

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 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/extracurricular 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 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 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 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 and innovate routine practices.	3.1 Industry recognitions/ratings 3.2 Quality of processes and systems 3.3 Stakeholder satisfaction 3.4 Training and implementation of Baldrige processes 3.5 Trends of processes automated 3.6 Quality of technology innovations 3.7 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 Automate processes using innovative means 3.5 Implement quality practices to ensure safe, secure, environmentally friendly facilities 3.6 Implement quality practices to sustain operational initiatives
4. Employee Excellence and Organizational Improvement	4.1 Ensure workforce systems identify and place the most qualified individuals who are committed to high student achievement and organizational improvement. 4.2 Provide standardized, research-based training for all employees in order to meet student needs 4.3 Foster a positive and enjoyable work environment 4.4 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 Employee health and morale 4.6 Highly qualified staff	4.1 Employ a diverse, highly-qualified, 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 Percentage of financial resources 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