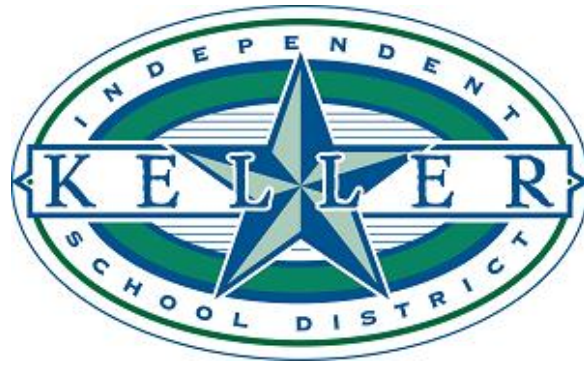


Keller Independent School District
District Improvement Plan
2013-2014



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

Keller ISD – An exceptional district in which to learn, work, and live.

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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.

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Goal : 1.1 Address student needs through innovative educational strategies

Performance Objective 1: If Keller ISD intentionally acknowledges innovative strategies used by employees, then then employees will be more likely to take calculated risks on new engaging practices to reach a broader spectrum of student needs as measured by....

Performance Objective 2: If we explore/investigate Early Childhood Development in KISD, then we can expand the program to meet the needs of KISD's growing ECH population as measured by...

Goal : 1.2 Initiate and support individualized student engagement and learning.

Performance Objective 1: If Keller ISD adopts a reform policy on education transformation then the District will have a framework through which to broaden the definition of student success as measured by....

Performance Objective 2: If Keller ISD has a General Education Behavior Class for grades K-8, then the district will be able to provide strategies and interventions for students with challenging behaviors and empower them to change their behavior and achieve academic success as measured by...

Performance Objective 3: If KISD high school campuses are provided intervention counseling services in grades 9-12, then student social, emotional health, and well-being will improve as measured by...

Performance Objective 4: If KISD has an individualized model to address the needs of the whole child at the secondary level, then the Foundation High School Program will be consistent with the required curriculum under HB 5 and Section 28.002 as measured by...

Performance Objective 5: If KISD can ensure that all students are engaged in co-curricular and extra-curricular activities, then student achievement, grade-to-grade retention, completion rates and community engagement will improve as measured by...

Goal : 1.3 Align instructional processes and educational resources to meet rigorous standards.

Performance Objective 1: If campus leaders and ECH-12 teachers are trained in research-based components of the KISD Literacy framework, then teachers will implement best literacy practices in their classroom instruction as measured by..

Performance Objective 2: If we provide supplemental instructional resources and professional development opportunities focused on science, social studies, and writing for teachers of LEP students in PK-12 using Title 3 funds, then we can increase LEP performance as measured by...

Performance Objective 3: If highly-qualified teachers are provided with training and implement experience-based lessons through a consistent and appropriate instructional framework, then we can increase opportunities for student engagement and learning as measured by...

Performance Objective 4: If Title 1 campuses align resources based upon academic achievement needs of identified groups, then student achievement will improve as measured by...

Performance Objective 5: If Business function develops innovative approaches that aligns with 21st century philosophy of instruction, then we can design adaptive spaces that addresses educational transformation as measured by....

Goal : 1.4 Transform teaching and learning processes utilizing 21st Century methodologies and technologies.

Performance Objective 1: If we create a positive learning environment for innovative 21st Century methodologies and technologies, then our teachers will increase their understanding and usage of 21st Century methodologies and technologies as measured by...

Performance Objective 2: If we establish a K-12 CTE program based on Career Awareness, Career Exploration, and Career Preparation, then we can attain expectations as outlined in KISD's "portrait of a Graduate," as measured by...

Goal : 2.1 Enhance student, parent and community outreach opportunity

Performance Objective 1: If stakeholder engagement efforts are imbedded in campus planning documents, tracked and improved, KISD will achieve high levels of student, parent, and community involvement as measured by

Goal : 2.2 Implement effective communication practices throughout the district

Performance Objective 1: If all employees follow communication processes, and opportunities for improvement are identified and addressed by Media Services, then all stakeholders will acquire a greater knowledge and understanding of the district's purpose and vision, as measured by...

Performance Objective 2: If the Finance Function identifies gaps in the current communication process and develops measures to bridge those gaps, then financial communication throughout the District will become more effective as measured by...

Performance Objective 3: If Human Resources expands the use of electronic workflows in the hiring process, then hiring officials will be able to track the progress of recommendations that will result in increased transparency of the hiring process as measured by...

Goal : 3.2 Develop and improve methods to provide exceptional customer service

Performance Objective 1: If the Finance Function identifies areas of concern regarding customer service and develops and implements methods to address these concerns, then customer satisfaction with the Finance Function will increase as measured by...

Performance Objective 2: If all Business staff are trained on the KISD Customer Service Model, then stakeholder needs will be met and processes improved to address systemic issues as measured by....

Performance Objective 3: If new hires are surveyed within the first 90 days of employment, and the feedback is utilized to improve onboarding systems and processes, then new employees will be better supported and more satisfied as measured by...

Goal : 3.5 Implement quality practices to ensure safe, secure, environmentally friendly facilities.

Performance Objective 1: If Keller ISD integrates current reporting systems relating to child abuse, early mental health, and suicide, then the district will be able to implement data-driven programs that are catered toward specific students' needs as measured by...

Performance Objective 2: If the district engages services of a third party vendor to provide expert guidance on how to have a comprehensive plan for responding to facility disaster relief and recovery, then the information and required training can be accomplished so that operations can resume as soon as possible as measured by.....

Performance Objective 3: If Keller ISD implements with fidelity policies FFI and FFH at all levels and with all populations, then incidences of bullying and harrasment will decrease, as measured by...

Performance Objective 4: If bullying, harrasment, and dating violence events are recorded and processed in compliance with district policy based on training and intervention at all levels, then instances of bullying, harrasment, and dating violence will decrease as measured by...

Performance Objective 5: If Workforce and Business continue to work with with Workers' Compensation consultant and third party administrator to focus on review of incidents and plans for increasing education of employees on safe practices then the KISD work environment will be safer as measured by...

Goal : 3.6 Implement quality practices to sustain operational initiatives.

Performance Objective 1: If the Business function can partner and work collaboratively with external partners to initiate energy savings and financial benefit to the

district, then the Business function will lead a cultural shift to positively affect energy resource management as measured by.....

Goal : 4.4 Expand initiatives to create a positive work environment.

Performance Objective 1: If KISD explores opportunities to invest in a on-site or near-site clinic then employee productivity and satisfaction will increase as measured by...

Goal : 5.5 Maintain financial efficiency at all levels

Performance Objective 1: If current financial efficiency processes are maintained, and further efficiency methods developed, then District goals will be accomplished with the most efficient use of District resources as measured by.....