

Keller Independent School District Strategic Plan

KISD MMVV

Motto

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 demonstrate good character and ethical behavior.

Key Strategic Priorities	Goals	Progress/End Measures	Guiding Strategies
1 Increase Student Achievement	1.1 Prepare students to pursue their choices in post-graduation opportunities 1.2 Enable students to develop skills to collaborate, think critically and creatively, and effectively communicate thoughts and ideas	<ul style="list-style-type: none"> • State and Federal Assessments • Graduation rates • Completion rates • College readiness scores • Student engagement • Innovative educational practices • K-2 reading/math assessment • Co/extracurricular activities • Passing rates K-12 • Achievement gap • Student attendance rates 	1A. Facilitate individualized student driven learning and engagement through innovative educational techniques and active collaboration 1B. Provide relevant, effective professional development to transform teaching and learning 1C. Deploy appropriate resources for active engagement in learning 1D. Engage all student in co-curricular or extra-curricular activities connected to the development of the whole student
2 Excellence in Student, Parent and Community Relationships	2.1 Assure timely, effective, and consistent two-way communication 2.2 Establish and nurture collaborative partnerships with students, families, and community members that unify our learning community	<ul style="list-style-type: none"> • Stakeholder satisfaction/dissatisfaction • Stakeholder-engagement • Community/District wide Events 	2A. Provide exceptional internal and external customer service 2B. Listen and respond to the voices of our customer groups 2C. Provide opportunities to build unity around success for all students 2D. Create opportunities to partner with students, families, and the community in defining effective, innovative educational practices
3 Excellence in Processes and Systems	3.1 Ensure organizational efficiency and alignment 3.2 Use continuous improvement framework to drive sustained organizational success	<ul style="list-style-type: none"> • Industry recognitions/ratings • Quality of processes and systems • Training and implementation of Baldrige processes • Documentation of key processes • Quality of technology innovations • Trends of incidents and/or violations in safety and quality 	3A. Create a culture of alignment with motto, mission, vision, and values 3B. Integrate and utilize resources to automate and innovate practices 3C. Document, align and simplify key processes and practices 3D. Implement continuous improvement protocol for district-wide processes and systems
4 Employee Excellence and Organizational Improvement	4.1 Employ, train and retain a diverse, well-qualified, innovative staff 4.2 Foster a positive, engaging work environment that supports collaboration, community and personal wellness	<ul style="list-style-type: none"> • Staff retention rates • Staff demographics • Staff attendance • Staff meeting district professional development standard • Employee health and morale • Highly qualified staff 	4A. Identify, recruit, place and retain the well-qualified individuals who are committed to individual student success and organizational improvement 4B. Create individualized professional development plans with growth opportunities that promote innovation and continuous improvement 4C. Expand initiatives to create a positive, collaborative work environment and promote wellness 4D. Promote and encourage integration of Baldrige continuous improvement processes throughout the organization
5 Excellence in Financial Stewardship	5.1 Provide equitable distribution of financial resources throughout the district 5.2 Ensure sound fiscal practice and financial transparency	<ul style="list-style-type: none"> • Financial ratings and recognitions • Percentage of financial resources spent on instruction • Supplemental funding from non-traditional sources 	5A. Educate the public on school finance 5B. Ensure correlation between expenditure and outcomes 5C. Manage fiscal resources to accommodate growth and facility improvements 5D. Actively pursue supplemental funding 5E. Create an annual budget that maintains financial efficiency and reduces deficit spending