



Workforce Keller ISD

*How Complex is
School Business After All?*

2013-14

(2013-14 Fall TEA Submission)

□ Total staff

3,626

Breakdown --

■ Teachers	2038
■ Professional Support	349
■ Campus Administration	117
■ Central Administration	22
■ Educational Aides	258
■ Clerical/Operational Support	842

Teachers and Professional Support (66%)

- Classroom teachers
- Special Education teachers
- Gifted and Talented teachers
- Bilingual teachers
- ESL teachers
- Counselors
- Librarians
- Diagnosticians
- School Psychologists
- Nurses/OTs/PTs
- Coaches
- Athletic Trainers



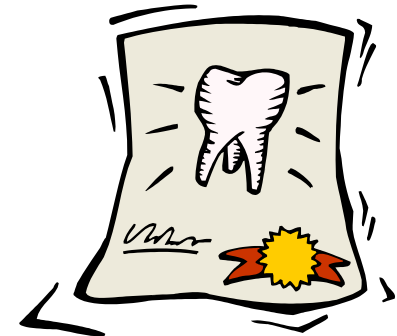
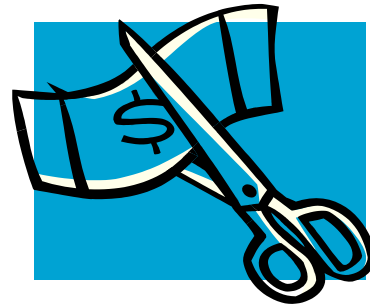
Campus Administration (3%)

- Principals
- Assistant Principals



Central Administration (< 1%)

- ❑ Curriculum and Instruction
- ❑ Campus Leadership
- ❑ Business
- ❑ Finance
- ❑ Media Services
- ❑ Technology
- ❑ Human Resources
- ❑ Governance



Educational Aides (7%)

- Special Education Aides
- PE Aides
- ISS Aides
- PK Aides
- Bilingual Aides



Clerical/Operational Support (22%)

- ❑ Secretaries
- ❑ Bookkeepers
- ❑ Attendance Clerks
- ❑ HR Clerks
- ❑ Payroll Clerks
- ❑ Skilled Trades Technicians
- ❑ Custodians
- ❑ Groundskeepers
- ❑ Maintenance
- ❑ Warehouse
- ❑ Child Nutrition
- ❑ Transportation



Substitutes

- Teachers, aides, clerical support
 - 750+ in Pool
 - Need 225-250 on any given day
 - Due to sick leave, personal leave, professional development/training, etc.



Guiding Strategy

4.4 Expand initiatives to create a positive, collaborative work environment and promote wellness

- Employee Health & Wellness Center
- District/Community Health Fair
- Wellness Coordinator
 - Nutrition, Activity, Health
- Incentives --Personal Health Assessments/Annual Wellness Checks

Keller ISD – Intentionally Exceptional!

- ❑ School Districts are complex and multi-faceted organizations
- ❑ The vast majority of District employees serve students directly
- ❑ The roles of District employees are many and varied
- ❑ All to provide safety and exceptional educational opportunities for all students.