



BOARD OF SCHOOL TRUSTEES

KELLER INDEPENDENT SCHOOL DISTRICT

11A. Report

Date: February 26, 2009

SUBJECT: ORGANIZATIONAL IMPROVEMENT

BOARD GOAL: All students will achieve educational excellence.

All systems in the Keller Independent School District will be effective, efficient, and accountable in support of the district's mission.

FISCAL NOTE: None

Background Information:

- TAC 153.1011 Minimum Staff Development Standards – Each school district shall budget adequate time and financial resources to support a comprehensive staff development program
- Five year content professional development plan began in 2008-09
- Criteria for 2008-09 content professional development evaluated
- Baldrige Criteria for Performance Excellence Deployment plan

Administrative Considerations:

- Board members will view a presentation documenting our progress on year one of our five year professional development plan and the district's progress in our Baldrige Journey and outlining a deployment plan for the future.

+++++

Respectfully submitted,

Kevin Hood
Director of Professional Development and Organizational Improvement



Organizational Improvement

Keller ISD

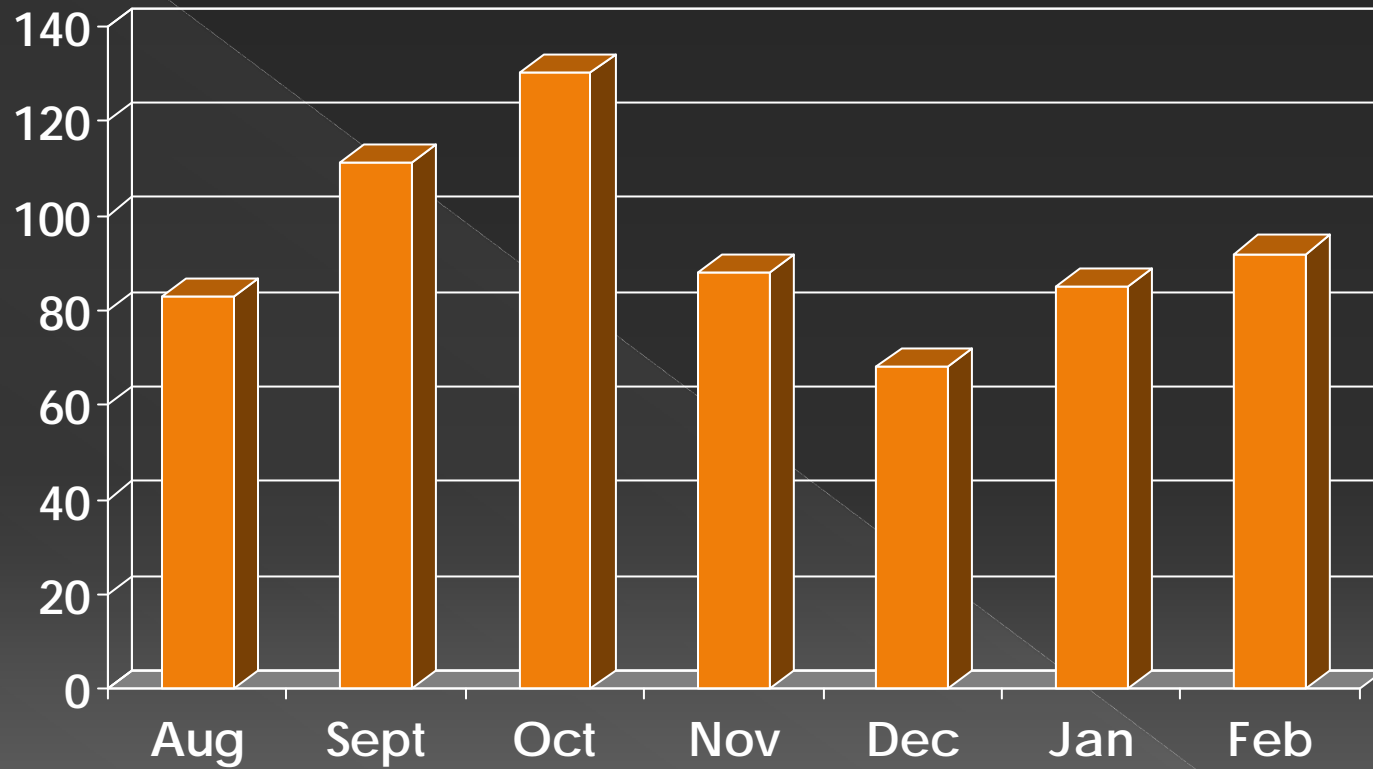




Professional Development

- Professional Development Templates
[K-Connect](#)
 - Professional Development Evaluations
[Electronic Survey](#)
- 

Professional Development





Baldrige Journey

- Introduction to Baldrige Excellence in Education Criteria
- Baldrige Overview
- Transformation to Performance Excellence
- Processes and Systems
- Process Mapping and Quality Tools



Baldrige Journey

- Continuous training for cabinet and general administrators
- Training for assistant principals
- Title II teacher on special assignment
- Core group of teachers
- Plan, do, study, act



Baldrige Journey

- ◉ Continuous Improvement Deployment Plan
 - ◉ Four Tiers
 - ◉ Multi-year
 - ◉ Structured Training
 - ◉ On-going Support
 - ◉ Building Capacity

Baldrige Journey

Foundation Training	Target Audience	Content	District/ Campus	Materials
Tier I: Introduction to Baldrige	All employees	Overview of Cont. Improvement (Focus on Core Values and Categories)	District	Available on K-Connect
Tier I: Baldrige Overview	All employees	Overview of Cont. Improvement (Focus on Core Values and Categories)	District	Available on K-Connect
Tier I: Baldrige Book Study	All employees	Question and Answers from educational organizations	District	Transformation to Performance Excellence
Tier I: Processes & Systems	All employees	Overview of organizational processes and systems and introduction of quality tools	District	Available on K-Connect
Tier I: Process Mapping & Quality Tools	All employees	Introduction of process mapping and review of basic quality tools	District	Available on K-Connect
Intermediate Training	Target Audience	Content	District/ Campus	Materials
Tier II: Tool Training Core Values: Organizational and personal learning and management by fact	All Employees	PDSA, Affinity Diagram, Relations Diagram, Consensogram, Plus/Delta, Satellite Chart,	District with follow-up provided by Title II ToT	Continuous Improvement Notebook
Tier II & III: Data Folders Elementary Core Values: Organizational and personal learning and management by fact	Campus Staff	½ Day How to use Data Folders ½ Day on Deployment Strategies	District with follow-up provided by Title II ToT	Continuous Improvement Notebook