

**District Strategic Goal 1:
All students will achieve educational excellence.**

- 1. The Board will adopt a philosophy that encourages innovative programs resulting in positive student outcomes.**
 - a) Action: Consider funding a budget category for campus-initiated strategic initiatives in 2009-2010 budget.
 - b) Action: The Board will request the Administration to report on the ongoing evaluation and reporting mechanisms designed for program improvement purposes. This information will be used for outcomes-based decisions regarding the continuance, enhancement, modification or discontinuation our selected innovations.
 - c) Action: Administration to provide and Board to analyze long-term innovative program expenditures for potential inclusion in multi-year budget development.
 - (1) For example: we would like to put \$1.5 million a year into math and science programs for next five years – incorporate into long term budget estimates so we can see impact.
 - d) Action: Research, review and adopt reform policy on student use of technology by September 30, 2009.

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

- 1. The Board will minimize its financial impact on the district budget**
 - a) Action: Limit attendance at National events to show our commitment to sound economic decisions.
 - b) Action: Review board expenditures on a quarterly basis
 - c) Action: Implement paperless board meetings by May 2009

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

- 1. The Board will develop and implement an internal process for human resource issues to be discussed during Executive Session.**
 - a) Action: The Board will establish an operating procedure requiring a review of campus employment metrics on an annual basis prior to the campus administrator contract period by October 31, 2009
 - b) Action: The Board will establish an operating procedure which encourages discussion of human resource issues related to the superintendent evaluation in executive session on a regular basis by October 31, 2009.

**District Strategic 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.**

- 1. The Board will develop operating procedures, delineating trustee communication expectations to enhance interactions with all stakeholders.**
 - a) Action: Create a board subcommittee to review and recommend revisions
 - b) Action: Revisions - will adopt board operating procedures by April 30, 2009.

Superintendent Goals:

- 1. The Superintendent will document and report on the design and development of an innovative, technology-rich 5-8 campus to be opened in August 2010.**
- 2. The Superintendent will produce a balanced budget for the 2009-2010 school year in a manner which does not sacrifice essential services for students or staff.**
- 3. The Superintendent will document and report on the implementation of the Baldrige Continuous Improvement process in the district, utilizing local expertise and recognizing the district's limited available financial resources.**
- 4. The Superintendent will survey and evaluate the culture of "service excellence" that exists in the Human Resources and Curriculum and Instruction Departments and, if necessary, implement appropriate interventions.**