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# District Educational Improvement Committee

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Tuesday, February 7, 2023

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# Agenda

Welcome [DEIC Website](#)

Title IV Survey

Purpose of DEIC

District Needs Assessment

- Connections to Strategic Plan
- Connections to Portrait of a Learner

Future Meetings



# Purpose of DEIC

To provide an opportunity for stakeholders to have a voice in the educational process of the district



All federal planning requirements go through DEIC

District improvement plan is developed, reviewed, and revised annually by the DEIC

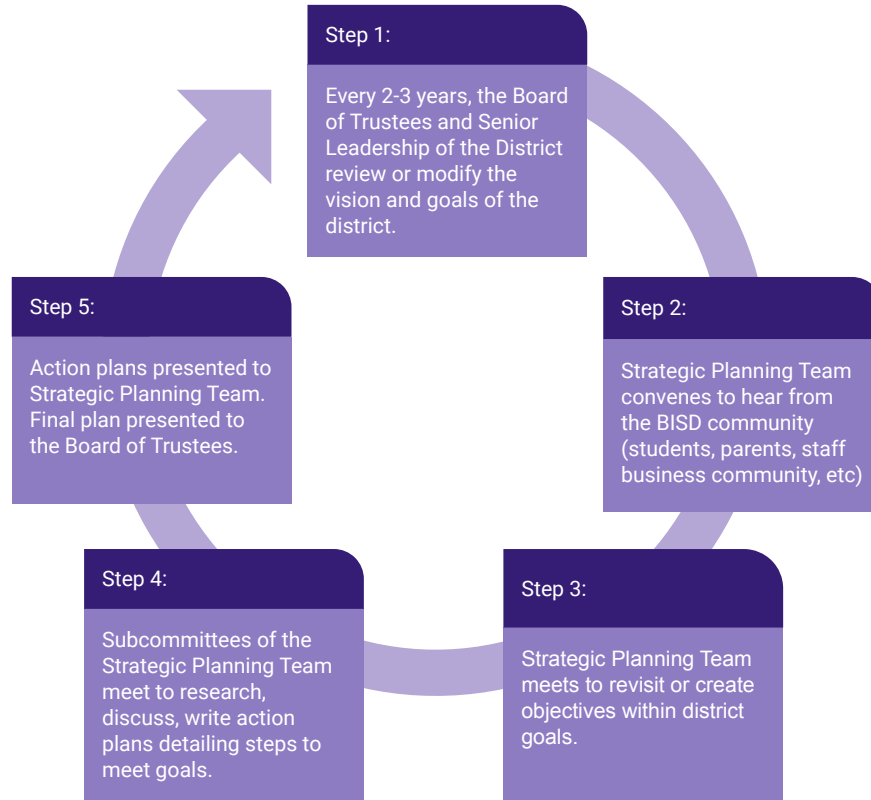


At least two meetings per year; BISD schedules 4 meetings per year.

# DEIC Planning Process



# Strategic Planning Process



# District Mission & Vision

## **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.



Aligned to our Strategic Plan, the BISD Scorecard and its Four Pillars continue to guide our work to engage, inspire, and enrich our community through innovative learning experiences.



**STUDENT  
SUCCESS**



**HUMAN  
CAPITAL**



**CUSTOMER  
SERVICE**



**FISCAL  
RESPONSIBILITY**



# District Scorecard

FOCUS	Student Success	Customer Service	Human Capital	Fiscal Responsibility
OBJECTIVES	Prepare students to be College, Career, and Military Ready	Provide quality service to both internal and external customers	Provide a quality work environment so every employee can perform at the highest levels	Create efficiencies at all levels of the organization
PROGRESS MONITORING	The recommendation is to increase from 71% -80% by 2025	Increase the mean of the School Quality Survey 3.6 to 4.0 2024	Implement Campus/Departmental Surveys, establish baseline	Maintain unassigned fund balance between 17% (60 days) and 25% (90 days) of total expenditures as noted by regular progress monitoring
	Increase the percentage of Economically Disadvantaged students at the MEETS level on STAAR (Grades 3-11) in all subjects and in all grades from 47%-49% by 2025	Increase student/staff volunteer service hours from 30K to 35K by 2024	Meet or reduce the current teacher turnover rate of 14.3%, not to exceed state teacher turnover rate of 14.3% by 2023	Achieve Debt Star Transparency Rating with the Texas Comptroller's Office
	Increase the percentage of students at MEETS grade level or above on STAAR at all grades in all subjects from 68%-70% by 2025	Professional Learning feedback results will have a 90% approval rating as defined by scores of 4's or 5's on post professional development surveys	Increase professional participation in district exit process from 80.5% to 85.5% by 2024	Maintain Financial Transparency Rating with the Texas Comptroller's Office
	Increase the percentage of students at MASTERS level on STAAR at all grades in all subjects 38%- 40% by 2025		Increase retention of New Teachers to the district. Need 21-22 retention rate by 2024	Maintain a formula for assigned fund balance related to Capital Replacement Plan
	Decrease the number of students, Kindergarten through 8th grade, from Tier 3 Reading levels indicated in BOY to EOY as measured by Istation ISIP from 2% to 1% by 2025			



# Strategic Plan

## 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.

	Goals	Objectives	Strategies	Action Plans	Progress	
<p><b>BISD BELIEVES</b></p> <ul style="list-style-type: none"> <li>All students have talents and gifts and deserve the highest quality education</li> <li>All students should have opportunities to achieve high levels of success</li> <li>Children matter to the community and should experience a sense of belonging</li> <li>Children grow best with family and community nurturing</li> <li>All students must be post-high school ready to enter the workforce and/or higher education</li> <li>In educating the whole child by addressing not only academics but social/emotional needs</li> <li>Education is a partnership involving students, families, community, and the district</li> <li>In fostering an atmosphere of open communication</li> <li>In a culture of collaboration and respect of all stakeholders</li> <li>In the importance of community partnerships</li> <li>Our staff is student-centered and dedicated to excellence</li> <li>Continuous development of staff is essential to student success</li> <li>In attracting and retaining the highest quality staff</li> <li>In being good stewards of the taxpayers' dollars</li> <li>In providing safe and secure schools for students and staff</li> </ul>	<p><b>Student Success</b> 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>1.1.1 - 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 - Develop and implement a system of on-going support</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>2.1.1 - 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 - Provide opportunities for students to practice the skills they are learning in a real-life environment</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><b>Customer Service</b> 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>3.1.1 - 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 - Develop core expectations or practice for customer service delivery throughout BISD</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><b>Human Capital</b> 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>4.1.1 - Create and implement training and support for new and existing staff to support employee growth and needs for greater student success.</p>	
				<p>4.2 - Attract and retain talent according to a holistic profile of a BISD educator</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><b>Fiscal Responsibility</b> 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>5.1.1 - 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 - Educate all stakeholders regarding their vital role in the financial management of our district</p>	<p>5.2.1 - Construct a communications pathway to educate our BISD stakeholders with transparent financial information.</p>	

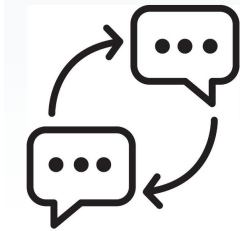
# Group Processes



**Silent generation  
(individual think)**



**Round robin  
sharing (take  
turns to clarify  
ideas)**



**Communicate  
and combine  
ideas**



**Large group  
gallery walks  
for feedback**



**Small group  
incorporate  
feedback**



**Share with large  
group**

# Analysis Activity



## Individual think time:

- Individual analysis of internal strengths and challenges



## Table groups:

- Talk about internal strengths and challenges. List on chart paper.



## Gallery walk:

- Groups will rotate to each chart paper to provide feedback by adding sticky notes



## Small group:

- Return to small groups to analyze feedback and make final notes on chart paper



# Portrait of a Learner

What would you like to see the school and district do to help these attributes be actualized in our students' lives?



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# FUTURE MEETING

*Boerne ISD Training Center  
Rooms C134 & C135*

— Tuesday, April 25 —

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