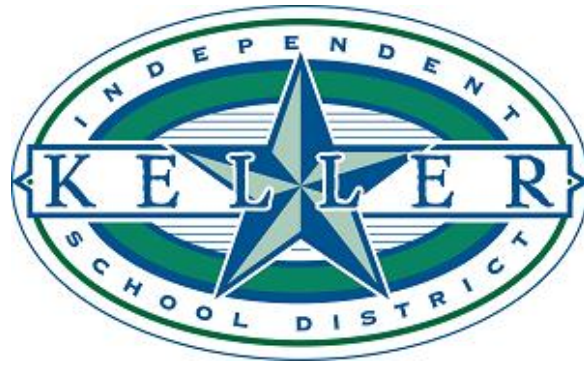


Keller Independent School District
District Improvement Plan
2012-2013



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.

Table of Contents

Goal : 1.2 Initiate and support individualized student engagement and learning.	4
Goal : 1.3 Align instructional processes and educational resources to meet rigorous standards.	4
Goal : 1.4 Transform teaching and learning processes utilizing 21st Century methodologies and technologies	4
Goal : 2.1 Enhance student, parent, and community outreach opportunity.	4
Goal : 2.2 Implement effective communication practices throughout the district	4
Goal : 3.1 Embed mission, vision, and values in all operational processes	5
Goal : 3.2 Develop and improve methods to provide exceptional customer service	5
Goal : 3.4 Automate processes using innovative means	5
Goal : 3.5 Implement quality practices to ensure safe, secure, environmentally friendly facilities	5
Goal : 3.6 Implement quality practices to sustain operational initiatives	5
Goal : 3.7 Align and document all key operational processes and systems to ensure student success.	5
Goal : 4.1 Employ a diverse, highly-qualified staff that embraces the motto, mission, vision, and values of the district.	6
Goal : 4.3 Create high-quality, innovative professional development plans	6
Goal : 4.5 Develop a succession management process for all key leadership positions.	6
Goal : 5.5 Maintain financial efficiency at all levels	6

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

Performance Objective 1: 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 and be measured by..

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

Performance Objective 1: If we train teachers in a research-based process for thinking critically and expressing themselves in writing, then we will have the foundation to establish a vertically aligned method for teaching teachers to teach students these skills as measured by...

Performance Objective 2: If we provide principals and K-2 teachers extensive training in the district K-2 Reading framework then the fidelity of deployment will increase as measured by...

Performance Objective 3: If we implement a framework for delivery of instruction with a pilot team on each campus, then we can determine its effectiveness for increasing opportunities for student engagement and learning as measured by...

Performance Objective 4: If we institute the continuous improvement framework throughout KISD then administrators, teachers, and students will have a common basis for managing their own learning process as measured by. .

Performance Objective 5: If C&I develops a generic process for determining how and when to use fidelity checks, then administrators can have specific process checkpoints for early detection of deployment issues as measured by...

Performance Objective 6: If Title I campuses align resources based upon academic achievement needs of identified groups, then student achievement will increase as measured by...

Performance Objective 7: If we provide supplemental content area materials for LEP students in PK-12 grades through Title III funds with a focus on math resources and technology integration, then we can increase LEP performance as measured by...

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

Performance Objective 1: If we provide a digital learning platform, then we will be able to align and link current digital resources and content tools for teachers to share and build digital curriculum 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 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 2: If all employees follow communication processes, and opportunities for improvement are identified by Media Services, then effective communication practices can be successfully implemented as measured by ...

Goal : 3.1 Embed mission, vision, and values in all operational processes

Performance Objective 1: If Keller ISD embeds the mission, vision, and values in all key operational processes, then its efforts within its strategic priorities will be focused on what the District has determined is most important 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 the Business Function identifies areas of opportunity from the results of the annual internal Voice of Customer Survey, then strategic actions can be taken to improve the level of customer service delivered to district stakeholders as measured by:

Goal : 3.4 Automate processes using innovative means

Performance Objective 1: If we automate processes then we can create efficiencies and improve productivity as measured by:

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

Performance Objective 1: If Keller ISD develops a comprehensive plan relating to environmental stewardship, then the district will be able to implement data-driven initiatives which will lead to environmentally responsible practices and financial efficiencies as measured by:

Performance Objective 2: 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 3: If the district has a comprehensive risk-management plan, then services can continue following a major catastrophe with minimal loss of time and productivity as measured by:.

Performance Objective 4: 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 5: 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...

Goal : 3.6 Implement quality practices to sustain operational initiatives

Performance Objective 1: If campus and core functions commit to minimization of resource usage (water & energy) and continue to seek out the most efficient mechanical systems, then KISD will be able to ensure environmental sustainability as measured by:

Goal : 3.7 Align and document all key operational proceeses and systems to ensure student success.

Performance Objective 1: If Keller ISD defines and documents all key operational processes then management of the District's work will be more effective and efficient as measured by...

Goal : 4.1 Employ a diverse, highly-qualified staff that embraces the motto, mission, vision, and values of the district.

Performance Objective 1: If KISD invests in ZeroRisk assessment tool training and utilization, then teacher hiring will improve as measured by:

Goal : 4.3 Create high-quality, innovative professional development plans

Performance Objective 1: If we develop high quality professional development plans, then staff will have the capabilities to meet the challenges of their position as measured by . . .

Goal : 4.5 Develop a succession management process for all key leadership positions.

Performance Objective 1: If the district creates learning opportunities for all levels of employees, then a cadre of qualified employees will be available for consideration for vacancies 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...