



Boerne ISD Strategic Plan 2019-2022

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.

Engage. Inspire. Enrich.

Mission of BISD:

The Boerne Independent School District **engages, inspires, and enriches** our community through innovative learning experiences.

BISD BELIEVES	Goals	Objectives	Strategies	Action Plans	Progress				
	<p><u>BISD BELIEVES</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> 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>1.1 - Construct a professional development plan</p> <p>1.2 - Develop and implement a system of on-going support</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 - Transform student learning by intentionally teaching the life skills that promote the long-term development and success of all students</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>2.1.1 - Develop systems and policies that support student learning.</p> <p>2.1.2 - Add professional support 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> 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> 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> 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>					