

Keller Independent School District Strategic Plan 2010-2015

KISD MMVV

Motto

Keller ISD—
Intentionally Exceptional

Mission Statement

The community of Keller ISD will educate our students to achieve their highest standards of performance by engaging them in exceptional opportunities.

Vision Statement

Keller ISD—An exceptional district in which to learn, work and live

Values

- We hold ourselves accountable for providing exceptional educational opportunities
- We inspire educational excellence through collaborative relationships
- We cultivate life-long learning for all
- We provide approachable, responsive customer service
- We embrace diversity
- We embrace change and innovation
- We make data-driven decisions
- We have a positive attitude toward the future

Strategic Goals	Strategic Targets	Key Strategic Measures (KSM's)	Strategies
1. Educational Excellence	<ul style="list-style-type: none"> • Achieve the highest levels of success for all students • Ensure every student is prepared to pursue post-secondary opportunities • Ensure that all students K-12 are engaged in co-curricular and extra-curricular activities • Develop and implement innovative educational opportunities for students at each grade level 	1.1 State Assessments 1.2 Graduation rates 1.3 Completion rates 1.4 College readiness scores 1.5 Student engagement 1.6 Innovative educational practices 1.7 K-2 reading/math assessment 1.8 Co/extracurricular activities 1.9 Passing rates K-12 1.10 Achievement gap 1.11 Student attendance rates	1.1 Address student needs through innovative educational strategies 1.2 Initiate and support individualized student engagement and learning 1.3 Align instructional processes and educational resources to meet rigorous standards.
2. Excellence in Student, Parent and Community Relations	<ul style="list-style-type: none"> • Achieve high levels of student, parental, and community involvement • Assure timely and effective communication • Create collaborative relationships (governmental, business partnerships, etc.) • Celebrate a unified community 	2.1 Stakeholder satisfaction 2.2 Stakeholder engagement	2.1 Enhance student, parent, and community outreach opportunities 2.2 Implement effective communication practices throughout the district 2.3 Enhance relationships with students
3. Excellence in Operational Processes and Systems	<ul style="list-style-type: none"> • Ensure all facilities are environmentally friendly • Be an industry leader in operational safety, quality, and efficiency • Align all operational processes and systems to ensure student success • Standardize all internal and external services to ensure practices reflect our mission, vision, and values • Ensure operational initiatives are sustainable • Technology is used to automate routine practices and to implement innovative ones 	3.1 Industry recognitions/ratings 3.2 Processes and systems to resolve issues 3.3 Stakeholder satisfaction 3.4 Staff trained in Baldrige processes 3.5 Environmental initiatives 3.6 Number of Automated routines 3.7 Number of Technology innovations	3.1 Embed mission, vision, and values in all operational processes 3.2 Develop and improve methods to provide exceptional customer service 3.3 Create and improve a student interactive decision – making process 3.4 Maintain and enhance the long-range plan for environmental responsibility 3.5 Employ continuous improvement principles 3.6 Prioritize technology funding to equalize, automate, and innovate district programs and facilities
4. Employee Excellence and Organizational Improvement	<ul style="list-style-type: none"> • Recruit and staff every position with the most qualified individuals who are committed to high academic achievement for all students • Provide standardized, research-based training for all employees in order to meet student needs • Maintain a positive and enjoyable work environment • Maintain a culture of organizational excellence through continuous improvement 	4.1 Staff retention rates 4.2 Staff demographics 4.3 Staff attendance 4.4 Staff meeting district professional development standard 4.5 Organizational health 4.6 Professional development plan standards organizational health	4.1 Employ qualified, diverse staff 4.2 Provide an attractive salary and benefit package for all staff 4.3 Create high-quality, innovative professional development plans 4.4 Expand initiatives to create a positive work environment 4.5 Develop a succession management process for all key leadership positions
5. Excellence in Financial Stewardship	<ul style="list-style-type: none"> • Provide equitable distribution of financial resources throughout the district • Create a balanced annual budget that effectively supports student achievement • Ensure sound fiscal practices to assure financial responsibility and accountability 	5.1 Achieve highest financial ratings and recognitions 5.2 Concentrate financial resources into instruction	5.1 Educate the public on school finance 5.2 Identify added measures for fiscal soundness 5.3 Manage fiscal resources to accommodate growth 5.4 Actively pursue supplemental funding 5.5 Maintain financial efficiency at all levels