



BOARD OF SCHOOL TRUSTEES

**KELLER INDEPENDENT SCHOOL DISTRICT**

**10B. Report**

**Date: October 27, 2008**

**SUBJECT: DIFFERENTIATED STAFFING**

**BOARD GOAL: The Keller Independent School District will recruit, develop and retain a diverse highly qualified staff.**

**FISCAL NOTE: Local Budgeted Funds**

**Background Information:**

- In 2006-07, differentiated staffing positions were created to support campuses with higher need student populations
- Principals, after seeking input from the CEIC and reviewing relevant campus student data, recommended appropriate type of position
- Additional positions were added in 2007-08 at campuses with a student economically disadvantaged population of 20% or greater
- No additional positions were added for 2008-09
- Differentiated staffing positions are maintained for a minimum of two years
- Impact to local budget for 2006-07 was \$545,000; 2007-08 an additional \$183,000; current local budget impact is \$982,824

**Administrative Considerations:**

- The data from schools with differentiated staffing indicate the positions have a positive affect on student performance.
- The positions authorized in 2006-07 will have been in place for two years at the end of 2008-09.
- These positions, along with all other positions, will be reviewed when budget recommendations are made for 2009-10.

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Respectfully submitted,

Penny Benz  
Assistant Superintendent for Human Resources