



# District Educational Improvement Committee

Thursday, April 21, 2022

# Agenda

Welcome [DEIC Website](#)

Purpose of DEIC

Overview of District Improvement Planning Process

Review of Esser III Plan

Review of District-Level Information - Bond Overview and Interim Assessment

Future Meetings

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	Increase the percentage of graduates who are CCMR from 80% to 81% by 2022	Increase the mean of the School Quality Survey 4.3 to 4.4 by 2022	Increase the mean of the Employee Engagement Survey from 4.11 to 4.2 by 2022	Maintain unassigned fund balance between 17% (60 days) and 25% (90 days) of total expenditures as noted by regular progress monitoring
		Goal met: 20-21 4.4	Goal met: 20-21 4.4	Goal met
	Increase the percentage of Economically Disadvantaged students at the Meets Level on STAAR (Grades 3-8) in Reading and Math to Close the Achievement Gap from 33% to 35% by 2022.	Increase the mean of the District Services Survey from 4.3 to 4.4 by 2022	Meet or reduce the current teacher turnover rate of 15.2%, not to exceed state teacher turnover rate of 16.6% by 2022	Achieve Debt Star Transparency Rating with the Texas Comptroller's Office
	Rewritten due to actual reflection of sub-pop %	Measure waived 20-21	Goal met: 19-20 14.3%	Developing (waiting on response from the Comptroller)
	Increase the percentage of students at MEETS grade level or above on STAAR at all grades in all subjects from 62% to 64% by 2022	Increase student/staff volunteer service hours from 10K and 11K by 2022 (postpone)	Increase professional participation in district exit process from 80.5% to 85.5% by 2022	Maintain Financial Transparency Rating with the Texas Comptroller's Office
	Due to COVID Regression	District closed to volunteers. To date 925 hrs.	Goal not met: 19-20 72%	Goal met
	Increase the percentage of students at MASTERS level on STAAR at all grades in all subjects 34% to 36% by 2022	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 retention of New Teachers to the district. Baseline year: 2020-2021	Maintain a formula for assigned fund balance related to Capital Replacement Plan
	Due to COVID Regression	Goal met: 19-20	Measure waived 20-21	Developing
	Maintain the UIL rate of participation eligibility at 95%			
	Goal met in 20-21			
Decrease the number of students, Kindergarten through 8th grade, from Tier 3 Reading levels indicated in BOY to EOY as measured by Istation ISIP by 2% by 2022				
Goal met in 20-21				

# Strategic Plan

Goals	Objectives	Strategies	Action Plans	Progress						
<b>Student Success</b> Prepare students to be College, Career, and Military Ready	1 - Build a framework for professional development and a support system for all BISD faculty and staff	1.1 - Construct a professional development plan	1.1.1 - Provide an engaging professional development system that is personalized, purposeful, and maximizes all staff's individual contributions to increase student success.							
		1.2 - Develop and implement a system of on-going support	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.							
	2 - Transform student learning by intentionally teaching the life skills that promote the long-term development and success of all students	2.1 - Create a culture that values the process of learning	2.1.1 - Develop systems and policies that support student learning.							
			2.1.2 - Add professional support for educators to implement practices that create a culture that values the process of learning.							
		2.2 - Provide opportunities for students to practice the skills they are learning in a real-life environment	2.2.1 - Develop BISD policies that leverage student engagement in existing and new program opportunities.							
			2.2.2 - Develop and promote opportunities for students to practice and obtain skills in real life situations.							
<b>Customer Service</b> Provide quality service to both internal and external customers	3 - Every BISD member will take ownership in providing and creating a welcoming, compassionate environment.	3.1 - Integrate opportunities to build trusting relationships among students, staff, families, and community members	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.							
		3.2 - Develop core expectations or practice for customer service delivery throughout BISD	3.2.1 - Establish a uniform communication plan between community, district, campuses, classrooms and families.							
			3.2.2 - Develop and implement mentoring, training, and support programs for employees and families to establish consistent, welcoming, transparent customer service throughout BISD.							
<b>Human Capital</b> Provide a quality work environment so every employee can perform at the highest level	4 - Create a comprehensive career pathway development plan characterized by an innovative, flexible and collaborative staff of connected lifelong learners	4.1 - Utilize all available data to drive decision making and planning to support employee needs	4.1.1 - Create and implement training and support for new and existing staff to support employee growth and needs for greater student success.							
			4.1.2 - Collect, analyze, publish and respond to an ongoing collection of decision-making data.							
		4.2 - Attract and retain talent according to a holistic profile of a BISD educator	4.2.1 - Review, develop, and implement a robust benefits package that will attract and benefit all BISD staff members.							
			4.2.2 - Develop a career mentoring program that includes all BISD leader involvement working towards promoting positive leadership strategies and career advancement pathways.							
<b>Fiscal Responsibility</b> Create efficiencies at all levels of the organization	5 - Implement all operational efficiencies to enable BISD to offer all desired innovative programs which prepare students for a successful future	5.1 - Evaluate the effectiveness of programs and systems to ensure we are achieving our mission	5.1.1 - Identify and prioritize district programs and systems for evaluation based on district mission and annual goals.							
			5.1.2 - Design and implement an evaluation matrix to assess district programs and systems.							
		5.2 - Educate all stakeholders regarding their vital role in the financial management of our district	5.2.1 - Construct a communications pathway to educate our BISD stakeholders with transparent financial information.							

as of November 2020

**WE ARE BOERNE**

# Purpose of DEIC

## District Improvement Planning Process

### I. Begins with a Comprehensive Needs Assessment (CNA).

- Begins well before the school year starts.
- Requires examination of all aspects of the district in an honest and transparent manner.
- Gives direction for the district and campuses for developing goals, objectives, and strategies

### II. Goals, Objectives, and Strategies

- Goals are established by the Board of Trustees and designed to be reached in 3-5 years.
- Objectives are unique to the district/campus, designed to be reached in one year, and are measurable.
- Strategies are the activities that move the district/campus toward achieving the objective and often identify the funds necessary for implementing the strategy.







### III. Continuous Process Involving All Stakeholders

- Adjustments are made throughout the year in response to incoming data.
- Living, breathing documents
- Reflect the most current efforts and resources aimed at meeting long-term goals established by the Board of Trustees.



# District and Campus Improvement Plans

## Formative and Summative Reviews

Strategy 2 Details	Reviews
<p><b>Strategy 2:</b> Inbed technology that supports core curriculum, STEM-related activities and courses, and daily activities to facilitate student and teacher proficiency in technology as well as equitable access to instruction during any remote learning and traditional in-person learning.</p> <p><b>Strategy's Expected Result/Impact:</b> Increased student engagement and improved teacher/student proficiency in technology use.</p> <p><b>Staff Responsible for Monitoring:</b> Chief Instructional Officer, Chief Technology Officer</p>	<p><b>Oct</b> <b>October Evidence of Progress</b></p> <p> Teacher and student access to technology continues to be monitored. Professional learning over the summer provided to teachers to help them incorporate technology into the classroom.</p> <p><b>Jan</b> <b>January Evidence of Progress</b></p> <p> Current equitable access being monitored and long-range plans to ensure continued equity are being developed</p> <p><b>Apr</b> <b>April Evidence of Progress</b></p> <p> Proposal for purchase of 40 SMART Boards presented to DEIC in effort to update technology and to facilitate student engagement and teacher/student proficiency in technology.</p> <p><b>June</b> <b>June Evidence of Progress</b></p>
Strategy 3 Details	Reviews
<p><b>Strategy 3:</b> Evaluate/monitor graduation rate, dropout rate and attendance in order to implement strategies designed to facilitate improved rates.</p> <p><b>Strategy's Expected Result/Impact:</b> Increased graduation and attendance rates</p> <p><b>Staff Responsible for Monitoring:</b> Chief Administrative Officer, High School Principals, Chief Financial Officer; Director of Student Information Systems</p>	<p><b>Oct</b> <b>October Evidence of Progress</b></p> <p> Checking leaver data in September and October in dropout recovery efforts.</p> <p><b>Jan</b> <b>January Evidence of Progress</b></p> <p> Recovery efforts continue, credit recovery summer school being developed for Summer 2022</p> <p><b>Apr</b> <b>April Evidence of Progress</b></p> <p> Expanded credit recovery summer school scheduled, teachers hired, students being recommended and enrolled.</p> <p><b>June</b> <b>June Evidence of Progress</b></p>

There are a total of **144 Objectives** and **378 Strategies** across the District and Campus Improvement Plans. They are all designed to help the district meet the four goals established by the Board of Trustees.

The results of the efforts will have a final review in June and based on strategy effectiveness and district needs, the strategies may be continued, modified, or discontinued for School Year 2022-2023.

# ESSER III Use of Fund Plan

## *Six-Month Stakeholder Review*

Located at [boerneisd.net](https://boerneisd.net) > Explore BISD > [Informational Postings](#)

Current Use of Funds Plan	Proposed Changes
<p>There are ESSER III funds currently budgeted to Summer School 2023.</p>	<p>The proposal is to decrease some of the ESSER III Summer School 2023 funding and offset that decrease by increasing Summer School 2023 funding in the ESSER-Supplemental grant by the same amount. The change would allow us to budget and purchase <b>(40) SMART Boards and carts</b> this spring so that they are in the district by the start of the next school year.</p> <p>Continuing to Budget the technology in ESSER-Supplemental would require us to wait until September 2022 to begin the purchase of the SMART Boards.</p>
<p>Contracted services funds are currently budgeted in the current plan.</p>	<p>Information only – no change to original plan: ESSER III funds will partially fund <b>Science Mill</b>. The students prioritized for attendance at the camp are those identified as Economically Disadvantaged and At-Risk for meeting challenging state standards.</p>
<p>The COVID-19 Administrator position is funded for SY21-22 out of ESSER III.</p>	<p>Information only – no change to original plan. Note will be placed in posted ESSER III plan that the expenditure is for 21-22, only and will not continue in 22-23.</p>



## 2022 – 2023 Boerne ISD Federal Grant Entitlements - Estimated Planning Amounts with Proposed Uses

Program and Estimated Planning Amount	Proposed Use of Funds
<p><b>Title I, Part A – Targeted Assistance</b> \$534,835</p>	<p>Mandatory reservations are set aside for various programs such as for homeless students and students residing in facilities for neglected children. Title I funds primarily support professional/paraprofessional salaries for Targeted Academic Intervention, professional development, classroom resources, and parent involvement.</p>
<p><b>Title I, Part C – Migrant Education Program</b> \$6,052</p>	<p>Boerne ISD historically uses the funds to participate in the Region 20 Education Service Center Shared Services Arrangement which allows us to maximize funding through cooperative spending with other districts with small Migrant populations.. Services provided are identification and recruitment of migrant families, tutoring, family and parent engagement activities, and other student enrichment activities.</p>
<p><b>Title II, Part A – Teacher and Principal Training and Recruiting</b> \$148,193</p>	<p>Proposed use is for professional learning.</p>
<p><b>Title III, Part A – English Language Acquisition</b> \$57,848</p>	<p>Proposed use is support for the Family Outreach Program held at the Dual Language campuses, professional development training provided for teachers working with English Learners and supplementary classroom resources for emerging bilingual (EB) students.</p>
<p><b>Title IV, Part A – Student Support and Academic Enrichment</b> \$40,120</p>	<p>Proposed use of funds include partially funding a social/emotional assessment tool for all campuses, funding summer math acceleration courses, and professional development in the area of technology.</p>
<p><b>Individuals with Disabilities Education and Preschool</b> \$1,459,392 and \$13,739</p>	<p>Proposed uses is for funding professional and paraprofessional positions and services designed to ensure students with disabilities receive a free and appropriate education that emphasizes special education and related services designed to meet their unique needs and prepare them for further education, employment, and independent living.</p>
<p><b>Perkins V – Strengthening Career and Technical Education</b> \$52,725</p>	<p>The 2022-23 budget for Perkins V in BISD will allocate resources to improvements in STEM labs, middle school technology, human service lab upgrades, teacher leader stipends, and professional learning for CTE educators on EL strategies.</p>
<p><b>National School Lunch Program Equipment Assistance</b> \$64,978</p>	<p>Funds will provide for new beverage/mile coolers and new hot/cold serving lines for Kendall Elementary School Cafeteria.</p>
<p><b>American Rescue Plan Homeless II</b> \$17,449</p>	<p>Proposed use of funds is to provide wraparound services to homeless students residing at Kendall County Women’s Shelter such as homework help and tutoring.</p>

**Bond Overview**  
*Dr. Tommy Price*

# District-Level Updates

# Things to Remember

1. Students/Growth
2. Every Campus Benefits
3. Your Tax Rate will **NOT** Increase



# Boerne ISD 2022 Bond Projects



## **New Construction and Additions. . . . .**

**\$109,500,000**

*Creating learning environments for the students of today and tomorrow.*



## **Priority Maintenance and Safety . . . . .**

**\$28,000,000**

*Investing in our first-priority: keeping students safe by implementing system and facility upgrades to maintain healthy learning environments.*



## **Technology . . . . .**

**\$12,200,000**

*Safely preparing our students to be competitive in today's job market.*



## **Land Purchases . . . . .**

**\$9,840,000**

*Preparing for the future today.*



## **Aquatic Learning Center . . . . .**

**.\$2,700,000**

*Water safety for all students.*

*\*\$3,200,000 included for program contingency*

# EARLY VOTING



# ELECTION DAY

## APRIL 25 – MAY 3

**MAIN VOTING LOCATION:**  
**KENDALL COUNTY ELECTIONS OFFICE**  
221 FAWN VALLEY DRIVE  
BOERNE

**BRANCH VOTING LOCATION:**  
**VAN RAUB SCHOOL HOUSE**  
8776 DIETZ-ELKHORN ROAD  
FAIR OAKS RANCH

**Days and Hours for Both Locations:**  
April 25-29, 2022.....8:00 AM – 6:00 PM  
April 30, 2022.....10:00 AM – 4:00 PM  
May 2-3, 2022.....7:00 AM – 7:00 PM



## MAY 7

### ELECTION DAY VOTE CENTERS:

Kendall County participates in the Countywide Polling Place Program. Any registered voter of Kendall County may choose to vote at any of the Vote Center Locations listed below on Election Day. Registered voters of Bexar and Comal County must vote at the Bexar/Comal County Location listed below on Election Day.

VOTE CENTER #1	City Hall (Training Room) 447 N. Main Street, Boerne, Texas 78006
VOTE CENTER #2	Bergheim Volunteer Fire Department 1 Old Curry Creek Road, Bergheim, Texas 78004
VOTE CENTER #3	Burdick Community Center 119 Old San Antonio Road, Boerne, Texas 78006
VOTE CENTER #4	Kendalia Community Center 2610 FM 473, Kendalia, Texas 78027
VOTE CENTER #5	Boerne Bible Church 1026 E. Blanco, Boerne, Texas 78006
VOTE CENTER #6	Sisterdale Community Center 2 Sisterdale-Lindendale Rd, Sisterdale, Texas 78006
VOTE CENTER #7	Comfort Baptist Church 100 Amber Drive, Comfort, Texas 78013
VOTE CENTER #8	Nineteen:Ten Church 130 FM 1376, Boerne, Texas 78006
Bexar/Comal County Location	Van Raub School House 8776 Dietz Elkhorn Road

**Polls Open .....7:00 AM – 7:00 PM**



**Interim Assessment Results**

*Ms. Larissa Flores*

# District-Level Updates



# Grades 3 & 4

Elementary				
Grade 3	Math		Reading	
	Interim Nov. 2021	Interim Spring 2022	Interim Nov. 2021	Interim Spring 2022
Tested (Eng.)	626	625	616	624
Tested (Span.)	30	30	30	27
Meets (Eng.)	22%	47%	33%	44%
Meets (Span.)	6%	6%	17%	23%

Elementary				
Grade 4	Math		Reading	
	Interim Nov. 2021	Interim Spring 2022	Interim Nov. 2021	Interim Spring 2022
Tested (Eng.)	767	773	738	754
Tested (Span.)	12	12	18	20
Meets (Eng.)	39%	65%	60%	67%
Meets (Span.)	16%	16%	23%	20%

\*Compared to Region 20, BISSD averaged 21% higher in data above

# Grade 5

Elementary						
Grade 5	Math		Reading		Science	
	Interim Nov. 2021	Interim Spring 2022	Interim Nov. 2021	Interim Spring 2022	Interim Nov. 2021	Interim Spring 2022
Tested (Eng.)	684	683	670	659		683
Tested (Span.)	11	11	11	12		9
Meets (Eng.)	49%	60%	57%	67%		39%
Meets (Span.)	19%	19%	50%	54%		2%

\*Compared to Region 20, BISS averaged 22% higher in data above



# Middle School - 6th & 7th Grade

Middle School				
Grade	Math		Reading	
	Interim Nov. 2021	Interim Spring 2022	Interim Nov. 2021	Interim Spring 2022
6				
<b>Tested</b>	774	763	747	778
<b>% Predicted Meets</b>	39%	63%	42%	54%

Middle School				
Grade	Math		Reading	
	Interim Nov. 2021	Interim Spring 2022	Interim Nov. 2021	Interim Spring 2022
7				
<b>Tested</b>	847	840	858	837
<b>% Predicted Meets</b>	40%	51%	59%	67%

\*Compared to Region 20, BISD averaged **24%** higher in data above

# Middle School - 8th Grade

Middle School										
Grade 8	Math		Algebra		Reading		Science		Social Studies	
	Interim Nov. 2021	Interim Spring 2022	Interim Nov. 2021	Interim Spring 2022	Interim Nov. 2021	Interim Spring 2022	Interim Nov. 2021	Interim Spring 2022	Interim Nov. 2021	Interim Spring 2022
Tested	501	506	311	316	808	803		813		717
% Predicted Meets	23%	35%	61%	85%	53%	60%		57%		35%

\*Compared to Region 20, BISD averaged **20%** higher in data above

# High School

High School		
HS Algebra I	Interim Nov. 2021	Interim Spring 2022
Tested	480	445
% Predicted Meets	13%	19%

High School		
English 1	Interim Nov. 2021	Interim Spring 2022
Tested	795	730
% Predicted Meets	56%	53%

High School		
English 2	Interim Nov. 2021	Interim Spring 2022
Tested	707	731
% Predicted Meets	47%	51%

\*Compared to Region 20, BISD averaged **20%** higher in data above

# High School - Biology & US History

High School		
Biology	Interim Nov. 2021	Interim Spring 2022
Tested		772
% Predicted Meets		<b>63%</b>

High School		
US History	Interim Nov. 2021	Interim Spring 2022
Tested		624
% Predicted Meets		<b>76%</b>

\*Compared to Region 20, BISD averaged **20%** higher in data above

Test	Spring 2021 Interim	Spring 2022 Interim
Average 3- 8 Reading MEETS	58%	60%
Average 3-8 Math MEETS	47%	54%
Grade 5 Science MEETS	36%	39%
Grade 8 Science MEETS	50%	57%
Grade 8 Social Studies MEETS	25%	35%
Algebra 1 MEETS (MS & HS)	51%	46%
English 1 MEETS	63%	53%
English 2 MEETS	58%	51%
Biology MEETS	62%	63%
US History MEETS	77%	76%



# Future Meetings

*See you next year!*