Fiscal	Timeline Start/End	Formative and Summative Evaluation Tools	Performance Target
2. Develop and implement administrative procedures that hold central and campus staff responsible for the implementation of the curriculum management plan.	Dr. Kim Pool- Asst. Supt. of C&I, Keith McBurnett- Exec. Dir. of Elem. Admin., Dan Manning- Exec. Dir. of Interm. & Middle Admin., Mark Smith-Exec. Dir. of Sec. Admin.	Training in Calibration and Congruency Walk through observations	Aug. 2006 – May 2007	Record of Campus Visits Record of Data Talks Congruency Reports	Administrative Regulations concerning implementation of the curriculum management plan
In progress, 20% complete					
Principals conduct walk throughs on a regular basis with a focus on curricular congruence.					
3. Revise curricula for the core content areas based on the standards of the Curriculum Management Audit.	Dr. Kim Pool- Asst. Supt. of C&I, Dr. Larry Harmon-Exec. Dir. of C&I	Product development by content and program coordinators \$81,000 Extra Duty Pay for curriculum writing and consultant services	Oct. 2006-June 2007	Teacher and Principal feedback form CMAC Curriculum Evaluation Rubrics	Address 100% of the written concerns of teachers through the curriculum review process Each curriculum document will score at least 10 of 15 points on the CMAC rubric for Scope and Sequence
In progress, 50% complete					
Curriculum writing teams in the four core content areas (English/Language Arts, Mathematics, Science and Social Studies) revised the curriculum bundles for the first and second 9-weeks period based upon student achievement data and feedback from teachers. Additional curriculum review sessions are scheduled in March and June 2007.					



Keller ISD District Strategic Improvement Plan 2006-2007

Excellence in
ACTION

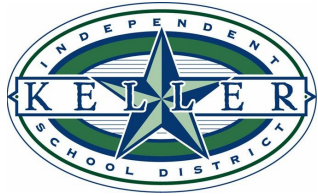
Activities	Person(s) Responsible	Resources Human/Material/ Fiscal	Timeline Start/End	Formative and Summative Evaluation Tools	Performance Target
4. Develop written curriculum for district wide courses including elective and enrichment courses.	Dr. Kim Pool- Asst. Supt. of C&I, Dr. Larry Harmon-Exec. Dir. of C&I	Product development by content and program coordinators	Aug. 2006 – Aug. 2007	CMAC Curriculum Evaluation Rubrics	Each curriculum document will score at least 10 of 15 points on the CMAC rubric for Scope and Sequence
In progress, 40% complete					
In January 2007, curriculum meetings were held with teachers of middle school and high school Keyboarding, Fine Arts, and Languages Other than English with the goal of recruiting of curriculum writers and defining the scope of curriculum development for summer 2007.					
5. Utilize Data Talks on campuses to identify and support students requiring intervention for meeting state standard.	Dr. Kim Pool- Asst. Supt. of C&I, Keith McBurnett- Exec. Dir. of Elem. Admin., Dan Manning- Exec. Dir. of Interm. & Middle Admin., Mark Smith-Exec. Dir. of Sec. Admin.	Compass Reports TAKS data ARI/AMI allotments for reading and math intervention	Aug. 2006 – May 2007	2006 TAKS District and campus level data Compass CBA reports for each 9 weeks Schedule of Campus Data Talks	Articulated interventions in place for all identified students
100% complete					
Data talks have been conducted on all campuses with a focus on students in need of intervention and the types of interventions being utilized.					



Keller ISD District Strategic Improvement Plan 2006-2007

Excellence in
ACTION

Activities	Person(s) Responsible	Resources Human/Material/ Fiscal	Timeline Start/End	Formative and Summative Evaluation Tools	Performance Target
6. Provide training on disaggregating test data for developing curriculum-based IEP's.	Genni LaPlante- Exec. Dir. of Special Services Dr. Larry Harmon, Exec. Dir. C&L, Heather Hughes- Dir. of Special Educ., Janet Swan, Dir. Prof Dev.	Special Education Coordinators Training dates Data Analysis Forms	Sept. 2006 – June 2007	Training agenda Session sign in sheets	100% of Special Education teachers trained
100% complete					
Training is complete. Coordinators are following-up with teachers during regularly scheduled campus visits to answer questions and trouble-shoot any concerns at the campus level.					
7. Support academic programs through the implementation of Book Lessons to Go.	Susan Stitt-Dir. of Library/ Media Services	\$1000 per campus for books; \$100 per campus for supplies	Aug. 2006 – May 2007	25 lessons available for teacher checkout by May 2007	Book lesson checkout statistics will increase by 25% from September 2006 to May 2007
In progress, 50% complete					
Each campus library has approximately twenty Book Lessons to Go in each Professional Collection available for teacher checkout. Librarians and/or Director of Library/Media Services have met with faculties to introduce lesson packets and provide explanation/training. Director of Library/Media Services met with principals to introduce lesson packets and provide explanation of availability and services. Librarian committee met October 26, 2006 to begin selection of additional books and curriculum connections; review is ongoing. Committee will meet again January 11, 2007. Packets are in process of being created and distributed for 2007; will be distributed by January 31. 2007 packets will be completed by the beginning of the 2007-2008 school year.					

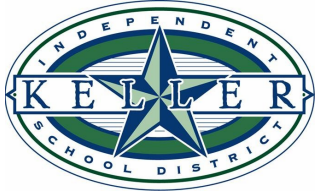


Keller ISD District Strategic Improvement Plan 2006-2007

Excellence in
ACTION

Strategic Objective 1.2 2009-2010	We will increase the commended performance of our students on state assessments.
--------------------------------------	--

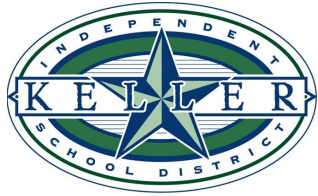
Activities	Person(s) Responsible	Resources Human/Material/ Fiscal	Timeline Start/End	Formative and Summative Evaluation Tools	Performance Target
1. Develop and implement a curriculum management system that develops a process to articulate and coordinate curriculum through grade level/curriculum meetings in collaboration with special education staff.	Dr. Kim Pool-Asst. Supt. of C&I, Dr. Larry Harmon-Exec. Dir. of C&I	C&I Staff	Oct. 2006- June 2007	Teacher and Principal feedback Teacher and Principal survey	100% of campuses will be represented in curriculum review process
In progress, 30% complete					
A comprehensive Curriculum Development Plan has been drafted based on the standards of the Curriculum Management Audit Center (2000), the work of Fenwick English and William Poston (1999), and Ralph Tyler (1950). The plan articulates the district's philosophy on curriculum development, the cycle of curriculum development and revision, the process for developing an internal accountability system (benchmark assessments), professional development plan, and a communications plan defining roles and responsibilities for curriculum development, implementation and monitoring.					
2. Conduct Data Talks with all campus leadership teams that focus on students who were within 3 questions of being commended.	Dr. Kim Pool-Asst. Supt. of C&I, Keith McBurnett-Exec. Dir. of Elem. Admin., Dan Manning-Exec. Dir. of Interm. & Middle Admin., Mark Smith-Exec. Dir. of Sec. Admin.	Compass Data	Aug. 2006 – Jan. 2007	Compass Data Report for Commended Performance Log of campus visits	Complete Data Talks with 100% of Principals with a focus on commended performance Increase commended performance by 5%
100% complete					
Data talks have been conducted on all campuses with a focus on those students who were within 3 questions of being commended. Possible improvement strategies were discussed.					



Keller ISD District Strategic Improvement Plan 2006-2007

Excellence in
ACTION

Activities	Person(s) Responsible	Resources Human/Material/ Fiscal	Timeline Start/End	Formative and Summative Evaluation Tools	Performance Target
3. Implement performance standards in the GT program that align with TEKS based instruction.	Dr. Larry Harmon-Exec. Dir. of C&I, Pam Cooper-Coord. of Adv. Academics	Texas Performance Project; Teacher Tool Kit; GT Specialists; TEKS Gifted/Talented models of performance standards (Sandra Kaplan)	Aug. 2006 – May 2007	CBAs, report cards Lesson exemplars from G/T Specialists	10% increase in TAKS commended performance in GT-4 th , 5 th , and 6 th grades 100% GT Specialists implementing performance standards
<p>In progress, 50% complete</p> <p>The Excel teachers (GT specialists at grades K-6) have developed and implemented curriculum-based performance standards for the Fall 2006 semester. Performance tasks are administered to gifted/talented students at these grade levels by their Excel teacher during classroom instruction each nine-weeks. GT students have completed 2 CBAs and participated in TAKS practice at that campus.</p>					

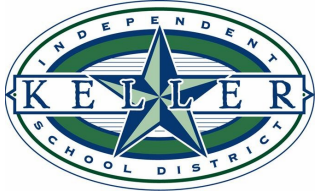


Keller ISD District Strategic Improvement Plan 2006-2007

Excellence in
ACTION

Strategic Objective 1.3 2009-2010	We will provide exceptional opportunities for parent involvement in educational programs and activities.
--------------------------------------	--

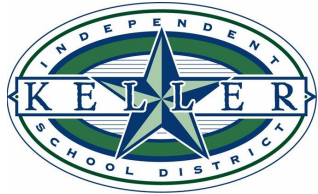
Activities	Person(s) Responsible	Resources Human/Material/Fiscal	Timeline Start/End	Formative and Summative Evaluation Tools	Performance Target
1. Plan and implement seminars and parent orientation meetings for extra-curricular activities.	Bob DeJonge-Dir. of Athletics David Stevens-Dir. of Fine Arts	Head coaches UIL directors and coordinators	Aug. 2006-May 2007	UIL and KISD orientation materials and end of year parent input	100% of parents have access to information on program operations and expectations
In progress, 30% complete					
The fine arts council of parents and teachers is reviewing a process of how to conduct specific orientation meetings through the booster clubs.					
2. Implement monthly KISD Parent University educational programs.	Scott Kessel-Director, Guidance and Counseling	Materials for parents	Aug. 2006 – May 2007	Sign-in sheets from sessions, evaluations	100% of parents have access to Parent University educational programs
In progress, 50% complete					
Four of the eight sessions of our Parent University have already been conducted. An average of 33 parents has attended each session thus far.					
3. Increase participation in the NorTexas College Fair to provide information on academic expectations for post-secondary opportunities and transition to higher education.	Scott Kessel-Director, Guidance and Counseling	NorTexas Group High school counselors	Sept. 2006	Sign-in sheets from NorTex College Fair	100% of juniors and seniors have access to college information Establish baseline for participation
100% complete					
The NorTex College Fair was held at the University of North Texas in Denton on September 18, 2006. Approximately 174 KISD students attended.					



Keller ISD District Strategic Improvement Plan 2006-2007

Excellence in
ACTION

Activities	Person(s) Responsible	Resources Human/Material/ Fiscal	Timeline Start/End	Formative and Summative Evaluation Tools	Performance Target
4. Expand the use of community forums and committees to engage parents in campus and district-wide programs and activities.	James Veitenheimer, Superintendent	Patrons and community volunteers	Aug. 2006-May 2007	Rosters of attendance Agendas of forum	Increase in the number of forums and committees in use within the district
<p>In progress, 75% complete</p> <p>Committees formed for CBAC, high school scheduling and high school boundaries; DEIC and CEIC reorganization; Brown bag luncheons scheduled; PTA State of District delivered.</p>					
5. Conduct training series for parents of students with special needs: special education, ESL, Bilingual, gifted and talented, Title I.	Becky Kirksey, Cindy Peavey, Melinda Waldrum, Spec Ed Coords, Mary Martin-Coord. of ESL/Bil., Pam Cooper-Coord. of Adv. Academics	GT Specialists Guest speakers Training space	Aug. 2006 – June 2007	Session agendas Session sign in sheets Satisfaction survey	A minimum of three parent training sessions for each special needs area.
<p>In progress, 50% complete (Special Education Department training sessions) In progress, 50% complete (Bilingual/ESL training sessions) In progress, 67% complete (Gifted/Talented training sessions)</p> <p>Special Education Coordinators are conducting campus visits and consulting with district and campus personnel. Topics for training have been identified: Preschool -Kindergarten Readiness and Inclusion; Elementary-Inclusion and Access to the General Education Setting; Intermediate and Secondary-Transition and Family Support Services</p> <p>Adult ESL classes were held at Parkview Elementary on Wednesday nights from 7:00 p.m. – 8:30 p.m. Classes were held September 13 through November 15. There were a total of 69 parent participants in the classes. Adult ESL classes are scheduled at Parkview Elementary on Wednesday nights from 7:00 p.m. – 8:30 p.m. for the spring semester.</p> <p>Information sessions for parents of gifted/talented students were held September 28 and October 18, 2006.</p>					

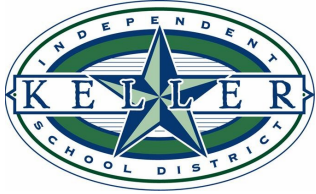


Keller ISD District Strategic Improvement Plan 2006-2007

Excellence in
ACTION

Strategic Objective 1.4 2009-2010	We will increase the participation and achievement of our students in the areas of Advanced Academics.
--------------------------------------	--

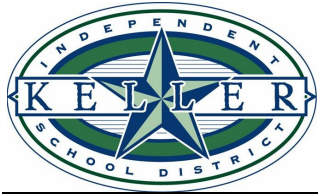
Activities	Person(s) Responsible	Resources Human/Material/ Fiscal	Timeline Start/End	Formative and Summative Evaluation Tools	Performance Target
1. Develop and implement a plan to reduce inequities that exist in the identification of Gifted/Talented minority students.	Larry Harmon- Exec. Dir. of C&I; Pam Cooper-Coord. of Adv. Academics	Texas State Plan for the Gifted Teacher training GT Library	Aug. 2006 – May 2007	GT ID Plan GT Staff Development Plan State performance standards Kingore Observation Inventory	5% increase of GT identified minority students
In progress, 50% complete					
The KISD plan for identifying gifted/talented students has been revised by adding non-verbal measures of advanced mathematics potential. Students may now qualify for the KISD gifted program based upon the identification of talents instead of by accruing points based on scores from a series of achievement tests. The plan is complete and identification is on-going through the G/T specialists on campus (Excel teachers).					



Keller ISD District Strategic Improvement Plan 2006-2007

Excellence in
ACTION

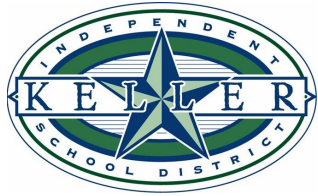
Activities	Person(s) Responsible	Resources Human/Material/ Fiscal	Timeline Start/End	Formative and Summative Evaluation Tools	Performance Target
2. Align Advanced Placement course curriculum and instruction with course descriptions and expectations from College Board.	Dr. Larry Harmon-Exec. Dir. of C&I, Pam Cooper-Coord. of Adv. Academics	AP Summer Institute AP Strategies-\$30,000 College Board Training High School Allotment	Aug. 2006 – June 2007	Training sign-in sheets Advanced course curricula are aligned with the AP standards (Acorn book)	AP curriculum aligned to College Board Standard in all AP courses Curricula will be 100% aligned, grades 6-11 in Math, Science and ELA
<p>In progress, 50% complete</p> <p>Advanced Placement teachers at all three high schools collaborated in January 2007 to produce syllabi for each AP course that meet the five College Board criteria. The Associate principals will monitor each teacher's online submission of the course syllabus during February – April 2007.</p> <p>The district preparing a partnership with Laying the Foundations to train pre-AP teachers in English/Language Arts, Mathematics, and Science. Teachers will learn how to deliver instruction that prepares students for success in AP classes and on the College Board examinations. Training will begin June 2007.</p>					
3. Participate in the Course Audit for AP courses from College Board.	Dr. Larry Harmon-Exec. Dir. of C&I, Pam Cooper-Coord. of Adv. Academics	AP course audit materials Training in syllabus development	Jan. 2007 – June 2007	College Board Standards for AP Audit	100% of all AP courses will be approved by College Board
<p>In progress, 50% complete</p> <p>Advanced Placement teachers at all three high schools collaborated in January 2007 to produce syllabi for each AP course that meet the five College Board criteria. The Associate principals will monitor each teacher's online submission of the course syllabus and AP Course Audit forms during February – April 2007.</p>					



Keller ISD District Strategic Improvement Plan 2006-2007

Excellence in
ACTION

Activities	Person(s) Responsible	Resources Human/Material/ Fiscal	Timeline Start/End	Formative and Summative Evaluation Tools	Performance Target
4. Implement a new high school schedule to better meet state and national standards.	Mark Smith-Exec. Dir. Of Secondary Administration, Scott Kessel-Director, Guidance and Counseling	Site visits HS schedule committee	Sept. 2006 – Aug. 2007	Implementation timeline	100% of high school students will have an appropriate schedule
<p>In progress, 20% complete</p> <p>A new modified A/B block schedule has been approved by the board. Standing meetings are held at every high school breakout session to discuss and plan for the upcoming implementation. Information about the new schedule is being presented to parents through the registration process in January and February of 2007.</p>					
5. Increase the number of eligible students participating in college readiness courses.	Amanda Barrios-Director of Assessment, Dr. Larry Harmon, Exec. Dir. Of C&I, Scott Kessel-Director, Guidance and Counseling	SAT prep programs PSAT results Enrollment fees for program	Oct. 2006 – Oct. 2007	College readiness test data Attendance reports from test prep courses	Increase by 5% the number of students recognized by the National Merit Scholarship Corporation
<p>In progress, 40% complete</p> <p>During junior conferences, students' TAKS data and national results (SAT & ACT) are reviewed during this advisement meeting. Student's Junior conferences completed at KHS and CHS. FRHS junior conferences to be completed in February. PSAT results were received the last week in December. PSAT data will be evaluated to identify which students qualify for participation in the district funded SAT Prep program.</p>					

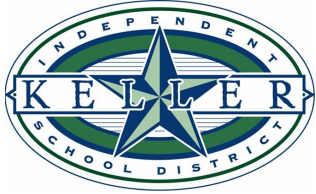


Keller ISD District Strategic Improvement Plan 2006-2007

Excellence in
ACTION

Strategic Objective 1.5 2009-2010	We will accelerate the rate of achievement in our lowest performing student groups to narrow the gap between the lowest performing and highest performing student groups.
--------------------------------------	---

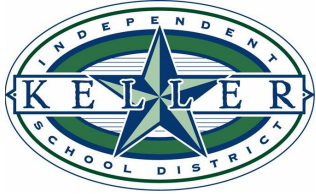
Activities	Person(s) Responsible	Resources Human/Material/ Fiscal	Timeline Start/End	Formative and Summative Evaluation Tools	Performance Target
1. Conduct Data Talks with all campus leadership teams that focus on student groups with an achievement gap of 10 points or more.	Dr. Kim Pool- Asst. Supt. of C&I, Keith McBurnett- Exec. Dir. of Elem. Admin., Dan Manning- Exec. Dir. of Interm. & Middle Admin., Mark Smith-Exec. Dir. of Sec. Admin.	Compass Reports TAKS data ARI/AMI allotments for reading and math intervention SDAA II Reports TELPAS Reports RPTE Reports	Aug. 2006 – May 2007	2006 TAKS and SDAA II District and campus level data Compass CBA reports for each 9 weeks Gradespeed 9 week grading reports	Reduce achievement gaps in all testing areas for all student populations to less than 10%
100% complete					
Data talks have been conducted on all campuses with a focus on the achievement gaps between student groups. Possible interventions were discussed.					
2. Evaluate and refine differentiated staffing and program needs and incorporate requests in budget.	Penny Benz-Asst. Supt. of HR	Campus principals Cabinet PEIMS data	Dec. 2006- March 2007	Campus feedback and justification	Incorporate aligned campus request into budget
In progress, 75% complete					
Presentations were made by principals at fall 2006 Board meetings to provide an overview of contributions being made to campuses by the differentiated staffing positions that were approved in the 2006-07 budget. Principal evaluation of positions was positive.					



Keller ISD District Strategic Improvement Plan 2006-2007

Excellence in
ACTION

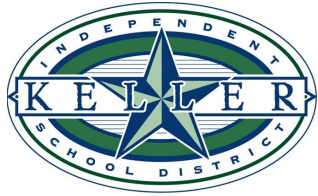
Activities	Person(s) Responsible	Resources Human/Material/ Fiscal	Timeline Start/End	Formative and Summative Evaluation Tools	Performance Target
3. Develop and begin to implement plans to provide training for all teachers and staff in strategies to work with students from poverty.	Dr. Kim Pool- Asst. Supt. of C&I, Janet Swan, Dir. of Prof. Dev.	Budgeted funds- \$7000	Oct. 2006 – Aug. 2007	Contract with consultants to present material, sign-in sheets for presentation, walk-throughs by principals	90% of classrooms of trained teachers show evidence of the use of strategies learned in training
<p>In progress, 20% complete</p> <p>The plan has been developed. Training will take place in feeder patterns. 2006-07 will be the Fossil Ridge feeder pattern; 2007-08 will be the Central feeder pattern; 2008-09 will be the Keller High feeder pattern.</p> <p>The training dates have been set in August 2007 for the Fossil Ridge feeder schools.</p>					



Keller ISD District Strategic Improvement Plan 2006-2007

Excellence in
ACTION

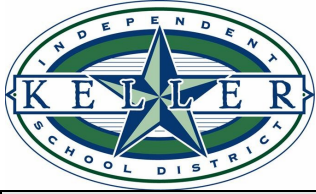
Activities	Person(s) Responsible	Resources Human/Material/ Fiscal	Timeline Start/End	Formative and Summative Evaluation Tools	Performance Target
4. Conduct recruitment activities for both teachers and instructional paraprofessionals to provide a highly qualified pool of applicants to fill all core content area positions.	Penny Benz-Asst. Supt. of HR	HR Budgeted Funds HR staff and recruiters Funds to support staff development for teachers to increase their areas of certification Funds to provide local academic assessment for paraprofessionals who do not have an associate's degree or 2 years of study at an institution of higher education.	Oct. 2006 – June 2007	Attendance at job fairs at universities and colleges that produce high numbers or core content certified teachers Relationships with post-baccalaureate programs and alternative certification programs Provide staff development opportunities for teachers to increase their areas of certification. Provide staff development for paraprofessionals to ensure they meet the educational requirements of NCLB.	100% of paraprofessionals paid with Title I monies or assigned to a campus-wide Title I campus will be highly qualified in accordance with NCLB.
<p>In progress, 30% complete</p> <p>Two Information Sessions for paraprofessionals on how to become a teacher were held in the fall, 2006. Three university job fairs were attended in the fall, 2006. A recruitment plan for the spring, 2007 is being developed. Began focused recruitment activities by communicating Keller ISD recruitment needs to key DFW Diagnosticians, Occupational Therapists, Physical Therapists (i.e., Harris Methodist Hospital, TOTA, TBOTE, Stajduhar Therapeutic Stables). Established foundational partnership with Special Ed department to create an integrated recruiting plan for hard-to-fill positions. Identified key universities, publications, job fairs, community events and associations that serve a diverse population for focused recruitment efforts.</p>					



Keller ISD District Strategic Improvement Plan 2006-2007

Excellence in
ACTION

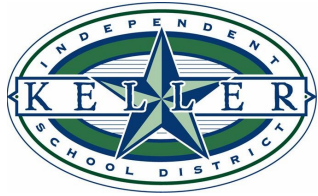
Activities	Person(s) Responsible	Resources Human/Material/ Fiscal	Timeline Start/End	Formative and Summative Evaluation Tools	Performance Target
5. Design a curriculum management system that includes comprehensive alignment with the TEKS/TAKS; pre-requisite skills; instructional resources; a review cycle for all discipline and expectations for the delivery of curriculum in all classrooms.	Dr. Kim Pool- Asst. Supt. of C&I, Dr. Larry Harmon-Exec. Dir. of C&I	C&I Staff	Oct. 2006- June 2007	Teacher and Principal feedback Teacher and Principal survey	100% of campuses represented in Curriculum Review Sessions
<p>In progress, 30% complete</p> <p>A comprehensive Curriculum Development Plan has been drafted based on the standards of the Curriculum Management Audit Center (2000), the work of Fenwick English and William Poston (1999), and Ralph Tyler (1950). The plan articulates the district's philosophy on curriculum development, the cycle of curriculum development and revision, the process for developing an internal accountability system (benchmark assessments), professional development plan, and a communications plan defining roles and responsibilities for curriculum development, implementation and monitoring.</p>					



Keller ISD District Strategic Improvement Plan 2006-2007

Excellence in
ACTION

Activities	Person(s) Responsible	Resources Human/Material/ Fiscal	Timeline Start/End	Formative and Summative Evaluation Tools	Performance Target
6. Develop a tiered model of Response to Intervention.	Dr. Kim Pool- Asst. Supt. Of C&I, Keith McBurnett-Exec. Dir. Of Elem Admin., Dan Manning-Exec Dir. Of Interm. & Middle Admin., Mark Smith-Exec. Dir. Of Sec. Admin., Genni LaPlante, Exec. Dir. Of Special Services, Heather Hughes, Dir. Spec. Education	Prof Development Activities Consultant Fees/Training Fees \$5000 for Special Services personnel	Oct. 2006 – June 2007	Training agendas Site visits completed to other districts with RTI in place	Completed timeline for research, development and implementation.
<p>In progress, 10% complete</p> <p>General information has been provided. This activity will require extensive planning and training at all levels in order to be accomplished.</p>					

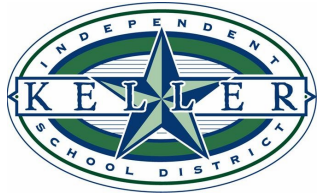


Keller ISD District Strategic Improvement Plan 2006-2007

Excellence in
ACTION

Strategic Objective 1.6 2009-2010	We will increase the completion rate of students in grades 9-12 and decrease the annual dropout rate of all students in grades 7-12.
--------------------------------------	--

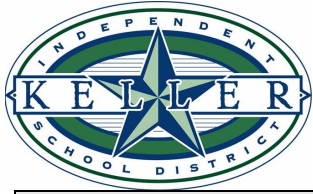
Activities	Person(s) Responsible	Resources Human/Material/ Fiscal	Timeline Start/End	Formative and Summative Evaluation Tools	Performance Target
1. Identify options for offering a General Education Development (GED) Program	Mark Smith-Exec. Dir. of Sec. Admin., Scott Kessel-Director, Guidance and Counseling	TEA Information from other districts	Nov. 2006 – May 2007	Information collected from TEA, and other districts	List of identified options for GED program
In progress, 80% complete					
Researched GED resources and information through Texas Education Agency and the Texas Workforce Commission. Researched completion rate accountability for alternative and regular campuses. Contacted TEA regarding completion rate.					



Keller ISD District Strategic Improvement Plan 2006-2007

Excellence in
ACTION

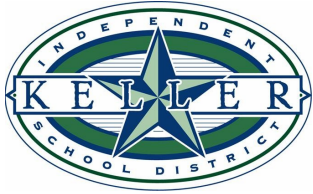
Activities	Person(s) Responsible	Resources Human/Material/ Fiscal	Timeline Start/End	Formative and Summative Evaluation Tools	Performance Target
2. Expand non-traditional academic opportunities for credit acquisition and recovery.	Dr. Kim Pool- Asst. Supt. of C&I, Scott Kessel- Director, Guidance and Counseling, Keith McBurnett- Exec. Dir. of Elem. Admin., Dan Manning- Exec. Dir. of Interm. & Middle Admin., Mark Smith-Exec. Dir. of Sec. Admin.	Budgeted funds for additional computer ports NDLC Principal Information from other districts	Oct. 2006 – May 2007	Schedule of available times for credit recovery	Expand summer school offerings and develop night school classes available for 2007- 2008 school year
<p>In progress, 65% complete</p> <p>Piloted NovaNet curriculum at Summer School in 2006. Utilized NovaNet for general education homebound student. Piloted use of Odyssey Ware at NDLC. Initial meeting with principals for use of Nova Net for credit recovery at CHS, KHS, FRHS.</p>					



Keller ISD District Strategic Improvement Plan 2006-2007

Excellence in
ACTION

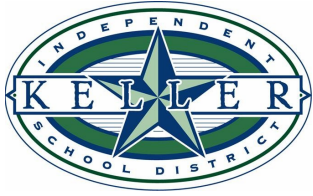
Activities	Person(s) Responsible	Resources Human/Material/ Fiscal	Timeline Start/End	Formative and Summative Evaluation Tools	Performance Target
3. Provide comprehensive summer school programs for credit recovery, acceleration, and student success initiative.	Dr. Kim Pool- Asst. Supt. of C&I, Scott Kessel- Director, Guidance and Counseling, Keith McBurnett- Exec. Dir. of Elem. Admin., Dan Manning- Exec. Dir. of Interm. & Middle Admin., Mark Smith-Exec. Dir. of Sec. Admin.	Budgeted funds for summer school operation, computer ports, web based curriculum program	Jan. 2007 – July 2007	Summer school rosters Summer school grade reports, Web-based program reports	Secondary summer school: success rates increase by 5% Elementary/Intermedia te summer school: increase by 5% student passing rates on third administration of TAKS for promotion requirements
<p>In progress, 35% complete</p> <p>Piloted Nova Net for recovery in Summer School in 2006. Initial Summer School planning in December 2006 to establish summer school timeline for 2007. Elementary/Intermediate/Middle Summer School options are being planned.</p>					
4. Utilize Compass program to develop more useful Personal Graduation Plans.	Scott Kessel- Director, Guidance and Counseling, Amanda Barrios, Director of Assessment	Compass PGD component	Sept. 2006 – Dec 2006	Internet-based PGPs	100% of PGPs completed through Compass program
<p>100% complete</p> <p>100% of the 2006-2007 Personal Graduation Plans for students in grades 7-12 were successfully completed using Compass (data management tool) by December 2006.</p>					



Keller ISD District Strategic Improvement Plan 2006-2007

Excellence in
ACTION

Activities	Person(s) Responsible	Resources Human/Material/ Fiscal	Timeline Start/End	Formative and Summative Evaluation Tools	Performance Target
5. Utilize Career Interest Inventory to develop more useful 4-Year Plans.	Scott Kessel- Director, Guidance and Counseling, Sheila Grubbs- Dir. of CTE	Career Interest Inventory (EXPLORE)	Sept. 2006 – Apr. 2007	4-year plans EXPLORE Score Report	100% of all students will complete a four- year plan based on CII
<p>In progress, 75% complete</p> <p>The Explore test was administered to all 8th grade students during September of 2006. Counselors have been trained on interpreting scores, and will distribute scores to students in the spring of 2007. Four-year plans will be completed during April of 2007.</p>					

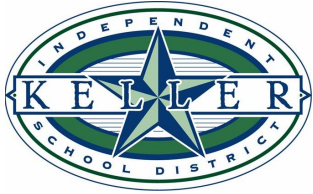


Keller ISD District Strategic Improvement Plan 2006-2007

Excellence in
ACTION

Strategic Objective 1.7 2009-2010	We will facilitate a student’s successful transition to post secondary educational institutions and the world of work.
--------------------------------------	--

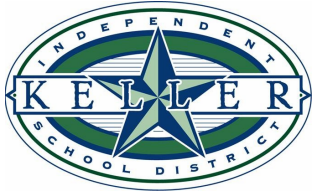
Activities	Person(s) Responsible	Resources Human/Material/ Fiscal	Timeline Start/End	Formative and Summative Evaluation Tools	Performance Target
1. Institute new courses and expand Career Technology and Education offerings.	Sheila Grubbs- Dir. of CTE	CTE Long Range Plan	Oct. 2006-May 2007	Implementation of CTE Long Range Plan	Board approval of 3 new CTE courses for high school and 1 new CTE course for middle school
In progress, 85% complete					
The new Gateway To Technology course at the middle school has been approved by the school board for school year 2006-2007. A School District Agreement with Project Lead the Way is awaiting school board approval. Trinity Springs Middle School principal, Lindsay Anderson, and Indian Springs principal, Carrie Jackson, have visited an Arlington ISD campus where the Gateway program is taught. The principals have selected teachers for the Gateway program. Other new high school courses, Principles of Technology I, Pathophysiology, and Mental Health have been approved as new courses by the school board. All these courses are in the 2006-2007 Course Guide and Course Selection sheet for student registration.					
2. Provide all students in grades 9-12 with the opportunity for participation in SAT On-line (an SAT preparation resource).	Dr. Kim Pool- Asst. Supt. of C&I, Dr. Larry Harmon, Exec. Dir. of C&I	\$15,000 SAT Online \$50,000	Aug. 2006-Aug. 2007	Number of participating students. Scores of participating students.	Create base line data for participation percentage
In progress, 70% complete					
All high school students were provided registration information to access the College Board’s SAT On-line preparation materials. This resource is provided to students as independent study in preparation for the PSAT and SAT examinations. As of January 2007, usage reports indicate that large numbers of students at two of the three KISD high schools have used this prep tool. Additional training will be provided at one high school to re-inform administrators, teachers and students on how to access SAT On-line and understand its value in preparing students for the SAT and PSAT examinations.					



Keller ISD District Strategic Improvement Plan 2006-2007

Excellence in
ACTION

Activities	Person(s) Responsible	Resources Human/Material/ Fiscal	Timeline Start/End	Formative and Summative Evaluation Tools	Performance Target
3. Provide all students in grades 9-11 the opportunity to take the PSAT.	Dr. Kim Pool- Asst. Supt. of C&I, Dr. Larry Harmon, Exec. Dir. of C&I	PSAT administration	October 2006	Individual student reports	Report of student participation and performance
100% complete					
Students in grades 9-11 took PSAT on October 18, 2006.					
4. Administer an Aptitude and Career Interest Inventory to all eighth graders in order to prepare students to take appropriate elective courses and graduate on the Recommended High School Diploma or Distinguished Achievement Program.	Scott Kessel- Director, Guidance and Counseling, Sheila Grubbs- Dir. of CTE	Budgeted Funds for the Explore test through ACT program: \$9535	Sept. 2006 – Oct. 2006	Career inventory student reports Data results	100% students take aptitude and career interest inventory or feasible alternative
100% complete					
The Explore test was administered to all 8th grade students in September of 2007.					

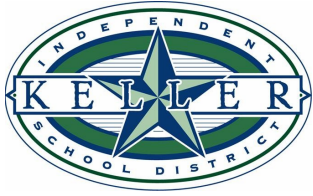


Keller ISD District Strategic Improvement Plan 2006-2007

Excellence in
ACTION

Strategic Objective 1.8 2009-2010	We will provide exceptional opportunities for student participation in extra-curricular and co-curricular programs and activities.
--------------------------------------	--

Activities	Person(s) Responsible	Resources Human/Material/ Fiscal	Timeline Start/End	Formative and Summative Evaluation Tools	Performance Target
1. Refine and expand district-wide student opportunities in district art show, all-district elementary honor choir, all-district middle school band, district-wide high school dance concert, district theatre events, and active participation/hosting of UIL competitions.	David Stevens- Dir. of Fine Arts	\$1250 prof. services, \$1200 awards, UIL budgets, staffing/hosts	Aug. 2006 – June 2007	Hosting band, choir, and theatre UIL competitions	85% of secondary fine arts students have participated in some form of extra- curricular activity.
In progress, 50% complete					
We have held all-district middle school band, a dance concert involving all 3 high schools, a district-wide musical mania with plans for the all-district elementary choir concert and hosting more UIL fine arts activities this year than ever. Plans are to expand the art to 3 weeks and hold it at the Town Hall.					
2. Offer athletic extra-curricular participation opportunities for all middle school and high school students.	Bob DeJonge- Dir. of Athletics	Stipends/supplies for new or expanded sport offerings	Aug.2006-May 2007	MS and HS participation numbers, Community survey, metroplex survey	50% of total MS student population 35% of total HS student population
100% complete					
Two extra-curricular opportunities were added for middle school students – swimming and soccer. One extra-curricular opportunity was added for high school students – Lacrosse.					
3. Conduct a yearly needs assessment of middle school and high school sport offerings.	Bob DeJonge- Dir. of Athletics	Community feedback Neighboring district offerings KISD coach survey UIL recommendations	Annual	Neighboring district offerings UIL recommendations Community and coach input	Offer an array of sports that is representative of KISD community needs and UIL recommendations
In progress, 50% complete					
The athletic department seeks input from coaching staffs, athletes and community members. We also communicate with area athletic directors to determine any local trends in sport offering considerations.					



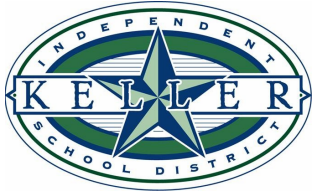
Keller ISD District Strategic Improvement Plan 2006-2007

Excellence in
ACTION

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

Strategic Objective 2.1 2009-2010	We will efficiently utilize all district resources.
--------------------------------------	---

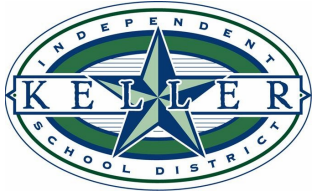
Activities	Person(s) Responsible	Resources Human/Material/ Fiscal	Timeline Start/End	Formative and Summative Evaluation Tools	Performance Target
1. Implement major steps for designing a performance-driven budget including a goal statement for each program area and funding or non-funding consequences; and cost-benefit analysis.	Kent Morrison- Chief Financial Officer	Cabinet, Amanda Barrios-Dir. Assessment/Prog. Eval./Research	Sept. 2006 – March 2007	Identification of major steps	Cabinet and Board approved performance driven process
In progress, 20% complete					
Identified source data for project and developed preliminary steps for development of process.					
2. Establish a specialized maintenance response team for district facilities.	Steve Levering, Executive Director of Maintenance & Operations	Maintenance personnel to be assigned to team Supplies and materials to be determined from annual budget	Sept. 2006-Dec. 2007	Campus work schedule Campus completion inspections and reports	100% of district facilities will have issues identified by campus staff and repairs addressed by the maintenance action service team
In progress, 13% complete					
After the implementation of the Maintenance Action Service Team (MAST) in October 2006, we have fully serviced four schools and are beginning on school number five.					
3. Increase warehouse storage capacity to provide more diversified product availability to end users and take advantage of bulk purchasing and pricing in a wider range of product areas.	Steve Levering, Executive Director of Maintenance & Operations	Est. \$20,000 for shelving Est. \$60,000 for side-lift forklift	Jan. 2007-June 2007	Plans to Assistant Superintendent for approval	Increase existing warehouse capacity by 30%
In progress, 50% complete					
We have received two price quotes to provide the shelving, bins, fencing, flammable cabinets and security cage from two vendor responders.					



Keller ISD District Strategic Improvement Plan 2006-2007

Excellence in
ACTION

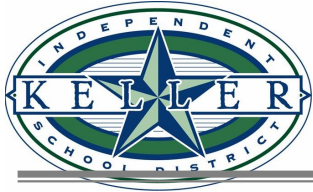
Activities	Person(s) Responsible	Resources Human/Material/ Fiscal	Timeline Start/End	Formative and Summative Evaluation Tools	Performance Target
4. Provide training for administrative uses of the time keeping system Trendec.	Kent Morrison- Chief Financial Officer	Upgrade of system Budgeted funds for trainer	Sept. 2006 – Dec. 2006	Meeting attendance Error Log Activity	Complete guide and training for 100% of managers
In progress, 25% complete					
Schedule training after system upgrade in February.					
5. Evaluate and refine staffing to optimize funds available for human resources.	Penny Benz- Asst. Supt. of HR	Allocated Budget Funds Input from principals and Cabinet	Jan. 2007 – Aug. 2007	Review of staffing guidelines Review of department staffing	A position request analysis will be completed on all new positions requested
In progress, 30% complete					
Proposed campus staffing plan guidelines for 2007-08 have been developed and were presented to the Board on January 8, 2007.					
6. Monitor and maintain administrative cost ratios below the state standard.	Kent Morrison- Chief Financial Officer	Pentamation	Sept. 2006 – Aug. 2007	Schools FIRST Report	Administrative Cost below state allowable at 11.05%
100% complete					
Schools First Report delivered to the Board in October for 2004-2005. Achieved 5.92% from 11.05% allowable.					
7. Develop and implement a plan to address the 65% rule.	Kent Morrison- Chief Financial Officer	Cabinet, Principals and Directors	Sept. 2006 – Jan. 2007	Budget at or above target Quarterly evaluation	Meet or exceed the state target of 55%
In progress, 30% complete					
The 65% rule has been addressed at a General Administrators meeting and is included in budget assumptions. Development of guidelines is being drafted in budget preparation document/administrative regulation. Currently, budget reflects 62% (NCES formula) and 67% (TEA formula) that is well ahead of required 55% as state requires for the year.					



Keller ISD District Strategic Improvement Plan 2006-2007

Excellence in
ACTION

Activities	Person(s) Responsible	Resources Human/Material/ Fiscal	Timeline Start/End	Formative and Summative Evaluation Tools	Performance Target
8. Monitor new custodial schedule to function at a cost per student and per square foot that is below industry benchmarks.	Steve Levering, Executive Director of Maintenance & Operations, Frank DiNella, Director of Operations	Custodial management software estimated at \$500 Survey instrument for satisfaction assessment Management and supervisory time allocated to training and monitoring	Sept. 2006-Aug. 2007	Supervision, staff training & random checks Issue survey	Meet or exceed industry benchmarks such as ASU
<p>In progress, 50% complete</p> <p>As of this date, KISD is functioning well below the national averages for cost per student and square footage. KISD is approximately 58% below the National Average in cost per student and 30% below the national average in cost per square footage.</p>					

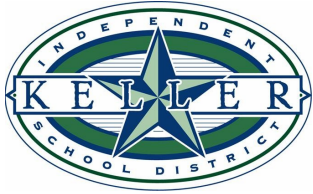


Keller ISD District Strategic Improvement Plan 2006-2007

Excellence in
ACTION

Strategic Objective 2.2 2009-2010	We will assess and evaluate district programs that effect student performances.
--------------------------------------	---

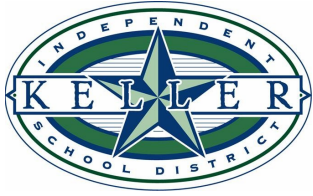
Activities	Person(s) Responsible	Resources Human/Material/ Fiscal	Timeline Start/End	Formative and Summative Evaluation Tools	Performance Target
1. Create and implement an evaluation system that establishes a process for defining, adopting, monitoring, and evaluating district-wide programs and initiatives.	Dr. Kim Pool- Asst. Supt. of C&I, Amanda Barrios-Dir. of Assess./Pgm. Eval. & Research	\$2000.00 Program Evaluation Consultant \$3500.00 Access Program Writer	Aug. 2005-Oct. 2007	Agenda and sign-in sheets from Program Approval and Evaluation Committee meetings Alignment Checklist which verifies that the processes for defining, adopting, monitoring and evaluating district-wide programs and initiatives are cohesive.	Completion of "New Initiative Approval Guide" Completion of "Program Evaluation Guide"
In progress, 20% complete					
Procedures for recommending new initiatives will guide the development for evaluating, defining, adopting, and monitoring current district/campus programs. The Program Approval and Evaluation Committee began meeting in October 2006 and will meet monthly to review, modify, and finalize the process for recommending new initiatives by May 2007. The quality standards established for the process of recommending new initiatives will provide a framework for evaluating current KISD programs.					



Keller ISD District Strategic Improvement Plan 2006-2007

Excellence in
ACTION

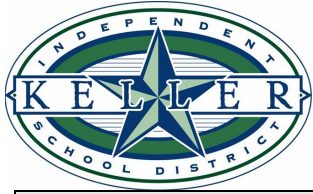
Activities	Person(s) Responsible	Resources Human/Material/ Fiscal	Timeline Start/End	Formative and Summative Evaluation Tools	Performance Target
2. Establish a classroom observation protocol for principals that will allow them to determine content alignment with the district curriculum and Individual Education Plans.	Dr. Kim Pool- Asst. Supt. of C&I, Dr. Larry Harmon-Exec. Dir. of C&I, Keith McBurnett- Exec. Dir. of Elem. Admin., Dan Manning- Exec. Dir. of Interm. & Middle Admin., Mark Smith- Exec. Dir. of Sec. Admin.	Principal and General Administrator meetings 3-minute walk-through trainings Calibration training	Oct. 2006 – May 2007	Calibration Reports	100% of Principals are utilizing the tools to conduct calibrated walk-through observations
100% complete					
All principals have been trained in the 3 minute walk through observation protocol. Additional training was provided on calibrating observations based on content alignment and cognitive alignment. A reporting form was developed and will be utilized once in the fall semester and once in the spring semester.					
3. Implement a comprehensive training plan to address the district's response to the 125% issue: Least Restrictive Environment/ Inclusion.	Genni LaPlante- Exec. Dir. of Special Services., Heather Hughes-Dir. of Special Educ., Janet Swan, Dir. Prof Dev.	Subs for teacher prof. dev. \$5000 Participate in ESC 11 preschool LRS initiative Training materials and trainers \$3000	Sept. 2006 – Aug. 2007	Session agendas Session sign in sheets	Inclusion training completed on 100% of the campuses KISD removal from state 125%/ LRE list
In progress, 25% complete					
Inclusion training has been provided to professional staff and administrators. An inclusion presentation to be presented at each campus is being developed for implementation by the department coordinators during a scheduled campus visit. Board approval is pending for KISD participation in the Region XI Preschool LRE Project.					



Keller ISD District Strategic Improvement Plan 2006-2007

Excellence in
ACTION

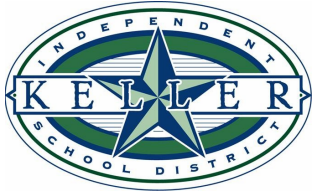
Activities	Person(s) Responsible	Resources Human/Material/ Fiscal	Timeline Start/End	Formative and Summative Evaluation Tools	Performance Target
4. Track the performance of students enrolled in extra- and co-curricular courses to determine the impact of participation in extra- and co-curricular activities on academic performance and attendance.	Dan Manning- Exec. Dir. of Interm. & Middle Admin., Mark Smith- Exec. Dir. of Sec. Admin., Bob DeJonge- Dir. of Athletics, David Stevens- Dir. of Fine Arts	PEIMS reports Pentamation	Aug. 2006 – June 2007	Statistics of student attendance and performance involved in extra-curricular activities.	Create a report of the findings 100% participation for secondary schools Create baseline data to track future improvements
<p>In progress, 50% complete</p> <p>We are tracking performance of all students' grades 7-12 who are involved in extra-curricular and co-curricular activities such as athletics, band, choir, theater arts, and other clubs and organizations. We are monitoring what impact student involvement in these activities has on their academic performance.</p>					



Keller ISD District Strategic Improvement Plan 2006-2007

Excellence in
ACTION

Activities	Person(s) Responsible	Resources Human/Material/ Fiscal	Timeline Start/End	Formative and Summative Evaluation Tools	Performance Target
5. Create a system to measure the effectiveness of campus-based support and training on inclusive practices.	Dr. Kim Pool- Asst. Supt of C&I, Keith McBurnett- Exec. Dir of Elem. Admin., Dan Manning- Exec. Dir. Of Interm. & Middle Admin., Mark Smith- Exec. Dir. Of Sec. Admin, Genni LaPlante- Exec. Dir. of Special Services, Heather Hughes-Dir. of Special Educ.	Becky Kirksey, Cindy Peavey, Melinda Waldrum, Spec. Ed Coords. All campus administrators	Sept. 2006 – July 2007	LRE data by campus Campus visit documentation	Individual campus LRE ratings at Level 1 or 0
<p>In progress, 50% complete</p> <p>LRE data has been updated and reviewed. Improvements regarding district LRE status are evident. Consultation with Region XI ESC support staff, Vicki Gilliam, has been completed. Campus visits and district-wide training continue to be implemented. Inclusion training has been provided to professional staff and administrators.</p>					

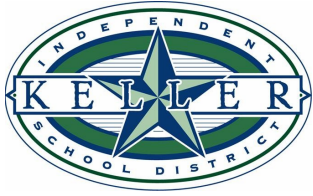


Keller ISD District Strategic Improvement Plan 2006-2007

Excellence in
ACTION

Strategic Objective 2.3 2009-2010	We will develop, implement, and assess long-range organizational plans within each department.
--------------------------------------	--

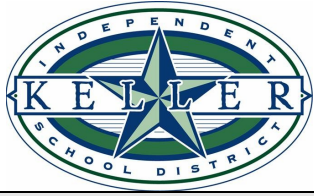
Activities	Person(s) Responsible	Resources Human/Material/ Fiscal	Timeline Start/End	Formative and Summative Evaluation Tools	Performance Target
1. Develop long range measurable campus improvement plans that are aligned with the District's mission and goals.	Keith McBurnett- Exec. Dir. of Elem. Admin., Dan Manning- Exec. Dir. of Interm. & Middle Admin., Mark Smith-Exec. Dir. of Sec. Admin.	Campus planning notebook Campus planning templates District Goals	July 2006 – Oct. 2007	Campus planning checklist	100% of campus plans aligned with district goals
100% complete					
Campus improvement plans were developed utilizing the five district goals and standard strategic objectives which are aligned to the district strategic objectives. Common campus planning templates were utilized.					



Keller ISD District Strategic Improvement Plan 2006-2007

Excellence in
ACTION

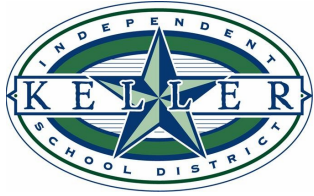
Activities	Person(s) Responsible	Resources Human/Material/ Fiscal	Timeline Start/End	Formative and Summative Evaluation Tools	Performance Target
2. Design a district level assessment system that includes the scope of the testing program: assessments that are valid and reliable measures of student achievement.	Dr. Kim Pool- Asst. Supt. of C&I, Dr. Larry Harmon-Exec. Dir. of C&I Amanda Barrios- Dir. of Assess./Pgm. Eval. & Research	Compass Data Management Tool	Sept 2006 – May 2007	KISD Assessment Matrix	100% alignment to state accountability standards and Curriculum Management Audit recommendations
<p>In progress, 70% complete</p> <p>A matrix of national, state and local assessments, including their purpose as indicators of student performance and how the district uses, interprets achievement results was designed and communicated to our public via the KISD website.</p> <p>Within the district, a local assessment system that benchmarks student progress on learning the Texas Essential Knowledge and Skills was developed and has been implemented since October 2007.</p> <p>The Curriculum & Instruction Department, along with the Executive Directors of Administration, will re-evaluate the role of each assessment tool in June 2007.</p>					
3. Develop and implement a curriculum based assessment system aligned to the TEKS and TAKS for the four content areas.	Dr. Kim Pool- Asst. Supt. of C&I, Dr. Larry Harmon-Exec. Dir. of C&I	Content and Program Coordinators	Oct. 2006- May 2007	Curriculum Management Improvement Model guidelines (TASA)	The district curriculum evaluation process is 100% aligned with the CMIM standards
<p>In progress, 50% complete</p> <p>The Curriculum and Instruction Department has developed TEKS-based benchmark examinations in the four core content areas to determine how well students are mastering the Texas Essential Knowledge and Skills. Examinations are developed and administered to students at grades 2-11 at the end of each nine-week period.</p> <p>All test blueprints, examinations, and data analysis templates (for teachers) have been developed. As of January 11th, two of the four benchmark examinations have been administered to students.</p>					



Keller ISD District Strategic Improvement Plan 2006-2007

Excellence in
ACTION

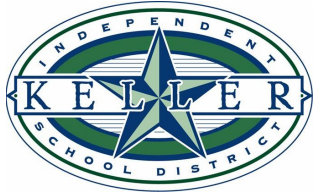
Activities	Person(s) Responsible	Resources Human/Material/ Fiscal	Timeline Start/End	Formative and Summative Evaluation Tools	Performance Target
4. Develop and implement plans for district-wide inclusion initiatives and differentiated instruction.	Dr. Kim Pool-Asst. Supt. of C&I, Dr. Larry Harmon-Exec. Dir. of C&I, Genni LaPlante-Exec. Dir. of Special Services, Heather Hughes-Dir. of Special Educ., Janet Swan, Dir. of Prof. Dev.	Books \$2000 Principal Professional Development \$9000 LRE/Inclusion information by campus RTI implementation timeline TBSI training plan	Oct. 2006 – Aug. 2007	Book Study for Principals Training for Principal Cadre Principal presentation to all campuses Walk-throughs	Professional Development plan for Differentiated Instruction 2007-2008
<p>In progress, 50% complete</p> <p>Progress toward accomplishing this activity is contingent upon an RTI implementation timeline and a TBSI training plan that has not yet been determined. Dialogue between the Director of Special Education and the Director of Professional Development has been completed regarding staff development needs. The LSSPs have developed a preliminary RTI model for positive behavior supports (TBSI) for review and consideration. Book study with principals on “How to Differentiate Instruction in a Mixed Ability Classroom” has been conducted. Principals have attended training workshops and have begun the process of sharing information learned.</p>					



Keller ISD District Strategic Improvement Plan 2006-2007

Excellence in
ACTION

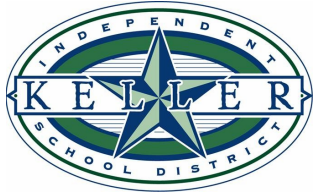
Activities	Person(s) Responsible	Resources Human/Material/ Fiscal	Timeline Start/End	Formative and Summative Evaluation Tools	Performance Target
5. Develop and implement comprehensive long-range plans to identify and address needs and improvements across all functions of the District's business operations to include a facility survey to address and assess facility repairs and replacement needs.	Bill Stone, Asst. Superintendent of Business Operations	Personnel from other Business Operations departments, including Maintenance, Construction, Planning and Development, Food Services PlanningDirect feature in SchoolDude	Oct. 2006 - Feb. 2007	Evaluation of facilities Evaluation of equip.	100% completion of a comprehensive plan detailing facility and equipment needs for a minimum period of the next five years. Plan will be completed to coincide with early 2008 budget preparation.
<p>In progress, 50% complete</p> <ul style="list-style-type: none"> • Facilities assessment team and assessment areas have been determined. • Assessment forms have been finalized along with samples for illustration purposes. • Assessment team has met to determine timeline and priorities for 2007-08 budget development and provided budget assumption based on those priorities. • The services of an outside HVAC contractor have been enlisted to assist with HVAC evaluations and the results from the first five priority campuses are nearly in. • Food service equipment has been evaluated and the results will be incorporated into the overall facilities assessment under the category "Specialties." 					



Keller ISD District Strategic Improvement Plan 2006-2007

Excellence in
ACTION

Activities	Person(s) Responsible	Resources Human/Material/ Fiscal	Timeline Start/End	Formative and Summative Evaluation Tools	Performance Target
6. Implement the OCR recommendations for program involvement.	Bill Stone, Asst. Superintendent of Business Operations, Steve Levering, Executive Director of Maintenance and Operations, Sheila Grubbs, Director of CTE	Legal guidance regarding authority of TEA to impose ADA modifications on district Estimated \$420,000 to complete work included in TEA audit findings	Nov. 2006 - Aug. 2007	Determination from district legal counsel regarding authority of TEA in imposing ADA modifications Action plan for modifications if determined to be authorized by TEA Request additional funding in M&O budget to support work Monthly progress reports if work undertaken	Closure on the OCR findings
<p>100% complete – action plan completion based on TEA mandate</p> <p>In progress, 0% complete – modifications</p> <p>Action Plan established but funding has not been allocated.</p>					



Keller ISD District Strategic Improvement Plan 2006-2007

Excellence in
ACTION

Strategic Objective 2.4 2009-2010	We will maintain, refine and continue to improve our use of sound fiscal practices.
--------------------------------------	---

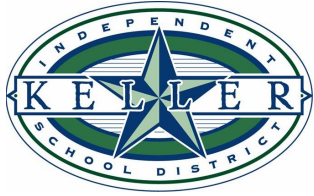
Activities	Person(s) Responsible	Resources Human/Material/ Fiscal	Timeline Start/End	Formative and Summative Evaluation Tools	Performance Target
1. Research and recommend adoption and implementation of a sound local purchasing policy and administrative regulations.	Denise Sullivan, Director of Purchasing,	Travel expense License for coding system Training in new entry procedures when coding system is implemented Involvement of staff to evaluate current processes Legal guidance	Sept. 2006- Feb. 2007	Implementation of NIGP or other commodity coding system Interface coding system with current purchase requisition processing system Development of administrative processes and regulation(s) Policy approval and implementation	Approval and implementation of a local purchasing policy that conforms to current state law and meets full expectations of district Administrative regulation(s) that implement local policy
In progress, 80% complete					
TASB has provided a sample CH (LOCAL) policy to be revised and reviewed by the Board of Trustees. This Local policy will be brought before the Board for possible discussion, preview and action.					
2. Refine performance based budgeting to reflect student achievement data.	Kent Morrison- Chief Financial Officer	Executive Dir., Amanda Barrios, Dir. Assessment/Prog Eval/Research, Principals	Sept. 2006 – Dec. 2007	Preliminary Expenditure Budget	Adopted Budget for 07-08
In progress, 30% complete					
Currently, gathering data on program expenditures. Realigning initial per pupil allotments according to department requests and needs (Library/Media Services; Fine Arts). Preliminary Budget Assumption and Anticipated Expenditure are defining additional needs according to collected data and CIP's.					



Keller ISD District Strategic Improvement Plan 2006-2007

Excellence in
ACTION

Activities	Person(s) Responsible	Resources Human/Material/ Fiscal	Timeline Start/End	Formative and Summative Evaluation Tools	Performance Target
3. Refine baseline expenditures, including additional personnel and special allocations, with updated demographic information.	Kent Morrison- Chief Financial Officer, Penny Benz- Asst. Supt. of HR	Jeff Baker, Dir. Planning & Development, Principals, Directors	Sept. 2006 – Feb. 2007	Assumptions, Preliminary Expenditure Budget	Adopted Budget for 07-08
In progress, 45% complete					
Preliminary budget assumptions and anticipated expenditures, including staffing assumptions, have been developed and will be presented to the Board on January 8, 2007.					
4. Propose budget assumptions and implement an early expenditure identification process to facilitate budget development and adoption.	Kent Morrison- Chief Financial Officer	Cabinet, Directors and Principals	Sept. 2006 – Jan. 2007	Compilation list	Adopted by the Board
In progress, 50% progress					
Preliminary Budget Assumption and Anticipated Expenditure initial findings are being presented to the Board January 8, for a work session on January 22.					

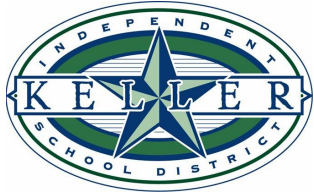


Keller ISD District Strategic Improvement Plan 2006-2007

Excellence in
ACTION

Strategic Objective 2.5 2009-2010	We will pursue research-based technological innovations and integrate them into all aspects of our organization.
--------------------------------------	--

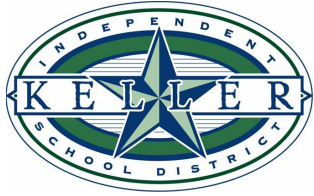
Activities	Person(s) Responsible	Resources Human/Material/Fiscal	Timeline Start/End	Formative and Summative Evaluation Tools	Performance Target
1. Implement a web based Professional Development Appraisal System.	Keith McBurnett-Exec. Dir. of Elem. Admin., Dan Manning-Exec. Dir. of Interm. & Middle Admin., Mark Smith-Exec. Dir. of Sec. Admin. Lisa Ham-Dir. of Instructional Tech.	Eduphoria Principals and Assistant Principals	Aug. 2006 – May 2007	Survey of administrators to evaluate effectiveness	100% of the PDAS appraisals will be completed utilizing Eduphoria
In progress, 75% complete					
We now have the online Eduphoria system available for all campus administrators to use for the PDAS appraisals. Campus administrators will complete their PDAS appraisals in early May.					
2. Implement a policy database to track Board actions on local policies.	Keith McBurnett-Exec. Dir. of Elem. Admin.	Database development time	July 2006 – May 2007	Policy checklist Policy database	100% of TASB updates posted on policy database
100% complete					
A policy database has been developed and implemented since the policy review seminar and beginning with UPDATE 78. The policy database will track all Board actions in regard to local policies.					



Keller ISD District Strategic Improvement Plan 2006-2007

Excellence in
ACTION

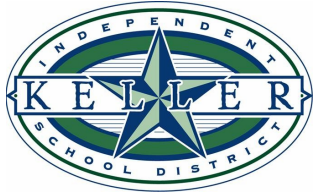
Activities	Person(s) Responsible	Resources Human/Material/ Fiscal	Timeline Start/End	Formative and Summative Evaluation Tools	Performance Target
3. Implement a web based searchable database for administrative regulations and legal opinions.	Keith McBurnett- Exec. Dir. of Elem. Admin.	Database development time	July 2006 – May 2007	AR Database	100% of approved Administrative Regulations posted on AR Database 100% of selected legal opinions posted on legal opinion database
<p>In progress, 75% complete</p> <p>A web based searchable database for administrative regulations has been developed and is being utilized. There are currently over 100 administrative regulations posted. The template for legal opinions has been developed and is ready for selected legal opinions to be uploaded.</p>					
4. Integrate instructional technology as a tool for the delivery of curriculum.	Dr. Kim Pool- Asst. Supt. of C&I, Joe Griffin-Exec. Dir. of Tech., Lisa Ham-Dir. of Instr. Tech.	Curriculum Coordinators Technology Facilitators	Aug. 2006 – June 2007	Minutes of Monthly meetings Aligned curriculum documents with Technology TEKS	100% alignment between KISD curriculum and Technology Applications TEKS
<p>In progress, 25% complete</p> <p>Monthly planning meetings with Instructional Coordinators, Executive Director of Curriculum and Assistant Superintendent of Curriculum and Instruction. Technology Application TEKS will be integrated into the curriculum documents in June 2007.</p>					
5. Ensure that technology planning components are integrated into campus plans and the district plan.	Joe Griffin-Exec. Dir. of Tech.	Campus Planning template	Aug. 2005- May 2006	Campus Plan and District Plan 3-Year Technology Plan alignment checklists with Technology TEKS	100% alignment with District Plan 100% alignment with KISD 3-Year Technology Plan
<p>100% complete</p> <p>Campus plans reviewed and modification made.</p>					



Keller ISD District Strategic Improvement Plan 2006-2007

Excellence in
ACTION

Activities	Person(s) Responsible	Resources Human/Material/ Fiscal	Timeline Start/End	Formative and Summative Evaluation Tools	Performance Target
6. Develop automated documents from Pentamation to facilitate processes in Human Resources, Payroll, Technology, Finance, and Warehouse.	Joe Griffin-Exec. Dir. of Tech.	\$10,000 for software development from Pentamation	Sept. 2006 – Aug. 2007	Software specifications documentation User guides/manuals	Installation and use of Position Control software
In progress, 50% complete					
Position Control Module completed; Biometrics for paraprofessional employee time keeping in progress; staff logins and e-mail automation in progress.					
7. Pilot technology model classrooms at each of the four levels to determine effective teaching and learning strategies using technology.	Joe Griffin-Exec. Dir. of Tech.	\$150,000 from budgeted State Technology Allotment	Sept. 2006 – May 2007	Documentation from Pilot Surveys Bench Mark test results TAKS test results Attendance reports	100% alignment of Technology Application TEKS to KISD curriculum
In progress, 30% complete					
Discussion and planning at weekly department meetings, District Technology Advisory Committee meetings, and Instructional Directors' meetings.					



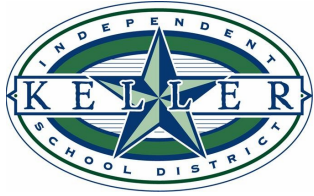
Keller ISD District Strategic Improvement Plan 2006-2007

Excellence in
ACTION

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

Strategic Objective 3.1 2009-2010	We will develop, implement and assess a comprehensive human resource program.
--------------------------------------	---

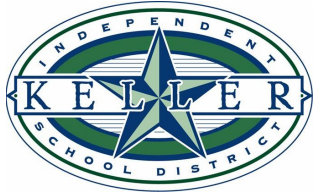
Activities	Person(s) Responsible	Resources Human/Material/Fiscal	Timeline Start/End	Formative and Summative Evaluation Tools	Performance Target
1. Implement a Mid-Year Administrator Appraisal and Contract Recommendation process as part of the KISD Administrative Appraisal System.	Dr. James Veitenheimer, Superintendent	Executive Directors Printing Training Time	July 2006 – Sept. 2006	Completed document	Training of 100% of administrators 100% of administrators appraised utilizing mid-year Administrator Appraisal and Contract Recommendation process
<p>100% complete</p> <p>Completed and approved August 28, 2006</p>					
2. Implement a first year teacher academy and mentor program for support of new teachers.	Janet Swan-Dir. of Prof. Dev.	\$130,000	Aug. 2006 – Aug. 2007	Mentors are hired, sign-in sheets for teacher academy, surveys from first year teachers	95% of new teachers indicate they are supported by the district, 90% of new teachers return to teach in KISD in 2007-08
<p>In progress, 75% complete</p> <p>Nine mentors have been hired who work with first year teachers on a weekly basis.</p> <p>First year teachers have attended 3.5 days of a First Year Teacher Academy.</p>					



Keller ISD District Strategic Improvement Plan 2006-2007

Excellence in
ACTION

Activities	Person(s) Responsible	Resources Human/Material/ Fiscal	Timeline Start/End	Formative and Summative Evaluation Tools	Performance Target
3. Develop and implement a long range plan to increase the pool of qualified applicants in acute shortage areas, hard to fill positions, and increases minority representation.	Penny Benz- Asst. Supt. of HR	Budgeted funds	Sept. 2006 – Aug. 2009	Comparison of applicant pool to baseline data	Maintain a pool of qualified applicants to meet vacancy needs; increase minority applicants by 10%
<p>In progress, 25% complete</p> <p>A recruitment plan for 2006-07 and beyond is being developed.</p> <p>Began focused recruitment activities by communicating Keller ISD recruitment needs to key DFW Diagnosticians, Occupational Therapists, Physical Therapists (i.e., Harris Methodist Hospital, TOTA, TBOTE, Stajduhar Therapeutic Stables).</p> <p>Established foundational partnership with Special Ed department to create an integrated recruiting plan for hard-to-fill positions.</p> <p>Identified key universities, publications, job fairs, community events and associations that serve a diverse population for focused recruitment efforts.</p>					
4. Identify positions for which no job description exists and develop job descriptions and revalidate or revise existing job descriptions.	Penny Benz- Asst. Supt. of HR	Professional and clerical support	Jan. 2005 – Dec. 2006	Up to date position descriptions will exist for all positions in the district	A signed job description will be on file for all employees
<p>100% complete</p> <p>All positions have a new or revised/revalidated job description.</p>					
5. Develop a compensation (salary and benefits) plan that will, by 2009-10, allow Keller ISD to be within 95% of market of our local comparative districts in all employee categories.	Penny Benz- Asst. Supt. of HR	\$10,500 for consulting services Budgeted funds to implement recommendations	Oct. 2006 – Aug. 2009	Comparison data from “like-kind” districts	Compensation for all employee categories will reflect market value
<p>In progress, 25% complete</p> <p>A comprehensive review is being performed by TASB. Preliminary meetings have occurred with Ann Patton, Sr. Compensation Consultant. Preliminary overview presentation will be made to the Human Resources Committee on January 23, 2007.</p>					

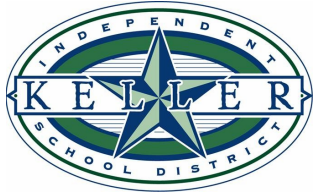


Keller ISD District Strategic Improvement Plan 2006-2007

Excellence in
ACTION

Strategic Objective 3.2 2009-2010	We will provide a comprehensive research-based professional development and training plan that embeds learning opportunities into all aspects of our organization.
--------------------------------------	--

Activities	Person(s) Responsible	Resources Human/Material/ Fiscal	Timeline Start/End	Formative and Summative Evaluation Tools	Performance Target
1. Pilot a collegial coaching program with campus principals at each of the four levels.	Keith McBurnett, Ex. Dir. Elem Admin., Dan Manning, Ex. Dir. Int./Mid. Admin Mark Smith, Ex. Dir. HS Admin. Janet Swan-Dir. of Prof. Dev.	Coaches for principals \$16,000	Oct. 2006 - May 2007	Principal-Coach Assignments Log of Coaching Calls Satisfaction survey	98% satisfaction rate of principals participating in pilot
In progress, 50% complete					
Eleven principals are being coached on a regular basis at times determined by the principal.					
2. Develop a three year comprehensive professional development plan and monitoring system with emphasis on curriculum study, effective instructional practices for delivery, student assessment, inclusion and differentiation.	Dr. Larry Harmon, Ex.Dir. of C & I Janet Swan-Dir. of Prof. Dev.	Content Coordinators	Oct. 2006 - May 2007	Professional Development matrix based upon a research based model	Completion of matrix that addresses needs of all professional staff
In progress, 20% complete					
A draft has been developed for a three-year comprehensive professional development plan. Currently, the Curriculum and Instruction Department is conducting a needs assessment to determine essential and discretionary professional development needs for teachers and administrators. The data collected and analyzed to determine needs and set priorities are based on: student achievement data, input from focus groups of professional educators, surveys, and the certification status of professional staff.					
Content Coordinators have made a draft copy of recommendations for teachers' professional development by grade level and content area.					
Principals have begun a book study on differentiated instruction in order to identify and recommend specific professional development needs for their staff.					



Keller ISD District Strategic Improvement Plan 2006-2007

Excellence in
ACTION

Activities	Person(s) Responsible	Resources Human/Material/ Fiscal	Timeline Start/End	Formative and Summative Evaluation Tools	Performance Target
3. Provide paraprofessional training for the enhancement of job performance.	Penny Benz- Asst. Supt. of HR, Janet Swan-Dir. of Prof. Dev.	Trainer and training materials Budgeted funds	Feb. 2006 – Aug. 2007	Training needs assessment	Provide 3 training opportunities in 2006- 2007
In progress, 75% complete					
Four (4) computer classes and a workshop on customer service were offered for campus and district secretaries.					
4. Develop and implement training programs in the maintenance and operations department as outlined in the recently completed comprehensive review.	Steve Levering- Exec. Dir. Maint. & Operations, Penny Benz, Asst. Supt. of HR	Budgeted funds	Sept. 2006-Aug. 2007	Schedule for departmental training programs Training report to Assistant Superintendent	Completion of training including cross- training of selected positions, and training in purchasing, employee management, environmental and life safety issues, and defensive driving
In progress, 9% complete					
Asbestos and Mold training summer 2006. January 2007 “Protect Your Back” February 2007 “Slips & Falls” March 2007 “PPE” April 2007 “Hazardous Communication” May 2007 “Heat Exposure” June 2007 “Sexual Harassment” July 2007 “Equipment Safety” August 2007 “EE Handbook” Sept. 2007 “Ladder Safety” Oct. 2007 “Lock out/Tag out”					



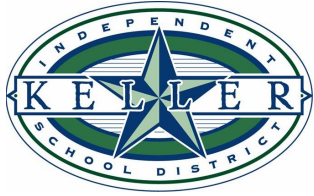
Keller ISD District Strategic Improvement Plan 2006-2007

Excellence in
ACTION

District 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.
-----------------	--

Strategic Objective 4.1 2009-2010	We will provide exemplary customer service.
--------------------------------------	---

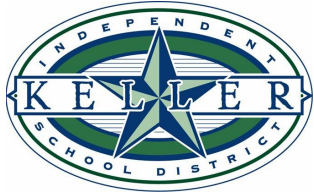
Activities	Person(s) Responsible	Resources Human/Material/ Fiscal	Timeline Start/End	Formative and Summative Evaluation Tools	Performance Target
1. Conduct an annual internal and external district survey to measure the satisfaction of Keller ISD patrons.	Jason Meyer- Dir. of Comm.	Superintendent/Board/ Cabinet input \$25,000 in budgeted funds Survey Monkey subscription Departmental review forms	Feb. 2007-May 2007	Furnished results and departmental review forms completed	Completion of both surveys in May 2007, and annually, thereafter
In progress, 25% complete					
Internal survey for teachers for 2007 has been assumed by executive directors of administration. External survey funds have been budgeted for 2006-07 school year and board preview and action will be recommended in February. Following action, a questionnaire will be developed through superintendent and department heads during March. Performance of survey in April with results in May.					
2. Migrate 20 campuses to IP Telephony for increased efficiency and voicemail capabilities.	Joe Griffin- Exec. Dir. of Tech.	\$580,608 from 2006 Bond	March 2007 – Aug. 2007	Installation of IP Telephone at 20 campuses	IP Telephone installed at 100% of KISD facilities
In progress, 10% complete					
Technical requirements completed. Meeting with individual departments to finalize call routing plans.					



Keller ISD District Strategic Improvement Plan 2006-2007

Excellence in
ACTION

Activities	Person(s) Responsible	Resources Human/Material/ Fiscal	Timeline Start/End	Formative and Summative Evaluation Tools	Performance Target
3. Publish office operating hours for district facilities.	Jason Meyer, Dir. of Comm.	Dir. of Comm./Communicatio n/Web Specialist/ Campus web technicians Constant Contact subscription/budgeted funds	Jan. 2007- March 2007	Copy of published hours from websites and e-news	Completion of project in March 2007 Appropriate updates made annually
In progress, 0% complete					
Office hours will begin being posted in district publications beginning in January 2007.					
4. Provide a reception area and appropriate signage for visitors to the Education Center.	Jason Meyer, Dir. of Comm.	Dir. of Comm./Comm. Secretary/Sup./Cabinet input Manufactured signs and mounts. Allocate budgeting	Jan. 2007 – March 2007	Manufactured signs	Completion of project in March 2007 Appropriate updates made annually in July
In progress, 50% complete					
Signage complete as of January 11, 2007. Furniture to be ordered in January and delivered by end of February.					
5. Implement an automated telephone response system at the Education Center.	Joe Griffin- Exec. Dir. of Tech.	KISD technician	Nov. 2006-Dec. 2006	Installation and use of automated telephone response system	Automated system installed to provide information 24 hours
In progress, 75% complete					
Technical requirements completed. Meeting with individual departments to finalize call routing plans.					

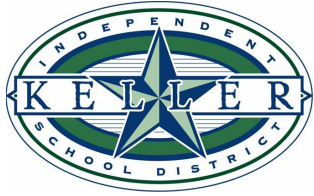


Keller ISD District Strategic Improvement Plan 2006-2007

Excellence in
ACTION

Strategic Objective 4.2 2009-2010	We will increase parent and patron access to information and opportunities to participate in district programs and activities.
--------------------------------------	--

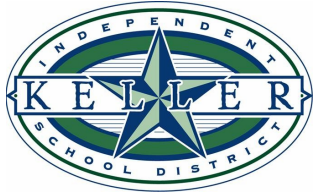
Activities	Person(s) Responsible	Resources Human/Material/Fiscal	Timeline Start/End	Formative and Summative Evaluation Tools	Performance Target
1. Adjust the election calendar for DEIC and CEIC to hold elections in the spring of each year.	Mark Smith-Exec. Dir. of Sec. Admin.	Planning Time Calendar	Aug. 2006 – May 2007	DEIC nominations Ballots and Results	New DEIC members elected by June 1, 2007
In progress, 50% complete					
Administrative Regulation on elections has been adjusted to reflect elections will be held in the Spring for DEIC and CEIC. Information on elections has been given to principals. Information has been given to DEIC.					
2. Communicate issues related to future facility needs including bond proposal information.	Jason Meyer, Dir. of Comm.	Communications staff./Sup./Cabinet input Budgeted funds	July 2006 – June 2007	Copy of the following items: E-News/Community letters/Brochures/Signage/ Annual Bond Update	Completion of bond communication plan Annual bond update
100% complete					
Bond update delivered in late summer 2006. Communications plan for bond election completed in November 2006.					



Keller ISD District Strategic Improvement Plan 2006-2007

Excellence in
ACTION

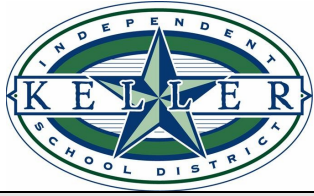
Activities	Person(s) Responsible	Resources Human/Material/ Fiscal	Timeline Start/End	Formative and Summative Evaluation Tools	Performance Target
3. Incorporate student content into KSTV programming.	Jason Meyer-Dir. of Comm.	Communications staff/Multimedia Facilitator/Dir. CTE/Superintendent Digital video cameras Refurbished set design Communications/C TE budget	Jan. 2007 – June 2007	New programming featuring student produced content.	Finished produced product with student contributions for 2007. Continued advancement for May 2008.
<p>In progress, 50% complete</p> <p>Featured: More than half of the Keller ISD campuses have been featured in KSTV programming during the Fall semester. Several new activities featuring educational content have been produced into segment programs featuring our teachers (art teachers/science teachers). The Technology Media Specialist is tracking the content to ensure that all Keller ISD campuses can be featured.</p> <p>Production: The Technology Media Specialist, Director of CTE, and the Media Tech teacher at Fossil Ridge have held several meetings during the 2006-07 school year. The results of these meetings have yielded several student based programming projects – including one that has already been aired. There are two other programs that are in progress that will be airing in the Spring.</p>					
4. Create campus-based e-mail systems for principals to communicate with parents.	Joe Griffin-Exec. Dir. of Tech.	Betty Hull Vaughan Hamblen	Sept. 2006 – Dec. 2006	Parent e-mail added only to principal e-mail group	100% of KISD principals have access to parent e-mail stored in Pentamation
<p>100% complete</p> <p>Parent e-mail database added only to campus principal e-mail groups.</p>					



Keller ISD District Strategic Improvement Plan 2006-2007

Excellence in
ACTION

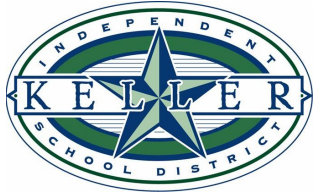
Activities	Person(s) Responsible	Resources Human/Material/ Fiscal	Timeline Start/End	Formative and Summative Evaluation Tools	Performance Target
5. Establish a KISD Athletic department promotion program.	Bob DeJonge-Dir. of Athletics, Communications office	Communications dept Local media outlets KSTV	Aug. 2006-May 2007	Community survey & input	Athletic promotion program is established
<p>In progress, 75% complete</p> <ol style="list-style-type: none"> 1. Implementation of KISD Athletic Department marketing strategy 2. Annual Hall of Fame Banquet 3. Annual Gold Classic Golf tournament 4. Preseason parent meetings for all sports and middle schools 5. Post season banquets for all sports 6. Regular and planned communication with local media 7. KSTV Sport's Page – information and highlights of high school sports, substance abuse education and prevention shows, Hall of Fame, Middle school, Athletic trainers, AED implementation program, booster clubs 8. Character Education in 9th grade athletics 9. Participation in UIL / TASO Sportsmanship / substance abuse prevention program 					
6. Utilize print, television and web-based communication systems to promote district programs and activities.	Jason Meyer-Dir. of Comm., Bob DeJonge-Dir. Of Athletics	KSTV programming Communications dept Communications Staff/Superintendent Communication peripherals (cameras, video production equip., etc.) Budgeted funds	Aug. 2006-June 2008	Community survey & input Evaluation of current methods and inclusion of new methods through district survey	Communication systems are completed Increased recognition of publications and district activities through survey results
<p>In progress, 50% complete</p> <p>This is an ongoing annual goal with a baseline survey document performed in May 2006. The Communications Department continues to use the district's publications, television station and website to highlight student and staff accomplishments and for providing important district information to the community.</p> <p>Examples:</p> <ul style="list-style-type: none"> • Nika Maples, Texas Secondary TOY (KSTV segment, Key Newsletter, E-news, etc.) • Bond election information (KSTV video, Key Newsletter, Bond Literature, Enews) <p>Superintendent initiatives (Key Newsletter, Ask Dr. V, District Dialogue)</p>					



Keller ISD District Strategic Improvement Plan 2006-2007

Excellence in
ACTION

Activities	Person(s) Responsible	Resources Human/Material/ Fiscal	Timeline Start/End	Formative and Summative Evaluation Tools	Performance Target
7. Enhance the KISD web site to provide portal access for students, staff, parents, and community.	Joe Griffin- Exec. Dir. of Tech.	KISD Web Programmer	Sept. 2006 – May 2007	Completion of KISD portal to include students, parents and community	100% of KISD employees, students, and parents will have access to the KISD portal
In progress, 25% complete					
KISD Web Programmer filled January 7, 2007. Planning for future upgrades are in progress.					
8. Expand the <i>Ask Dr. V.</i> format on KSTV.	Jason Meyer- Dir. of Comm.	Communications Staff/Superintendent/ Multimedia Facilitator Multimedia peripherals (cameras, etc.)Budgeted funds	Aug. 2006-June 2008	Develop new ideas and expansion to KISD campuses and facilities	Finished production with increased recognition of program through survey
In progress, 75% complete					
The Ask Dr. V format has evolved quite a bit over the past year. To date, the program has incorporated student content, had several guest hosts, and has highlighted our growing Education Foundation. Board of Trustees President David Farmer hosted the bond election (October) issue of the show. In addition, the program has also been filmed from several different locations around the district including Bette Perot Elementary School.					
9. Extend the Superintendent's Brown Bag lunch community forums across the District.	Dr. James Veitenheimer, Superintendent	PTA Brown Bag Schedule	Aug. 2006 – June 2007	Completed schedule	Completion of 8 brown bag luncheons
In progress, 50% complete					
8 confirmed; 4 completed in the Fall (LSE, SKI, SGE, NRE); 4 scheduled for the Spring (KHE, PES, HLES, HES)					

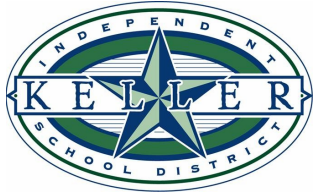


Keller ISD District Strategic Improvement Plan 2006-2007

Excellence in
ACTION

Strategic Objective 4.3 2009-2010	We will implement systems to communicate effectively within the Keller ISD organization.
--------------------------------------	--

Activities	Person(s) Responsible	Resources Human/Material/ Fiscal	Timeline Start/End	Formative and Summative Evaluation Tools	Performance Target
1. Conduct campus-based visits/presentations as part of a common deployment system for new initiatives.	Dr. James Veitenheimer, Superintendent	Campus Visit Schedule	Aug. 2006 – June 2007	Agendas Schedules Sign-in sheets	Campus-based visits/presentations conducted
In progress, 50% complete					
4 campus visits a week by Superintendent; scheduled “on-campus” times for central administrators.					
2. Develop and implement a long-range internal communications plan.	Jason Meyer-Dir. of Comm.	Dir. of Comm./Superintendent/Executive Directors of Administration Purchase of industry related literature and media Budgeted funds	Jan. 2007 – June 2008	Completion of research materials. Consensus meetings with Superintendent and Ex. Directors of Admin. Internal communication plan draft and final document Internal survey results	Systemic based internal communications with increased staff recognition of administrative and campus based programs and initiatives
In progress, 0% complete					
Activity will be part of the 2007-08 Communications Plan, as planned for in the District Improvement Plan. The Director of Communications will be meeting with superintendent and cabinet group to discuss the plan in late Spring.					



Keller ISD District Strategic Improvement Plan 2006-2007

Excellence in
ACTION

Activities	Person(s) Responsible	Resources Human/Material/ Fiscal	Timeline Start/End	Formative and Summative Evaluation Tools	Performance Target
3. Develop an annual employee recognition program to provide consistent positive morale among the Keller ISD staff.	Jason Meyer- Dir. of Comm.	Communications staff/Superintendent Program rewards and recognition materials Budgeted funds, special allocations not to exceed \$5,000	Jan. 2007 - June 2008	Program review with Superintendent Finished recognition materials Phase implementation Internal survey results	Improved morale through lower turnover rates and survey satisfaction
<p>In progress, 20% complete</p> <p>Activity on this project is underway. The Communications Department developed a Birthday video for staff in December and has been sending it since January 1. The Communications Department has also been working with the Human Resources Department to address appropriate ways to recognize staff for their accomplishments. A charter document for a focus group to address this issue has been developed. The focus group will meet during the months of February and March, and will consist of personnel from all levels of Keller ISD. A formal plan will be drafted following the group's work and it will be incorporated into the 2007-08 Communications Plan.</p>					
4. Update the KISD web site to provide portal access for students, staff, parents, and community.	Joe Griffin- Exec. Dir. of Tech., Jason Meyer- Dir. of Comm.	KISD Web Programmer	Sept. 2006 – Aug. 2007	Completion of KISD portal to include students, parents and community	100% of KISD employees, students, and parents will have access to the KISD Portal
<p>In progress, 20% complete</p> <p>KISD Web Programmer position filled January 7, 2007. Planning for future upgrades are in progress.</p>					

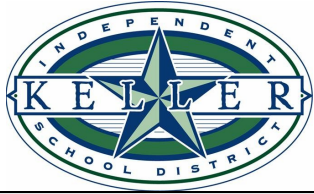


Keller ISD District Strategic Improvement Plan 2006-2007

Excellence in
ACTION

Strategic Objective 4.4 2009-2010	We will increase community, business, and inter-governmental participation in and with the school district.
--------------------------------------	---

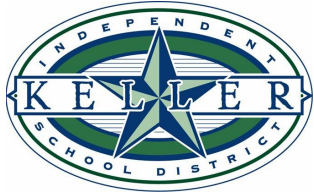
Activities	Person(s) Responsible	Resources Human/Material/ Fiscal	Timeline Start/End	Formative and Summative Evaluation Tools	Performance Target
1. Cultivate business outreach with Keller ISD campuses and administration through relationships with Junior Achievement, Fort Worth Chamber of Commerce, Keller Chamber of Commerce, and Northeast Chamber of Commerce.	Dr. James Veitenheimer, Superintendent	Budgeted membership dues	Aug. 2006 – June 2007	Schedules of meetings Membership rosters	Meeting attendance and participation
In progress, 75% complete					
Ongoing membership with organizations; regular attendance by administrators; host for Chambers					
2. Coordinate the Alliance Senior Leadership Conference for Keller ISD senior students with the Alliance Human Resource Council and the Fort Worth Chamber of Commerce.	Jason Meyer-Dir. of Comm.	Communications Staff./Dir. CTE	Aug. 2006-May 2007	Partnership with Fort Worth Chamber and Alliance Human Resource Council Completed conference in April 2007	Student recognition of regional business industry and job market
In progress, 10% complete					
The Alliance Human Resource Council put this item on their January meeting agenda and has made a verbal commitment to move forward for the 2006-07 school year. The project has the support of the Fort Worth Chamber of Commerce. A tentative date for April 20 has been proposed and work should begin in February.					
3. Monitor zoning, planning and security related activities of city and county governments.	Jeff Baker-Director of Planning and Development	Time to represent district at meetings City and county zoning calendars	July 2006-June 2007	Yearly calendar of all local cities planning and zoning committee meetings District representation per each case that could adversely impact the district	Oppose all land zoning changes in KISD that change current zoning from commercial, retail, and industrial uses to multi-family zoned uses
In progress, 50% complete					
While always an ongoing process, I have continued to represent the district at several council meetings this year (primarily in the City of Fort Worth) regarding zoning change issues and other development issues. Also worked with City of Fort Worth to resolve emergency response issues involving district facilities.					



Keller ISD District Strategic Improvement Plan 2006-2007

Excellence in
ACTION

Activities	Person(s) Responsible	Resources Human/Material/ Fiscal	Timeline Start/End	Formative and Summative Evaluation Tools	Performance Target
4. Cultivate additional school resources from area businesses through an Adopt-A-School program.	Jason Meyer- Dir. of Comm.	Communications Staff/Ex. Dir. of Admin./Campus Principals	Aug. 2007-May 2008	Review of plan with Superintendent Implementation of plan with continual monitoring	Increased partnerships with area businesses to build community support of curriculum and instruction
In progress, 0% complete					
This project is set to begin in August 2007.					
5. Foster parent and community involvement by establishing an identifiable volunteer program.	Jason Meyer- Dir. of Comm.	Communications Staff/Ex. Dir. of Admin./Campus Principals	Aug. 2007 – May 2008	Review of plan with Superintendent Implementation of plan with continual monitoring	Increased community support of curriculum and instruction
In progress, 0% complete					
The project is set to begin in August 2007.					



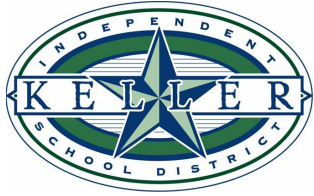
Keller ISD District Strategic Improvement Plan 2006-2007

Excellence in
ACTION

District 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.
-----------------	---

Strategic Objective 5.1 2009-2010	We will provide a safe, positive and orderly learning and work environment.
--------------------------------------	---

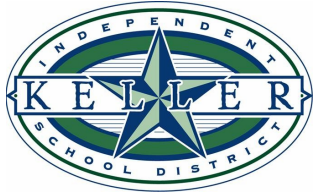
Activities	Person(s) Responsible	Resources Human/Material/ Fiscal	Timeline Start/End	Formative and Summative Evaluation Tools	Performance Target
1. Revise the KISD Student Code of Conduct and Handbook to better communicate District policies and regulations.	Mark Smith- Exec. Dir. of Sec. Admin.	TASB Model Handbook and Code of Conduct Committee	Jan. 2007 – Apr. 2007	Drafts of the document	Revised handbook for 2007 – 2008
In progress, 45% complete					
Basic revisions using the TASB model have been made to the existing SCOC. A committee of administrators at all levels has been formed and the first meeting is in January 2007.					
2. Develop a District-wide discipline management tracking system to monitor the number and type of discipline incidents.	Keith McBurnett- Exec. Dir. of Elem. Admin., Dan Manning- Exec. Dir. of Interm. & Middle Admin., Mark Smith- Exec. Dir. of Sec. Admin.	Time to develop an appropriate program to track discipline records at the campus and district level	Aug. 2006 – June 2007	PEIMS discipline records for 05-06 and 06-07 Utilize input from Assistant Principals	A discipline management tracking system in place for 07- 08 school year
In progress, 35% complete					
Preliminary discussions with Betty Hull about the capabilities of Pentamation as it related to discipline management.					
Preliminary meeting with principals concerning which incidents need tracked.					
The formation of a district discipline management committee.					



Keller ISD District Strategic Improvement Plan 2006-2007

Excellence in
ACTION

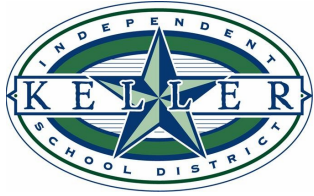
Activities	Person(s) Responsible	Resources Human/Material/ Fiscal	Timeline Start/End	Formative and Summative Evaluation Tools	Performance Target
3. Implement a plan to reduce any equity group disparities that exist in number and percentage of placements in AEP, expulsions, and in-school suspensions.	Keith McBurnett- Exec. Dir. of Elem. Admin., Dan Manning- Exec. Dir. of Interm. & Middle Admin., Mark Smith- Exec. Dir. of Sec. Admin.	Discipline data from all campuses Intake data from CPC and SRC Assistant Principals A committee to review the data	Jan. 2007 – May 2007	Discipline data from campuses Committee meeting notes Draft of plan	Implement equity disparity plan on the secondary campuses and establish baseline data
<p>In progress, 35% complete</p> <p>Preliminary discussions with Betty Hull about the capabilities of Pentamation as it relates to discipline management.</p> <p>Preliminary meeting with principals concerning which incidents need tracked.</p> <p>The formation of a district discipline management committee.</p>					
4. Administer a staff climate survey.	Jason Meyer- Dir. of Comm.	Communications Staff/Superintendent/C abinet Survey Monkey subscription	Jan. 2007-May 2008	Questionnaire approval from superintendent Completion of survey with results	Survey results to provide direction for morale improvement and employee retention
<p>In progress, 50% complete</p> <p>This activity for teachers has been moved to the Executive Director of Administration for the 2006-07 school year. The first of their scheduled surveys took place in November at the Board of Trustees direction. The Communications Department will be putting together a staff survey for administrators and other departments to be conducted in April with results in May. Teacher surveys will not be part of the Communications Department plan.</p>					



Keller ISD District Strategic Improvement Plan 2006-2007

Excellence in
ACTION

Activities	Person(s) Responsible	Resources Human/Material/ Fiscal	Timeline Start/End	Formative and Summative Evaluation Tools	Performance Target
5. Implement district-wide training for Texas Behavior Support Initiative and positive behavior strategies.	Genni LaPlante- Exec. Dir. of Special Services, Heather Hughes-Dir. of Special Educ., Janet Swan, Dir. Prof. Dev., Scott Kessel-Director, Guidance and Counseling	TBSI training of trainers-ESC 11 Re-establish Campus Core Teams CPI training requirement	Oct. 2006 – June 2007	Session agendas Session sign in sheets Campus Core Team list	TBSI training implemented on 100% of KISD campuses
<p>In progress, 50% complete</p> <p>Progress toward accomplishing this activity is contingent upon an RTI implementation timeline. Preliminary training regarding TBSI components and requirements regarding CPI and reporting on the use of restraint was completed with campus principals on December 6, 2006. Department professional staff has developed a proposed TBSI training plan consistent with the RTI model for district consideration.</p>					

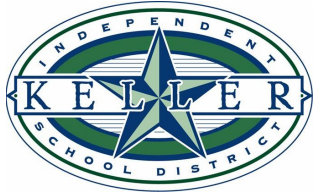


Keller ISD District Strategic Improvement Plan 2006-2007

Excellence in
ACTION

Strategic Objective 5.2 2009-2010	We will promote the improved physical health and well-being of our staff and students.
--------------------------------------	--

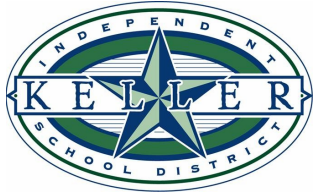
Activities	Person(s) Responsible	Resources Human/Material/ Fiscal	Timeline Start/End	Formative and Summative Evaluation Tools	Performance Target
1. Implement district-wide wellness program.	Cindy Parsons- Dir. of Health Services	\$200 per campus for purchase of supplies, copy paper, etc.	Aug. 2006-May 2007	Develop and distribute wellness plan to all campus nurses, ensure accountability of campus participation (campus visits, monthly nurse meetings, etc.)	100% participation
In progress, 60% complete					
Served on Tarrant County SHAC, developed employee wellness program, involved nurses, introduced program at district-wide convocation, promoted program at monthly nurse's meetings, visited campuses to ensure nurse participation and provided monthly wellness newsletters for employees, chaired district SHAC, School Health Index health assessment tool completed by every campus to assess current health needs of district (results will be distributed to SHAC at January meeting), health topics addressed by campus nurses throughout district, wellness topic emailed to campus principals each month for campus newsletters.					
2. Implement the KISD Community of Character Model in all schools.	Scott Kessel- Director, Guidance and Counseling	Char. Ed. Binders Counselors	Aug. 2006 – May 2007	Documentation of character traits incorporated into lessons; information presented	Core Beliefs of Character Ed. Model delivered on 100% of campuses
In progress, 60% complete					
Implementation has been ongoing since the beginning of the school year. Faculty members have been trained and are integrating the monthly program character traits into classroom lessons. Recognition of students who have demonstrated outstanding character has taken place on several campuses. Two campuses have been acknowledged in local newspapers for such recognitions. A variety of school-wide activities have also been used to reinforce the character units.					



Keller ISD District Strategic Improvement Plan 2006-2007

Excellence in
ACTION

Activities	Person(s) Responsible	Resources Human/Material/ Fiscal	Timeline Start/End	Formative and Summative Evaluation Tools	Performance Target
3. Develop and implement appropriate procedures pertaining to effective bio-security management of food services facilities and products.	Greg Manning, Director of Food Services	Compass Group Tarrant County Health Dept Director of Planning and Development Emergency Mgmt and Safety Coordinator	Sept. 2006- Aug. 2007	Develop and review checklist Develop training for staff Communicate plan to all areas of the district	Bio-Security Management Plan implemented
In progress, 30% complete					
Informed Tarrant County Health Department and Compass Group of Bio-security Plan development activity for KISD. Determined plan outline and time table of plan development and roll out date. Met prior to break with two potential committee members (Jeff Baker and Cliff). Determined that other invitees into effort will be Cindy Parsons and Scott Kessel. This is to review plan and to coordinate with other planning departments in this endeavor.					
4. Provide automatic external defibrillators (AED) and response team training for each campus, the maintenance facility and Education Center.	Bob DeJonge- Dir. of Athletics, Cindy Parsons- Dir. of Health Services	Approx cost - \$145,000 for purchase, implementation, medical oversight and training for 55 AEDs	Aug. 2006-May 2007	Review AEDs, purchase AEDs, develop protocols, provide district-wide training, implement program	100% of campuses have completed training and AEDs are in place at campus level, maintenance facility and Ed Center
In progress, 35% complete					
Recommendation for purchase of 55 AEDs will be made to board on January 8, 2007. Training and implementation of AEDs throughout district will begin after the board approves.					



Keller ISD District Strategic Improvement Plan 2006-2007

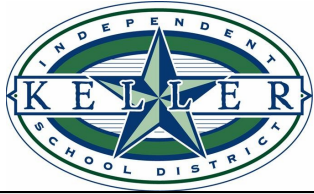
Excellence in
ACTION

Strategic Objective 5.3 2009-2010 We will implement effective safety and security plans, practices and procedures to enhance the safety and security of our students and staff.

Activities	Person(s) Responsible	Resources Human/Material/ Fiscal	Timeline Start/End	Formative and Summative Evaluation Tools	Performance Target
1. Refine and implement the multi-hazard emergency operating plan.	Jeff Baker, Director of Planning & Development	Planning resources are available through Texas School Safety Center	Aug. 2006-June 2007	Hire for position of Emergency Management and Safety Coordinator Create draft comprehensive Emergency Operations plan based on Texas School Safety Center's template (per Senate Bill 11) Emergency Operations Plan committee agenda Finalize Emergency Operations Plan and have School Board adopt plan resolution per Senate Bill 11	District's Emergency Operations Plan will be in compliance with State Senate Bill 11

In progress, 50% complete

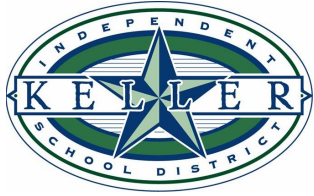
We are progressing with this project. We have recently hired Cliff Jaynes as our Emergency Management and Safety Coordinator. Cliff has reviewed the multi-hazard emergency plan progress and has developed several new protocols for the district to follow in areas relating to building security.



Keller ISD District Strategic Improvement Plan 2006-2007

Excellence in
ACTION

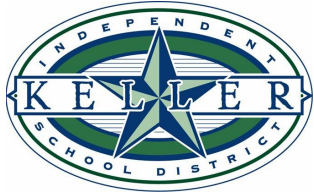
Activities	Person(s) Responsible	Resources Human/Material/ Fiscal	Timeline Start/End	Formative and Summative Evaluation Tools	Performance Target
2. Install security cameras at all facilities and in designated route buses.	Larry Joyner, Director of Transportation, Jeff Baker, Director, Planning & Development	Est. \$38,000 for purchase of first wave of cameras Est. \$32,000 for second wave of cameras to be included in FY 08 budget Annual budget item for new buses placed into service Funds provided in 2005 Bond Program for external cameras Funds will be available in 2006 Bond Program if approved on November 7	Aug. 2006-Aug. 2007	Issue RFP or RFQ if available through Buy Board Purchase and install cameras Determine priority list for campus camera installation Develop final budget for materials and supplies for project work at each KISD facility Install security cameras at all designated KISD facilities	100% of buses used for regular route service will have video cameras installed by January 2008, and thereafter all new buses will have cameras on-board Install interior/exterior security cameras at every KISD facility as designated by March 2005 and November 2006 KISD bond elections.
<p>In progress, 25% complete</p> <p>External security cameras (funded by 2005 Bond) are scheduled to be installed sometime between April and August. I have been working with the Construction Department regarding this project.</p> <p>Bids for bus cameras were taken and opened. The KISD School Board of Trustees will preview these items on January 8th. Hopefully, they will approve these on January 22nd. Installation should be completed by April 1st or sooner.</p>					



Keller ISD District Strategic Improvement Plan 2006-2007

Excellence in
ACTION

Activities	Person(s) Responsible	Resources Human/Material/ Fiscal	Timeline Start/End	Formative and Summative Evaluation Tools	Performance Target
3. Design and construct security entries at campuses designated in the 2005 bond.	Mark Canterbury, Director of Construction / District Architect	\$361,000 in estimated project costs	Oct. 2006-Aug. 2007	Completion of design and construction documents	100% completion of construction at each of the campuses involved
<p>In progress, 20% complete</p> <p>Architect approved by Board in November. Preliminary designs have been completed and reviewed with on site administration. Construction documents are being produced for construction start in April.</p>					
4. Facilitate driver safety training for KISD and transportation employees.	Larry Joyner, Director of Transportation, Steve Levering, Executive Director of Maintenance and Operations	Use existing resources and materials available through Durham School Services	Aug. 2006-May 2007	Benchmark data established to determine effectiveness Annual evaluation of program	At-fault accidents involving district employees driving buses will be eliminated Reduce M&O Dept. at-fault accident rate by at least 20% per year until eliminated
<p>In progress, 15% complete</p> <p>Planning is underway with Director of Maintenance and Operations to determine training required and cost.</p>					

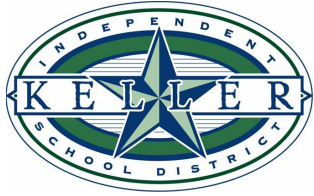


Keller ISD District Strategic Improvement Plan 2006-2007

Excellence in
ACTION

Strategic Objective 5.4 2009-2010	We will provide effective systems to intervene in social issues that negatively impact student learning.
--------------------------------------	--

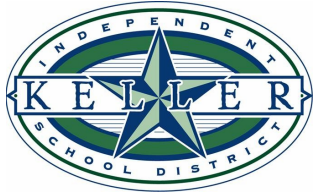
Activities	Person(s) Responsible	Resources Human/Material/ Fiscal	Timeline Start/End	Formative and Summative Evaluation Tools	Performance Target
1. Expand the use of the social worker model at selected differentiated staffed campuses.	Penny Benz-Asst. Supt. of HR, Scott Kessel-Director, Guidance and Counseling	\$27,500 per District share of FTE	Jan. 2007 – Aug. 2007	Contract with CIS indicating number of social workers	Increase partnership with Communities in Schools to add social workers at most needy campuses
In progress, 25% complete					
Developing an evaluative tool to assess outcomes and merits of social worker program. Input will be solicited from principals and other key campus staff to determine benefits of having social workers in the KISD schools.					
2. Develop a district-wide substance abuse prevention plan.	Scott Kessel-Director, Guidance and Counseling, Coord. of Drug/Alcohol Abuse Prevention	Time Substance abuse survey results	Jan. 2007 – May 2007	Developed plan	Decrease by 5% the number of students reporting use of illegal substances by 2009
10% complete					
Discussion of possible options for a district-wide plan has involved purchasing an existing plan and/or creating one from known resources. The Coordinator for Drug/Alcohol services is in the process of assessing district needs, as well as researching and evaluating plans utilized in other places.					



Keller ISD District Strategic Improvement Plan 2006-2007

Excellence in
ACTION

Activities	Person(s) Responsible	Resources Human/Material/ Fiscal	Timeline Start/End	Formative and Summative Evaluation Tools	Performance Target
3. Revise the KISD Student Code of Conduct and Handbook.	Keith McBurnett- Exec. Dir. of Elem. Admin., Dan Manning- Exec. Dir. of Interm. & Middle Admin., Mark Smith-Exec. Dir. of Sec. Admin.	TASB Model Handbook and Code of Conduct Committee	Jan. 2007 – Apr. 2007	Drafts of the document	Produce an updated and revised handbook for 2007-2008
In progress, 45% complete					
Basic revisions using the TASB model have been made to the existing SCOC. A committee of administrators at all levels has been formed and the first meeting is in January 2007.					
4. Develop a district-wide plan to assist students transitioning back to home campus from CPC and SRC.	Dan Manning- Exec. Dir. of Interm. & Middle Admin. Mark Smith-Exec. Dir. of Sec. Admin., Scott Kessel-Director, Guidance and Counseling	Coordinator of Drug/Alcohol Abuse Prevention	Nov. 2006 – May 2007	Developed plan and subsequent implementation	Transition plan deployed
In progress, 60% complete					
Developed a task force to include Executive Director of Secondary Administration, Director of Guidance & Counseling, and Coordinator of Drug/Alcohol Abuse Prevention, plus high school administrators and CPC/SRC administrator. Initial conversations have included offering support and resources to students and families returning to home campus following a stay at CPC or SRC.					



Keller ISD District Strategic Improvement Plan 2006-2007

Excellence in
ACTION

Activities	Person(s) Responsible	Resources Human/Material/ Fiscal	Timeline Start/End	Formative and Summative Evaluation Tools	Performance Target
5. Conduct and analyze bi-annual substance abuse survey to create and implement intervention programs.	Mark Smith-Exec. Dir. of Sec. Admin., Bob DeJonge-Dir. of Athletics, Scott Kessel-Director, Guidance and Counseling, Coordinator of Drug/Alcohol Abuse Prevention	Substance Abuse Survey	April 2007 – Aug. 07	Substance Abuse Survey Results	Needs assessment and implementation plan
<p>In progress, 10% complete</p> <p>KISD has registered to participate in the 2007 Texas School Survey on Drug and Alcohol Use. Funds have been located to pay for the survey, which will be conducted during the spring of 2007.</p>					