

BOARD OF SCHOOL TRUSTEES

KELLER INDEPENDENT SCHOOL DISTRICT

11B. Report

Date: August 18, 2011

SUBJECT: DISTRICT STRATEGIC IMPROVEMENT PLAN QUARTERLY REVIEW

FUNCTION: Leadership

DISTRICT KEY STRATEGIC PRIORITY:

- All priorities addressed in DPOs
- Primary Alignment is 3.1: Excellence in Operational Processes and Systems

FISCAL NOTE: Budgeted Funds

Background Information:

- Per TEC 11.252, each District is required to develop, review, and revise a district improvement plan for the purpose of improving student performance for all students.
- The district improvement plan must align with the district performance objectives based on the academic excellence indicator system (AEIS).

Administrative Considerations:

- This is the 4th Quarterly review of the District Strategic Improvement Plan for the 2010-2011 school year. The purpose of this review is to assess program movement toward completing the strategies designed to support the district in achieving both short-term and long-term goals.
- The Keller ISD Strategic Improvement plan had 77 strategies that were targeted for completion by the end of the 4th quarter, with two strategies having been discontinued prior to completion.
- District administrators have met and reviewed progress of activities since June, with final review and conversation in Cabinet on August 8, 2011.

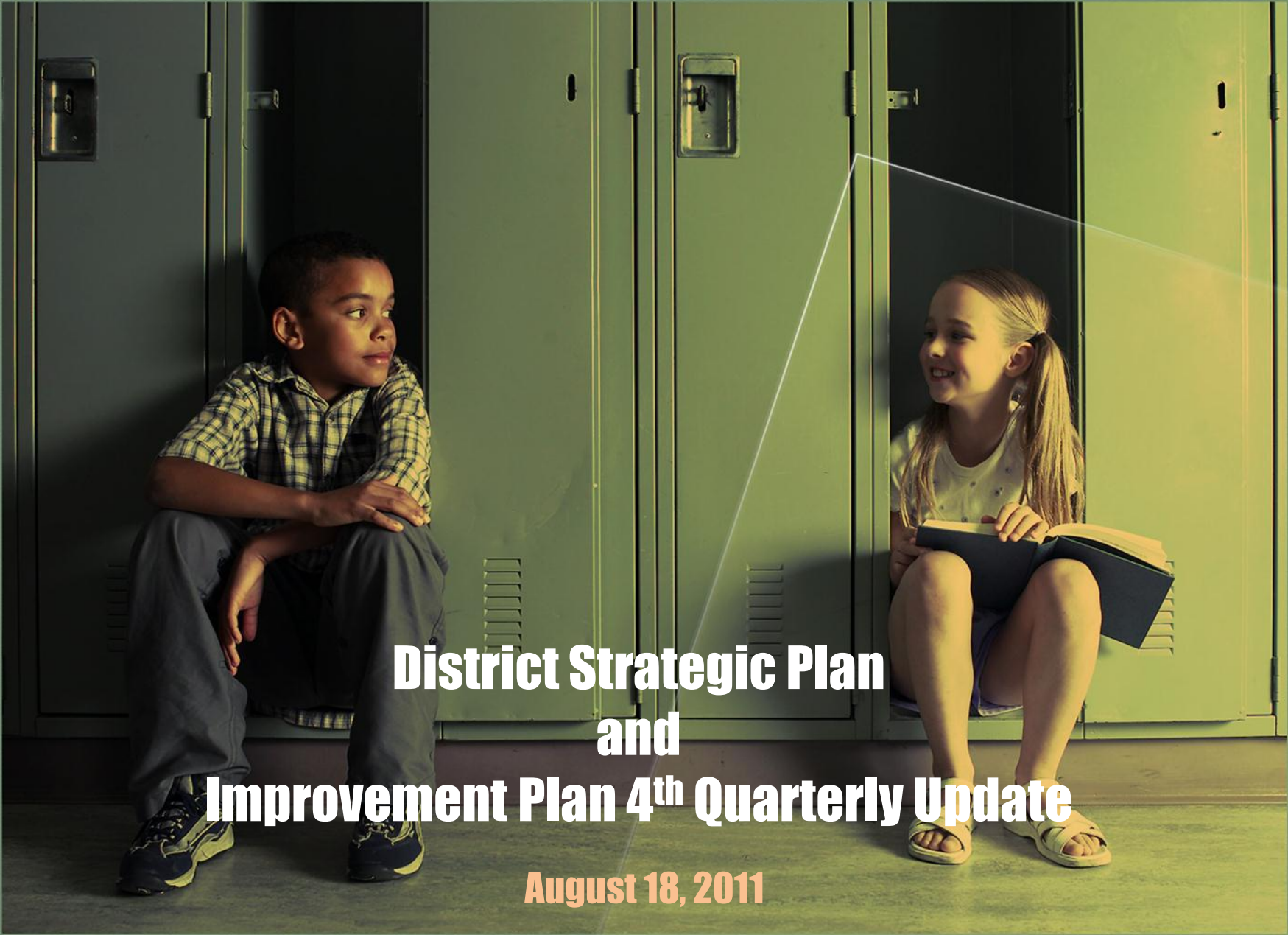
Communication Deployment:

- Board Meeting Minutes
- DEIC Presentation

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Respectfully submitted,

Charles T. Carroll
Assistant Superintendent
Keller ISD



**District Strategic Plan
and
Improvement Plan 4th Quarterly Update**

August 18, 2011

DISTRICT STRATEGIC PLAN

Keller Independent School District Strategic Plan 2011-2015

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

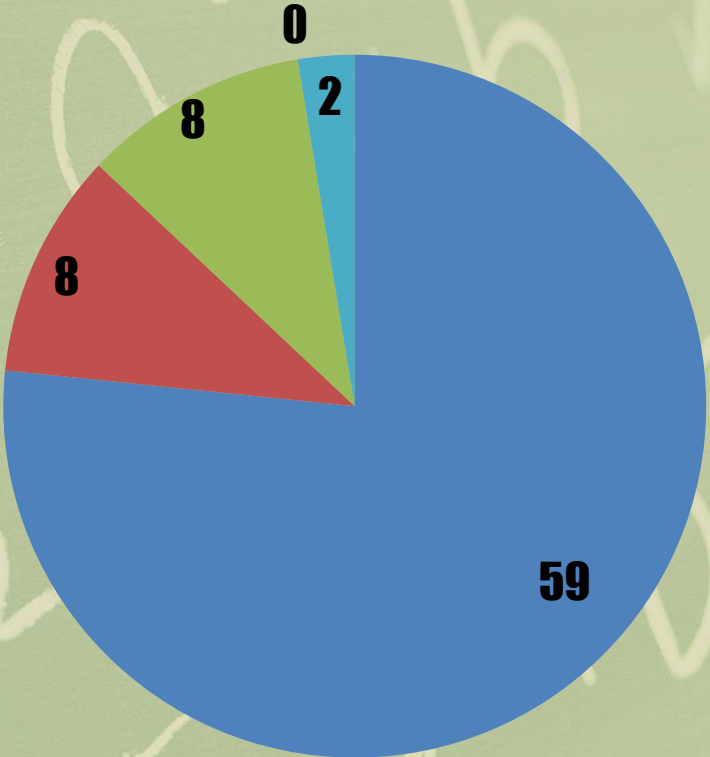
Key Strategic Priorities	Key Strategic Objectives	Key Strategic Measures	Strategic Goals
1. Educational Excellence	1.1 Achieve the highest levels of success for all students 1.2 Ensure every student is prepared to pursue post-secondary opportunities 1.3 Ensure that all students K-12 are engaged in co-curricular and extra-curricular activities 1.4 Develop and implement Provide innovative educational opportunities for active student engagement at each grade level.	1.1 State and Federal 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/extra curricular 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 1.4 Utilize familiar and accessible technologies to transform the teaching/learning process
2. Excellence in Student, Parent and Community Relations	2.1 Achieve high levels of student, parental, and community involvement 2.2 Assure timely and effective communication 2.3 Create Nurture collaborative relationships (governmental, business partnerships, etc.) 2.4 Create and celebrate a unified community	2.1 Stakeholder* satisfaction 2.2 Stakeholder* engagement 2.3 Stakeholder* Community Unification * = Parents, Teachers, Students, Community Members, Partners, Suppliers having an investment in Keller ISD	2.1 Enhance student, parent, and community outreach opportunities for interaction and communication 2.2 Implement effective communication practices throughout the district 2.3 Enhance relationships with between district personnel and students 2.4 Cultivate cross-district cohesiveness
3. Excellence in Operational Processes and Systems	3.1 Be an industry leader in operational safety, quality, and efficiency 3.2 Ensure consistency and alignment of Align all operational processes and systems to ensure student success 3.3 Standardize all internal and external services to ensure practices reflect our mission, vision, and values 3.4 Utilize technology to automate routine practices and increase efficiencies and innovate routine practices.	3.1 Industry recognitions/ratings 3.2 Quality of processes and systems to resolve issues 3.3 Stakeholder satisfaction 3.4 Staff trained in Training and implementation of Baldrige processes 3.5 Environmental initiatives 3.6 Number of Automated routines Trends of processes automated 3.7 Number Quality of technology innovations 3.8 Trends of incidents and/or violations	3.1 Embed motto, 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 Prioritize technology funding to equalize, automate, and innovate district programs and facilities Automate processes using innovative means 3.5 Ensure all facilities are Implement quality practices to ensure safe, secure environmentally friendly facilities 3.6 Ensure Implement quality practices to sustain operational initiatives are sustainable
4. Employee Excellence and Organizational Improvement	4.1 Ensure workforce systems identify and place the most qualified individuals who are committed to high academic achievement for all students student achievement and organizational improvement. 4.2 Provide standardized, research-based training for all employees in order to meet student needs 4.3 Maintain Foster a positive and enjoyable work environment 4.4 Maintain Embed a culture of organizational excellence through the Baldrige continuous improvement model	4.1 Staff retention rates 4.2 Staff demographics 4.3 Staff attendance 4.4 Staff meeting district professional development standard 4.5 Organizational Employee health and morale 4.6 Professional development plan standards 4.6 Highly qualified staff	4.1 Employ a diverse, highly-qualified, diverse staff that embraces the motto, mission, vision, and values of the district 4.2 Provide an attractive salary and benefits 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	5.1 Provide equitable distribution of financial resources throughout the district 5.2 Create a balanced annual budget that effectively supports student achievement 5.3 Ensure sound fiscal practices to assure financial responsibility and accountability	5.1 Achieve highest financial ratings and recognitions 5.2 Concentrate Percentage of financial resources into spent on instruction	5.1 Educate the public on school finance 5.2 Identify and track added measures for fiscal soundness 5.3 Manage fiscal resources to accommodate growth and facility improvements 5.4 Actively pursue supplemental funding 5.5 Maintain financial efficiency at all levels

DISTRICT IMPROVEMENT PLAN

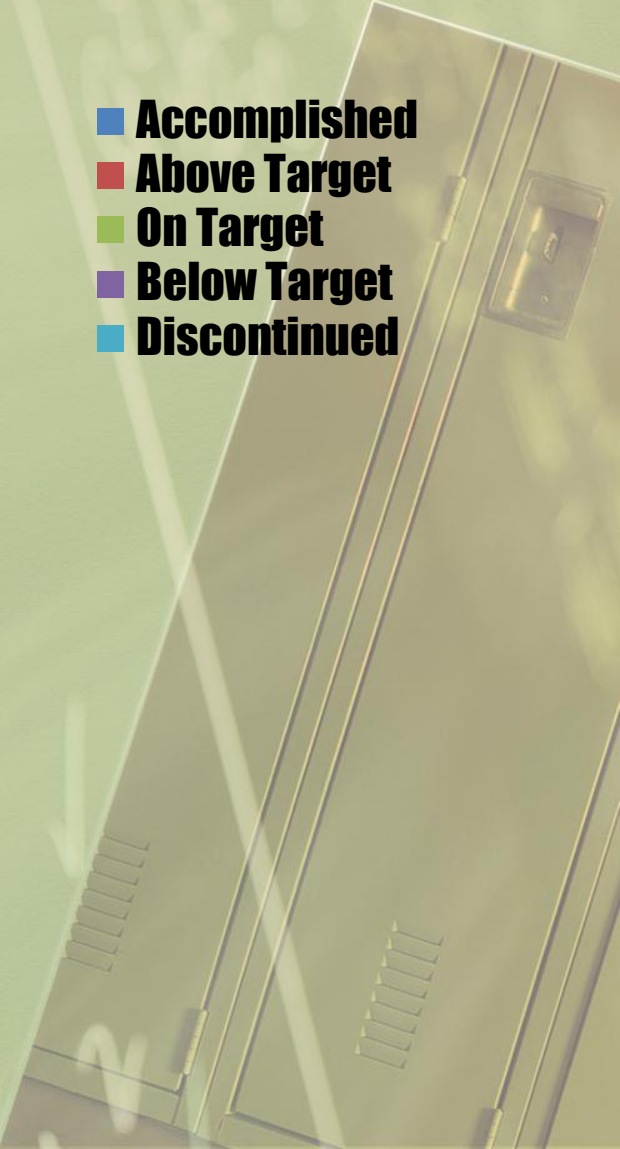
- **By Texas Education Code 11.252, each district is required to develop, review, and revise a district improvement plan for the purpose of improving student performance for all students.**



PROGRESS

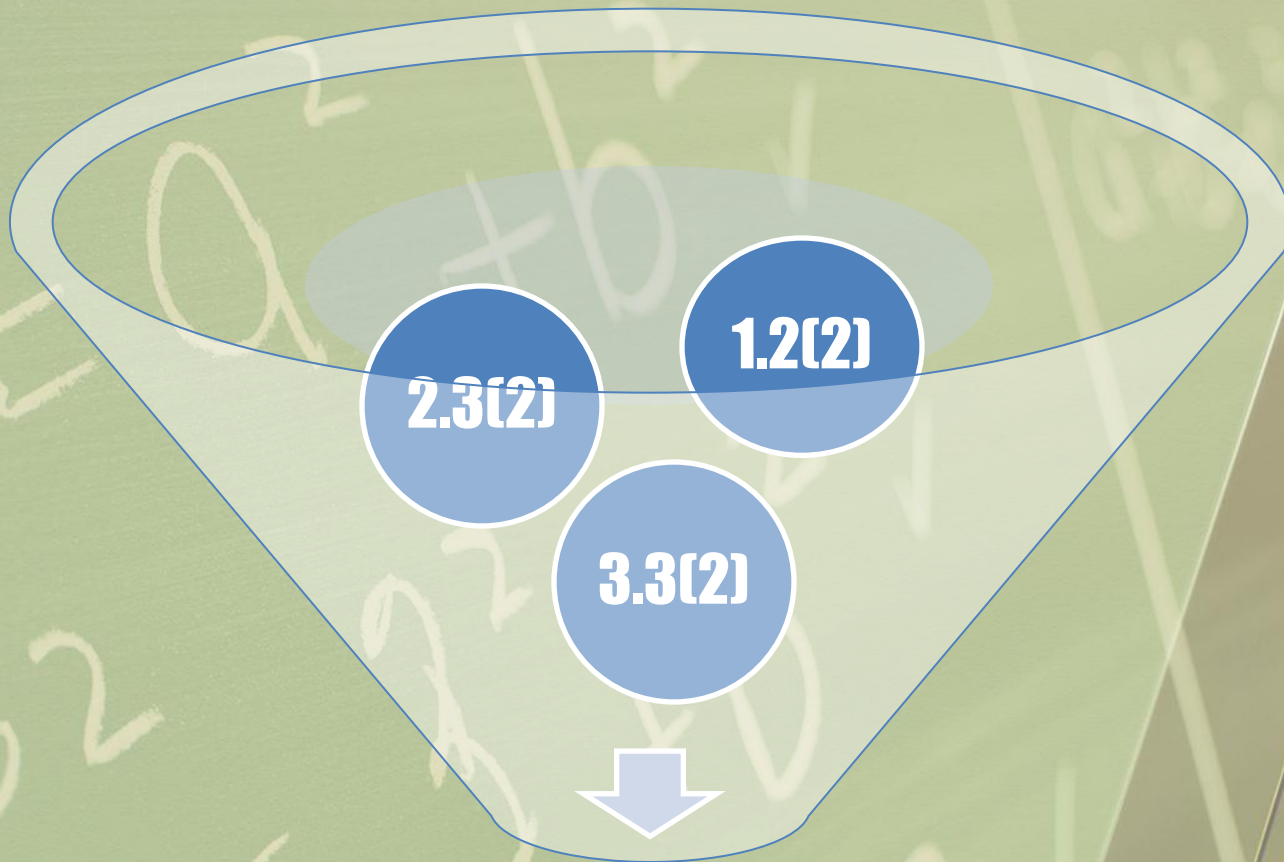


- **Accomplished**
- **Above Target**
- **On Target**
- **Below Target**
- **Discontinued**



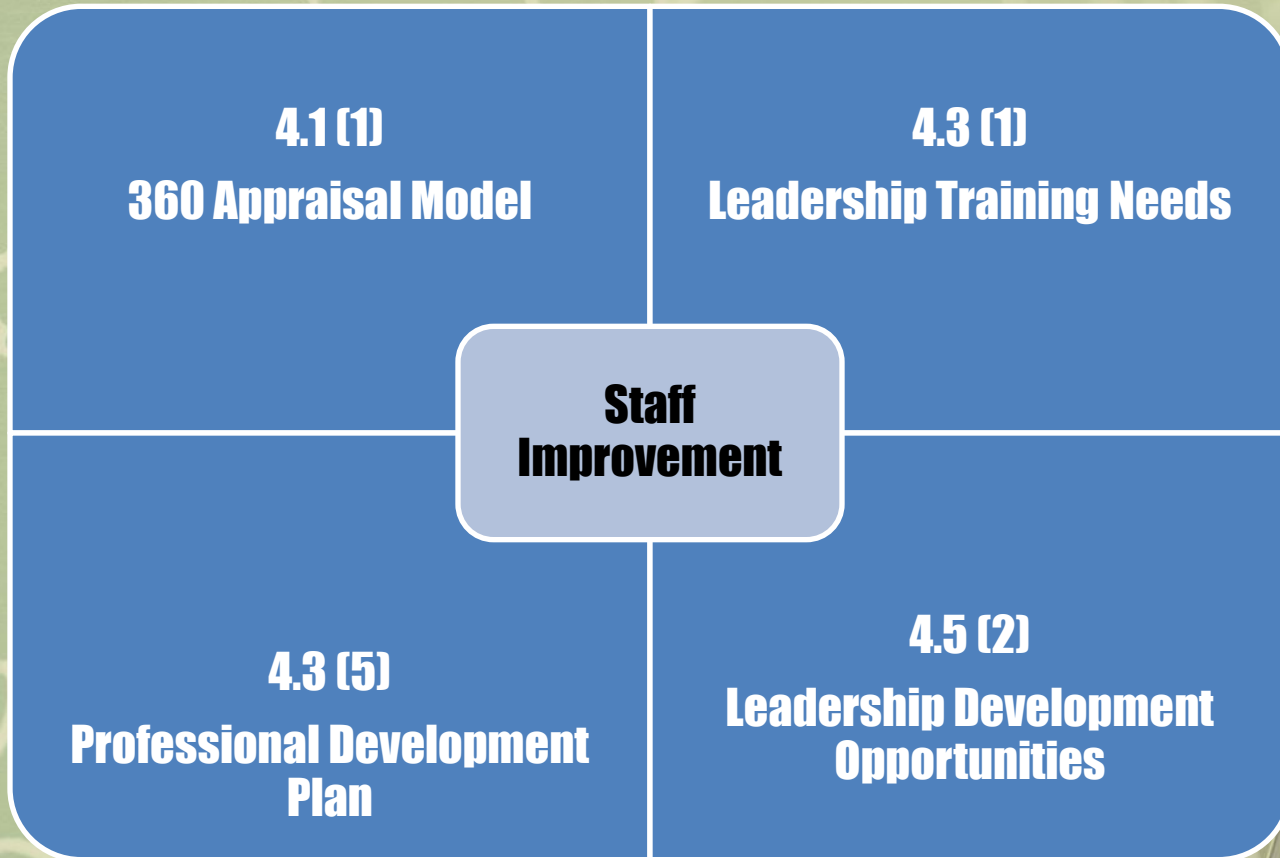
4th Quarter Update, 2010-2011 Summary :On-target and Above- target Strategies





Engaging Students

More Opportunities!



Next Year Strategies

- **Continue work with Leadership Opportunities in district**
- **Continue exploring new ways to gather information from stakeholders**
- **Evolve administrative appraisal model**
- **Refine needs in focused DIP**



Questions

