

Vision Statement:

Our community will engage students and adults in a challenging educational environment that inspires creativity and enriches lives for today's realities and tomorrow's possibilities.

Mission of BISD:

The Boerne ISD, in cooperation with the parents and community, prepares its students for lifelong academic success, responsible citizenship, and sound character.

	Goals	Objectives	Strategies	Action Plans
<p><u>BISD BELIEFS</u></p> <ul style="list-style-type: none"> • All students have talents and gifts and deserve the highest quality education • All students should have opportunities to achieve high levels of success • Children matter to the community and should experience a sense of belonging • Children grow best with family and community nurturing • All students must be post-high school ready to enter the workforce and/or higher education • In educating the whole child by addressing not only academics but social/emotional needs • Education is a partnership involving students, families, community, and the district • In fostering an atmosphere of open communication • In a culture of collaboration and respect of all stakeholders • In the importance of community partnerships • Our staff is student-centered and dedicated to excellence • Continuous development of staff is essential to student success • In attracting and retaining the highest quality staff • In being good stewards of the taxpayers' dollars • In providing safe and secure schools for students and staff 	<p><u>Student Success</u></p> <p>Prepare students to be College, Career, and Military Ready</p>	<p>1 - Build a framework for professional development and a support system for all BISD faculty and staff</p> <p>2 - Transform student learning by intentionally teaching the life skills that promote the long-term development and success of all students</p>	<p>1.1 - Construct a professional development plan</p> <p>1.2 - Develop and implement a system of on-going support</p> <p>2.1 - Create a culture that values the process of learning</p> <p>2.2 - Provide opportunities for students to practice the skills they are learning in a real-life environment</p>	<p>1.1.1 - Provide an engaging professional development system that is personalized, purposeful, and maximizes all staff's individual contributions to increase student success.</p> <p>1.2.1 - Create and maintain a comprehensive support system for all BISD staff that is relevant to individual roles and personal growth, and that supports student success.</p> <p>2.1.1 - Develop systems and policies that support student learning.</p> <p>2.1.2 - Add professional supports for educators to implement practices that create a culture that values the process of learning.</p> <p>2.2.1 - Develop BISD policies that leverage student engagement in existing and new program opportunities.</p> <p>2.2.2 - Develop and promote opportunities for students to practice and obtain skills in real life situations.</p>
	<p><u>Customer Service</u></p> <p>Provide quality service to both internal and external customers</p>	<p>3 - Every BISD member will take ownership in providing and creating a welcoming, compassionate environment</p>	<p>3.1 - Integrate opportunities to build trusting relationships among students, staff, families, and community members</p> <p>3.2 - Develop core expectations or practice for customer service delivery throughout BISD</p>	<p>3.1.1 - Establish a unified and consistent customer service culture for building positive relationships with all stakeholders by developing and implementing a communication structure that is transparent, timely, responsive, and informative.</p> <p>3.2.1 - Establish a uniform communication plan between community, district, campuses, classrooms and families.</p> <p>3.2.2 - Develop and implement mentoring, training, and support programs for employees and families to establish consistent, welcoming, transparent customer service throughout BISD.</p>
	<p><u>Human Capital</u></p> <p>Provide a quality work environment so every employee can perform at the highest level</p>	<p>4 - Create a comprehensive career pathway development plan characterized by an innovative, flexible and collaborative staff of connected lifelong learners</p>	<p>4.1 - Utilize all available data to drive decision making and planning to support employee needs</p> <p>4.2 Attract and retain talent according to a holistic profile of a BISD educator</p>	<p>4.1.1 - Create and implement training and support for new and existing staff to support employee growth and needs for greater student success.</p> <p>4.1.2 - Collect, analyze, publish and respond to an ongoing collection of decision-making data.</p> <p>4.2.1 - Review, develop, and implement a robust benefits package that will attract and benefit all BISD staff members.</p> <p>4.2.2 - Develop a career mentoring program that includes all BISD leader involvement working towards promoting positive leadership strategies and career advancement pathways.</p>
	<p><u>Fiscal Responsibility</u></p> <p>Create efficiencies at all levels of the organization</p>	<p>5 - Implement all operational efficiencies to enable BISD to offer all desired innovative programs which prepare students for a successful future</p>	<p>5.1 - Evaluate the effectiveness of programs and systems to ensure we are achieving our mission</p> <p>5.2 - Educate all stakeholders regarding their vital role in the financial management of our district</p>	<p>5.1.1 - Identify and prioritize district programs and systems for evaluation based on district mission and annual goals.</p> <p>5.1.2 - Design and implement an evaluation matrix to assess district programs and systems.</p> <p>5.2.1 - Construct a communications pathway to educate our BISD stakeholders with transparent financial information.</p>