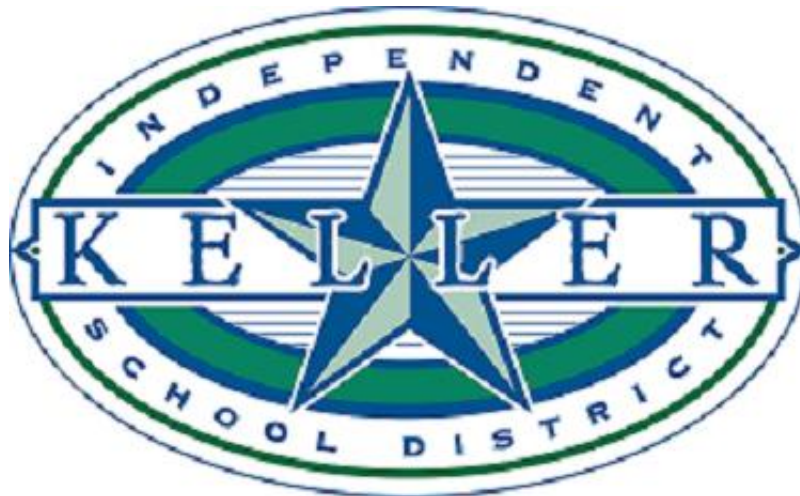


Keller Independent School District

Indian Springs Middle School

2009-2010 Performance Objectives

Accountability Rating: Recognized



Mission Statement

The ISMS Family builds a culture of excellence that promotes achievement for every learner.

Vision

Indian Springs Middle School: Where every person is valued and adds value!

Our Values

We treat each other well at all times.

We speak well of each other, whether present or absent.

We live a positive attitude at all times.

We love teaching and learning.

We lead by serving others.

We work hard and smart.

We set a good example for each other.

We communicate regularly and promptly.

We embrace improvement, growth, and change.

We choose to be engaged in learning.

We Shine in our Community.

Goals

Goal 1: Every ISMS student will benefit from quality learning experiences.

Performance Objective 1: If 100% of Indian Springs Middle School teachers are teaching the KISD curriculum and in the classroom at least 97% of the time, and students are in attendance at least 97% of the time, then student performance will improve.

Summative Evaluation: As measured by: Percentage of teachers implementing the KISD curriculum, student attendance, teacher attendance, accountability student groups scoring within 3% of all students on CBAs and TAKS, percentage of students meeting standards and/or Commended on TAKS administrations, and campus TEA rating of Exemplary for 2009-2010.

Goal 2: All systems at ISMS will be effective, efficient, and accountable in support of the District's mission and our campus' mission, vision, and values.

Performance Objective 1: If 100% of ISMS' key management processes are implemented in 85% of core campus functions, then ISMS will be effective, efficient, and accountable, as measured by...

Summative Evaluation: percent of staff and students able to articulate campus mission/vision/values, percent reduction in energy usage campus-wide, percent reduction in expenditures for paper and supplies, and percent of campus procedures reviewed and refined to comply with District administrative regulations and Board policy.

Goal 3: ISMS will recruit, develop, and retain a diverse, highly-qualified staff.

Performance Objective 1: If 100% of ISMS teachers are highly qualified and actively participate in required and self-initiated professional development in a positive work environment, then ISMS students will benefit from interacting with a continuously learning staff as measured by:

Summative Evaluation: % of teachers actively participating in required professional development, % of teachers and staff participating in self-initiated and optional professional learning activities, % of professionals hired who are certified or licensed for the position, % of teachers who meet Highly Qualified requirements of NCLB, comparison of teacher and student ethnic distribution, % positive feedback from staff on campus survey

Goal 4: ISMS will develop and promote positive community relations through effective communication, the involvement of stakeholders, and the establishment of business and community partnerships.

Performance Objective 1: If 100% of campus communication is informative, courteous, and timely, and 90% of campus press is positive, then positive stakeholder relationships will be established, as measured by...

Summative Evaluation: % positive parent responses to mid-year and year-end satisfaction surveys, % of positive press items released, % increase in PTA membership, number of parents reached through School Messenger calls and e-mails, documentation of team/departmental/principal newsletters distributed

Goal 5: ISMS facilities and services will be operated in a safe manner so that all students and employees may thrive in a secure and nurturing environment.

Performance Objective 1: If 100% of ISMS employees and students are provided opportunities to learn about social, emotional, and physical health daily, and 100% of students and staff follow established campus safety protocols, 97% of our students and staff will attend school regularly and enjoy the benefits of a positive learning environment.

Summative Evaluation: % of students participating in campus leadership opportunities, % of staff participating in the Heart at Work program, % students participating in Talk About It program, % of work orders completed, % positive feedback on survey items related to our facilities, % staff participation in Keller ISD Education Foundation, % students reporting drug and alcohol abuse, % students participating in voluntary drug testing, % students participating in extracurricular activities

2009-2010 Performance Objectives 1

Goals 4

Goal 1: Every ISMS student will benefit from quality learning experiences. 4

Goal 2: All systems at ISMS will be effective, efficient, and accountable in support of the District’s mission and our campus’ mission, vision, and values. 4

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Goal 5: ISMS facilities and services will be operated in a safe manner so that all students and employees may thrive in a secure and nurturing environment. 5