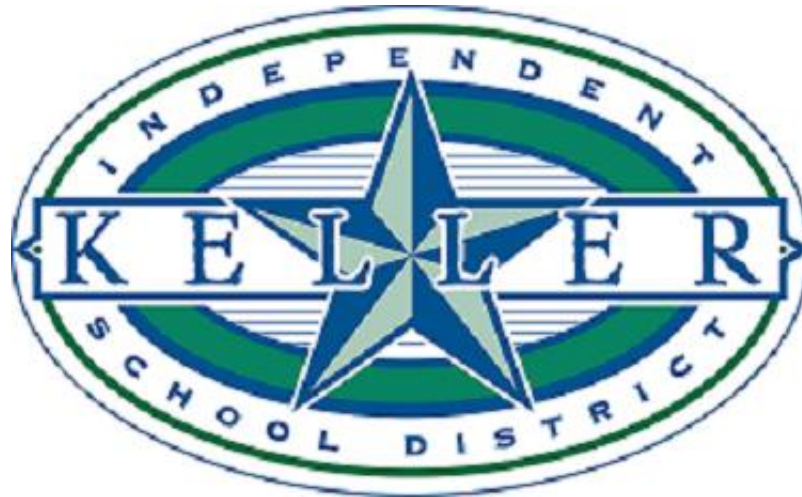


**Keller Independent School District**

**Keller Learning Center High School**

**2009-2010 Campus Improvement Plan**

Accountability Rating: Acceptable



# **Mission Statement**

New Direction High School

Colors: Purple and White

Mascot: Phoenix

Motto: S.T.A.R.S - Striving To Achieve Remarkable Success

## **MISSION:**

New Direction High School will achieve excellence in performance by providing opportunities for all students to rise to their potential in learning, understanding, and implementing knowledge for a lifetime of exceptional success through alternative education methods and through partnership with our community.

The Discipline Alternative Educational Placement will provide exceptional academic support and opportunities for emotional growth.

# **Vision**

## **VISION:**

New Direction High School - An exceptional alternative environment in which to guide students to success.

Discipline Alternative Educational Placement – an exceptional school in which to learn, work and grow.

# Comprehensive Needs Assessment

## Student Performance

### Student Performance Summary

**New Direction** is an alternative high school of choice that has a smaller enrollment than the other high schools within the district. Students are expected to maintain good attendance and accept a higher standard of expectation making it important that parents maintain an active roll in their student's educational process.

New Direction is a unique accelerated alternative to the traditional high school for students, ages 16-21, who have dropped out of school, or who are classified as at-risk or who have needs that are not being met in the conventional school setting. New Direction began January 31, 1994. Admission to New Direction is primarily for second year Freshman up to Seniors. Some students not meeting that criteria are also admitted. All students must complete an application process, which must include a recommendation from the student's conventional campus in whose attendance zone they live. All students must go through an orientation process. Therefore, and since we are open entry and open exit, the size of our student body varies weekly. All of our students are labeled at-risk and some are considered economically disadvantaged. Parents are encouraged and expected to attend scheduled meetings to share their ideas and network with other parents as we try to make a difference in the lives of students.

The New Direction High School program has seen great improvements in the area of student performance for the past 3 years. New Direction High School has seen the following improvements:

1. 2006-2007 80% of all students passed TAKS, 2007-2008 85% of all students passed TAKS, and in 2008-2009 99% of all students passed TAKS
2. 2006 -2007 our drop out rate was at 12.1%. 2007-2008 our drop out rate went to 2.9%, and in 2008-2009 the drop out rate rose slightly to 4.5%.
3. 2006-2007 our completion rate was at 85%, in 2007-2008 it took a slight decrease to 78%, and then rose in 2008-2009 to 91.1%.

### Student Performance Strengths

1. All students passing TAKS
2. Drop-out rate reduction
3. Completion rate increase

## **Student Performance Needs**

1. Additional help in the areas of math and science
2. Extended tutorials times to allow for a flexible schedule of students
3. Updated supplemental materials

# Staff

## Staff Summary

The Keller Learning Center houses three main programs from the campus. The New Direction High School has a total of seven full time teachers, two half time teachers and one counselor. It covers all the four core subjects areas along with CTE, Fine Arts, and Foreign Language classes. The District's Pregnancy Related Services program is also located on this campus with a full time teacher dedicated to meeting the needs of our special situations. Our Special Education department has one full time Elementary teacher and one Secondary teacher. Our third program called DAEP, has a total of seven full time teachers, three full time instructional aides, along with one full time and one half time counselor. The following office staff serve both programs: one attendance clerk, one secretary, one assistant principal and one principal.

## Staff Strengths

Even though we have 2 separate programs on campus, all staff members work together toward a common goal: Helping kids.

## Staff Needs

1. Continued recognition at the campus and district levels
2. Additional supplemental instructional materials to continue to update the lesson planning to meet the needs of the student
3. Enhanced technology applications

# **Parent Involvement**

## **Parent Involvement Summary**

This is a very difficult area for us at the campus level. Most of our students either live with another person, are married and living with their spouse, or live on their own.

## **Parent Involvement Strengths**

We provide additional assistance to students and parents to allow students the opportunity for success.

## **Parent Involvement Needs**

We will continue to search out our parents that are willing to become involved in our program. We try to pull students and their parents back together to give the students the needed emotional support to help them be successful.

# **Community Involvement**

## **Community Involvement Summary**

This too is an area that has seen very limited response in regards to involvement of the community. Through presentation to various civic organizations, the Keller Learning Center is becoming a very well known program. It is still lacking in the area of involvement.

## **Community Involvement Strengths**

Limited to parent meetings, but we are beginning to see organizations be more receptive of our students and programs.

## **Community Involvement Needs**

1. Continue to focus on bringing in the community to support our programs
2. Hold meetings at our campus to gain support

# **Programs**

## **Programs Summary**

The Keller Learning Center offers various campus and district wide programs to include:

New Direction High School

DAEP

Pregnancy Related Services

Credit Recovery

Reconnecting Youth

Optional Flexible School Day

and various other instructional and counseling programs.

## **Programs Strengths**

All programs at this time are very successful.

## **Programs Needs**

1. Updated supplemental materials for all areas of instruction
2. Expand in size
3. Offer recognized graduation plans for students. Will allow students to attend four year college programs

# Technology

## Technology Summary

This is the biggest asset for our campus. We have currently upgraded all old computers on campus. We have purchased an instructional technology tool to help in the delivery method of the district's curriculum unit. We have upgraded our campus classrooms with support materials to include promethian boards, TI 84 calculators, and other various instructional support tutorial programs.

## Technology Strengths

1. A+ Software
2. Promethian Boards
3. 180 New Computers
4. Promethian Boards
5. other software to help instructional needs on the campus

## Technology Needs

1. Other instructions "visual" components to increase the visual learning methods
2. Upkeep on variuos older equipment
3. Continual license agreement

# **Operations**

## **Operations Summary**

The Keller Learning Center has implemented using the Baldrige criteria for improving all systems on the campus.

## **Operations Strengths**

This will be an ongoing process to help improve the quality of learning at the Keller Learning Center.

## **Operations Needs**

Funds will be needed as an ongoing process of change.

# Comprehensive Needs Assessment Data Documentation

The following data were used to verify the comprehensive needs assessment analysis:

- Review of district goals
- Review of campus goals
- Disaggregation longitudinal AEIS data
- Disaggregation current-year AEIS data
- Disaggregation AYP data
- Number of students assigned to special programs and their academic achievement
- Drop-out rates
- Attendance data
- Discipline records
- Violence and/or violence prevention records
- Prior year budgets/entitlements and expenditures in relation to current year funding and priorities
- Campus leadership and/or department meetings
- Campus faculty meeting discussions
- District committee meeting discussions
- Student failure and/or retention rates
- Prior year(s) campus and/or district improvement plans
- Disaggregated Texas Assessment of Knowledge and Skills (TAKS) results
- Tobacco, alcohol, and other drug-use data
- Analysis of special education population, including performance, discipline, attendance, and mobility
- Analysis of homeless population, including performance, discipline, attendance, and mobility
- Analysis of At-Risk population, including performance, discipline, attendance and mobility
- Analysis of Career and Technical Education (CTE) population, including performance, discipline, attendance and mobility
- College Readiness Data
- Class size

# Goals

## Goal 1: All students will achieve educational excellence.






**Performance Objective 1:** If 100% of the New Direction High School teachers are using the KISD adopted curriculum in the classroom teaching 95% of the time with students in attendance 92% of the time then students at New Direction High School will demonstrate learning, graduate, and be prepared for their career choices.

**Summative Evaluation:** As measured by the percentage of: teachers using KISD curriculum, teacher attendance, student attendance, accountability student groups scoring within 3% of all students on TAKS, students who met standards on all TAKS exams, student completion rate for lowest percentage sub-population, students meeting career certification requirements, students college-ready in ELA, students college-ready in Math.

**Performance Objective 2:** 1.1 Increase the Math student achievement from 56% to 75% as measured by the State Alternative Education Assessment

**Summative Evaluation:** 2009-2010 Academic Excellence Indicator system for Alternative education Accountability






Strategy Description	Staff Responsible for Monitoring	Funding Sources & FTEs	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	Jun
Implement appropriate curriculum and support curriculum to reinforce TAKS objectives	Admin Staff Math Department	Campus Budget Math Allotment	Students will be able to apply effective TAKS strategies in the daily curriculum. Students should effectively pass TAKS.				
Identify and provide enrichment activities and support for failing benchmark test and failing TAKS test	Counseling Department Math Department	Campus Budget Math Allotment	Student TAKS scores will increase				
Incorporate Technology through the implementation of software that is in alignment with the district instructional units	Math Department	A+ Instructional Software Allotment for Instructional Technology High School Allotment	Students would be able to stay on track with credits				
Continue to incorporate connections between use of mathematics and career choices within the curriculum	Counseling Department Math Department	Math Allotment to include Career Tech Applications instruction	Teacher produced surveys				

 = Discontinue
  = No Progress
  = Some Progress
  = Considerable Progress
  = Accomplished

**Performance Objective 3:** 1.3 Increase the Science student achievement from 65% to 76% as measured by the State Alternative Education Assessments.


**Summative Evaluation:** 2009-2010 Academic Excellence Indicator System for Alternative Education Accountability

Strategy Description	Staff Responsible for Monitoring	Funding Sources & FTEs	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	Jun
Utilize district curriculum instructional units along with the Scope & Sequence at all grade levels in order to effectively plan classroom instruction.	Principal, Teacher	No additional resources needed	Vertical alignment of curriculum				
Continue providing opportunities for students to practice job skills such as use of laboratory probes and data analysis software, and technical communication in the workplace.	Principal, Teacher	\$200 from campus budget for software & probes	Laboratory performance; Performance on lab practicum tests				
Identify and provide enrichment for students failing benchmark and/or previous TAKS tests.	Teacher	\$300 from department budget for lab equipment	Participation in enrichment classes; Number of students passing TAKS				
Provide a website for science to provide students and parents with information regarding program and lessons.	Counselor, Teacher	No additional resources needed	Production of website				
Continue to expand the use of technology in the classroom by encouraging the use of Photostory, PowerPoint, science simulation and modeling software, and laboratory probes.	Principal, Teacher	\$300 from campus budget for software and probes	Laboratory performance; Performance on lab practicum tests				
Continue to expand science elective courses.	Teacher	\$400 from campus budget for lab equipment and AV materials	Feedback from students; Participation in elective courses				

 = Discontinue  
 = No Progress  
 = Some Progress  
 = Considerable Progress  
 = Accomplished


**Performance Objective 4:** 1.2 Increase the ELA student achievement from 85% to 90% as measured by the State Alternative Education Assessments.

**Summative Evaluation:** 2009-2010 Academic Excellence Indicator System for Alternative Education Accountability

Strategy Description	Staff Responsible for Monitoring	Funding Sources & FTEs	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	Jun
Utilize new state ELA TEKS along with the Scope and Sequence at all grade levels in order to effectively plan classroom instruction.	Language Arts Department	Textbooks; A+LS; TEKS; Scope and Sequence Campus Allotment for ELA instruction	Student will master lessons at grade level. Student will advance to next grade level.				
Continue providing opportunities for students to practice job skills such as resume preparation, interviewing, writing business letters and communication in the workplace.	Language Arts Department	Business writing software and curriculum; A+LS; textbooks; Campus allotment for ELA instruction	Student will produce resumes, interviews, etc. Student will graduate with job skills achieved.				
Identify and provide enrichment for students failing benchmark and/or previous TAKS tests.	Counseling Department; Language Arts Department	Online TAKS practice; TAKS materials; Pearson website interactive TAKS study guides; Campus Allotment for ELA instruction	Student will take pretest for diagnostics. Student will achieve mastery on ELA TAKS test.				
Continue to foster a lifelong love of reading for various purposes.	Language Arts Department	Barnes & Noble; Young adult fiction titles; Lonestar & TAYSHAS book list; Current events subscription; periodicals & supplementals; Campus Allotment for ELA instruction	Students will choose fiction and non-fiction titles for supplemental reading. Students will report on personal response to these titles.				
Continue to expand the use of technology in the classroom by encouraging the use of podcasting, powerpoint, publisher, photostory and the promethean board.	Language Arts Department	iPod; iTunes; headsets with microphone software; Promethean board; Technology Department	Students will create presentations, brochures and/or podcasts; Students will publish/present end products				
							


**Performance Objective 5:** 1.4 Increase the Social Studies student achievement from 82% to 90% as measured by the State Alternative Education Assessments.

**Summative Evaluation:** 2009-2010 Academic Excellence Indicator System for Alternative Education Accountability

Strategy Description	Staff Responsible for Monitoring	Funding Sources & FTEs	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	Jun
Utilize Keller ISD curriculum along with electronic instruction.	Social Studies Department	Campus Allotment for Social Studies instruction.	93% of all students meet standard on TAKS by 2010.				
Identify and prepare students for TAKS expectations utilizing performance data.	Counseling Department Social Studies Department	Campus Allotment for Social Studies instruction.	93% of all students meeting standard on TAKS by 2010.				
Utilize websites for supplemental teaching aids for curriculum and TAKS.	Social Studies Department.	Campus Allotment for Social Studies instruction.	80% improved student learning and instruction.				
Develop teacher web site with curriculum guides and lessons.	Social Studies Department	Campus Allotment for Social Studies instruction.	Communicate expectations for caregivers and students.				
Encourage students to complete more credits and store work on computer drives.	Social Studies Department	Campus Allotment for Social Studies instruction.	80% improved student competency and greater student/teacher interaction.				
Develop and utilize benchmark testing of social studies classes.	Social Studies Department	Campus Allotment for Social Studies instruction.	85% of students meeting mastery of Social Studies TAKS.				
							

**Performance Objective 6:** 1.5 Increase the Special Education student achievement as measured by the State Alternative Education Assessments.

**Summative Evaluation:** Teachers will assist abilities and comforts, and modify as needed

Strategy Description	Staff Responsible for Monitoring	Funding Sources & FTEs	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	Jun
Increase student understanding of Math concepts	Special Education Department	Campus Allotment for Special Education District Funding for Special Education Programs Elementary Special Ed Teacher Secondary Special Education Teacher	Post Test benchmarking				
Help students find comfort with knowledge acquisition	Special Education Department Classroom teachers responsible for IEP's	Campus Allotment for Special Education District funds for Special Education Elementary Special Education Teacher Secondary Special Education Teacher	Inclusion Content Mastery records				
Students will continue to improve in the area of Math TAKS	Special Education Department	District Curriculum Department Campus Special Education Funds District Special Education Funds	70% passing rate in Special Education for TAKS math and ELA				
Professional development activities to help improve personal education of special education needs	Admin Department Special Education Department	Professional Development Funds	Eduphoria Workshop				
							

**Performance Objective 7:** 1.7 Increase the attendance rate from 88.2% to 91% as measured by the State Alternative Education Indicator System.

**Summative Evaluation:** 2.1% improvement in attendance.

Strategy Description	Staff Responsible for Monitoring	Funding Sources & FTEs	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	Jun
Re-establish the 'meals' with the principal. All meals will be on campus.	Principal	\$1000 budgeted funds	Number of students participating				
Provide incentive for students with 'perfect attendance'.	Principal, teachers, secretary	\$500 campus funds	Number of students with perfect attendance.				
Encourage students to attend partial days to be present during attendance period when they are not feeling well.	Principal, secretary	\$1000 campus funds	Time cards, phone calls				

**Performance Objective 8:** 1.10 Increase completion rate and graduation rate as measured by the Alternative Education Indicator System

**Summative Evaluation:** 2009-2010 Academic Excellence Indicator System for Alternative Education Accountability






Strategy Description	Staff Responsible for Monitoring	Funding Sources & FTEs	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	Jun
Implement new graduation plans.	Counselor	Updated graduation plans, credit analysis for each student, update at completion of each course	Student/parent letter & signature form, student understands credit analysis sheet; PEIMS, graduation rate				
Conference with students & parents regarding credits needed to graduate.	Counselor	Weekly credit report to staff, new student credit analysis to staff	Student transcripts, credit analysis; Graduation rate, grade promotion				
Conference with students & parents regarding specific college/career goals.	Counselor, Principal, Teachers	Personal Grad Plans, college reps, NORTex College Fair, college websites, counselor presentations, Education Go Get It Week, AWARE	Career inventory, personal graduation plans, individual meetings; Graduation questionnaire				
Increase number of students graduating on recommended plan by 50%.	Counselor, Principal, Teachers	Fine art & foreign language teachers, individual parent & student meetings	Students taking foreign language & fine art classes at NDHS; More students complete courses required for new recommended plan				
Actively monitor individual progress of students through weekly advisory meetings.	Teachers	Weekly performance percentages, time caught up, contracts for falling behind 2 weeks in a row	Credit reports & performance scores; End of year credit report				
Conference with students & parents regarding scholarships & financial aid for college, individually & in groups.	Counselor	Websites, counselor presentations, advisory meetings, individual parent/student meetings	Counselor documentation, more students filling out applications & FAFSA; notification by scholarship committees				
Conference with parents & students regarding TAKS scores and available TAKS prep resources.	Counselor	Study Island, information from assessment dept., individual tutorials by teachers; AWARE	Students participate in available tutorials, benchmark scores; CSR's & AWARE reports, reduce retest numbers				
Maintain 85% or better passing grade for all students.	Principal, Counselor	Weekly credit report, progress reports, contracts with advisors & show-me contracts	Progress reports & weekly credit reports; Student transcripts				
Implement new opportunities for student to graduate under alternative methods for attendance and completion	Optional Flexible School Day program staff Night School Program Staff Admin Building Staff Campus Admin Departments that house OFSD	Compensatory Funds	Increase in global attendance and completion rate				

**X** = Discontinue    = No Progress    = Some Progress    = Considerable Progress    = Accomplished

**Performance Objective 9:** 1.11 Provide Pregnancy Related Services (PRS) and Compensatory Education Instruction (CEHI) for pregnant students to help those students adjust and stay in school.

**Summative Evaluation:** Individual student records folders

Strategy Description	Staff Responsible for Monitoring	Funding Sources & FTEs	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	Jun
Texas Education Agency Attendance accounting Section IX for PRS	PRS Services	Texas Education Agency funding Campus Allotment Funding	PRS documentation folders for each individual student				
Provide Compensatory Education Home Instruction during a medically necessary prenatal period and during postpartum periods for students	CEHI Teacher PRS Services PRS Teacher	TEA Funding	PRS service documentation folders for each student				
Counseling services will be provided to students under the PRS label	Counseling Department PRS Services	Campus Counseling Allotment	PRS student feedback surveys				
Students will have the opportunities to receive instruction related to parenting knowledge and skill, including child development, home and family living, and appropriate job readiness training	CTE Department PRS Department	District CTE budget allotment CTE Campus budget allotment	Enrollment of PRS students in CTE courses and copy of documentation in PRS individual student folders				
School health services will be provided for students under the PRS program	Nurse	Community Service and Organizations	Campus nurse logs				
Assistance in obtaining services from government agencies and community service organization will be made available to students	PRS Services Counselor Department Nurse	Campus Funds Community Service and Organization Funds	PRS Individual student folders				

 = Discontinue  
 = No Progress  
 = Some Progress  
 = Considerable Progress  
 = Accomplished


**Goal 2: All systems in the Keller ISD will be effective, efficient, and accountable in support of the district’s mission.**

**Performance Objective 1:** If 100% of the Keller Learning Center’s key management processes are implemented in 90% of core district functions then KLC will be effective, efficient and accountable as measured by:

**Summative Evaluation:** % participation in school lunch program, % reduction in energy usage districtwide, % of on-time delivery of students to school, and % of policies and ARs reviewed as scheduled

**Performance Objective 2:** 2.1 Provide for an effective and efficient system of communication

**Summative Evaluation:** Badlridge gap analysis

Strategy Description	Staff Responsible for Monitoring	Funding Sources & FTEs	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	Jun
Improve the arrival, dismissal, and intervention programs in the DAEP	DAEP Staff Admin Transportation	Campus DAEP Budget Allotment	Student Survey Teacher Survey				
Maintain efficient accounting management with campus network drive or district collaboration site.	KLC Staff	Network Drive maintenance	Folders with complete information and access by any staff member on campus				
Work with Durham transportation to develop and maintain safety and security on district transportation service	Durham Transportation Admin Department DAEP Staff	District Bus Services Campus Personell	100% safety while in transit with our external contributing factors				
							


### Goal 3: Keller Independent School District will recruit, develop, and retain a diverse highly qualified staff.

**Performance Objective 1:** If Keller Learning Center employs 100% qualified professionals whose racial/ethnic diversity reflects the student population then the Keller Learning Center will gain the benefits of a diverse, highly qualified staff as measured by:

**Summative Evaluation:** % professionals hired who are certified or licensed for the position, % teachers hired who meet Highly Qualified requirements of NCLB, % racially/ethnically diverse, qualified professional instructional hires, and % racially/ethnically diverse, qualified administrative hires

**Performance Objective 2:** 3.1 Maintain the retention rate of Highly Qualified Staff at the Keller Learning Center.

**Summative Evaluation:** Celebrations, awards and recognitions for outstanding achievement and exceptional performance in and out of the classroom.

Strategy Description	Staff Responsible for Monitoring	Funding Sources & FTEs	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	Jun
Continue to maintain a strong sense of team through monthly staff meetings, bi-weekly department meeting, and admin meeting.	Admin Staff Departments	Campus Recognition Allotment	Awards will be given for being exceptional.				
Listen to teacher opinions and implement ideas based on "what is best for the student"	Admin Staff	Campus Admin budget	Campus evaluation				
Involve teachers in the decision making matrix	KLC Staff	Admin Budget as needed	Teacher Survey				
							






**Goal 4: The Keller Independent School District will develop and promote positive community relations through effective communication, the involvement of stakeholders, and the establishment of business and community partnerships.**

**Performance Objective 1:** If 100% of district communication is informative and timely, 90% of press is accurate and sent to all stakeholders then positive stakeholder relations will be established as measured by...

**Summative Evaluation:** % KLC households receiving printed publications, % staff accessing information from K-Connect on a daily basis, % visitors accessing the district web site on a weekly basis.






**Performance Objective 2:** 4.1 Provide for an effective and efficient system of communication

**Summative Evaluation:** Informal and Formal campus surveys

Strategy Description	Staff Responsible for Monitoring	Funding Sources & FTEs	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	Jun
Improve the campus website to make it user friendly	Webmaster KLC Staff	Webmaster Allotment	Campus Survey				
Improve the parent, community newsletter highlighting the Keller Learning Center	Admin Department	Campus Newsletter Allotment	Distribution to parents and community				
 = Discontinue  = No Progress  = Some Progress  = Considerable Progress  = Accomplished							


**Performance Objective 3: 4.2 Increase parental and stakeholder involvement**

**Summative Evaluation:** Campus and District committee involvement

Strategy Description	Staff Responsible for Monitoring	Funding Sources & FTEs	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	Jun
Encourage business leaders to become part of the educational process	Admin Department	Invitations	Participation as representative for Keller Learning Center in campus and district committees				
Special events to include stakeholder participation	KLC Staff	Event Meetings Allotment	Stakeholder participation in campus and district events as representative for the Keller Learning Center				
Service Based Projects	KLC Staff	Travel Funds if necessary	The campus will participate in two community based service projects, one in the fall and one in the spring				
<p>  = Discontinue              = No Progress              = Some Progress              = Considerable Progress              = Accomplished         </p>							

**Performance Objective 4:** 4.3 Provide focused instruction on Character Development

**Summative Evaluation:** Counseling Survey

Strategy Description	Staff Responsible for Monitoring	Funding Sources & FTEs	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	Jun
Provide teacher led discussions of personal accountability on topics including character development	KLC Staff	Counseling Allotment	100% lesson completion				
Implement Community of Character Program	KLC Staff	Counseling Allotment	100% lesson deployment				
focus on student successful behavior. attendance, performance, and discipline	KLC Staff	Campus Allotment	Increased attendance rate, lower discipline rate, increased performance awards, and higher completion and graduation rates				
							


**Goal 5: Keller Independent School District facilities and services will be operated in a safe manner so that all students and employees may thrive in a secure and nurturing environment.**

**Performance Objective 1:** If 100% of employees are provided an opportunity to participate in a comprehensive wellness program and are supported in their work then 95% of employees will indicate a nurturing work environment as measured by:

**Summative Evaluation:** % participation in the employee assistance program, % participation in wellness programs, % employees report participation in the heart at work employee recognition program, % of satisfaction on Campus climate survey, % of professional employee contributors to education foundation, and % of employees reporting participation in professional organizations

**Performance Objective 2:** Create a Safe and Healthy learning environment

**Summative Evaluation:** Summative Survey

Strategy Description	Staff Responsible for Monitoring	Funding Sources & FTEs	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	Jun
Review and update the crisis management plan and provide staff the opportunity to practice that plan.	KLC Staff SRO	Crisis Plan allotment	Monthly practice documentation				
Implement health plans for those that may need accommodations due to health concerns	Nurse KLC Staff	Health Allotment	100% completion of health plans for individual students				
Integrate appropriate materials into the curriculum to increase safety awareness of students to prevent victimization	Admin Department KLC Staff Counseling Department	Crisis Intervention Allotment	Student Surveys				
							

# State Compensatory

## Budget for Keller Learning Center High School:

<u>Account Code</u>	<u>Account Title</u>	<u>Budget</u>
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**Personnel for Keller Learning Center High School:**

<u>Name</u>	<u>Position</u>	<u>Program</u>	<u>FTE</u>
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## 2009-2010 Campus Advisory Committee

<b>Committee Role</b>	<b>Name</b>	<b>Position</b>	<b>Signature</b>
Administrator	Kenneth W. Anderson	Principal	
Business Representative	Kim Spears	Sales	
Classroom Teacher	Emily Arnold	Electives	
Classroom Teacher	Denise Stubblefield	CTE	
Classroom Teacher	Amy Wangner	ELA	
Classroom Teacher	Ken Morgan	Social Sciences	
Classroom Teacher	Nancy Carr	Math	
Classroom Teacher	Charles May	Science	
Classroom Teacher	Diana Foster	DAEP Teacher	
Community Representative	Donna Higgins	Community	
District Rep	Debbie Kelly	PRS Services	
Non-classroom Professional	Suzanne Gibson	Counselor	
Paraprofessional	Jennifer Sanchez	Aide	
Parent	Leila Rodriguez	Parent	
Student	Alyssa Estrada	Senior	

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