



District Educational Improvement Committee

— —

Tuesday, September 19, 2023

Agenda

Welcome [DEIC Website](#)

Purpose of DEIC

District Improvement Plan Overview

Calendar Information

Subcommittee Opportunity

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

2023-2024 District Scorecard				
FOCUS	Student Success	Customer Service	Human Capital	Fiscal Responsibility
OBJECTIVES	By 2028, 100% of Boerne I.S.D. students will engage in innovative learning experiences so they are college, career, and/or military ready.	By 2028, 100% of Boerne I.S.D. stakeholders will be a part of a culture of trust where they feel engaged and valued.	By 2028, 100% of the Boerne I.S.D. employee experience will prioritize opportunities to perform at and aspire to the highest level of professional performance and growth.	By 2028, Boerne I.S.D. will maximize funding and efficiencies so our budget funds 100% of our identified needs.
PROGRESS MONITORING	The yearly student retention rate for advanced courses and programs such as (Honors, On Ramps, Dual Credit, Advanced Placement, P-Tech) and all aspects of being College Ready will be maintained at 95%	By 2025 stakeholders will report a 90% satisfaction rate with customer service initiatives within the district.	By 2025 BISD will establish career pathways for teachers.	Establish and maintain a 10-year capital replacement plan and allocate available funds from prior year budget surpluses over fund balance goals annually.
	By 2024 BISD will increase the number of students who complete CTE Programs of Study with a credential by 10%.	By 2025 new students and families to the district will report a 90% satisfaction rate of their entry experience into the district.	By 2025 Mentor program participants and mentors will report an overall program satisfaction rate of 95%.	Review and evaluate various programs of the District and incorporate the results of those reviews into the budget process.
	By 2025 BISD will use MTSS processes to increase the percentage of students who make academic growth in STAAR Reading & Math by 2% (Use Domain 2A Component Score)		By 2025 Recruitment efforts will yield 25% of all new hires to the district.	
	By 2025 increase the level of STAAR Meets Performance levels from 72% to 74% and STAAR Masters Performance levels from 37% to 40% in all grade and subject areas		By 2025 BISD will establish the top 5 reasons employees work and stay with the district.	
	By 2024 maintain the UIL eligibility participation rate at 95%; determined by the 3rd grading cycle.		By 2025 BISD 95% employees will report knowledge or awareness of services offered by Human Resources.	



Strategic Plan

	Goals	Strategies	Action Plans	Progress																																								
<p>BISD BELIEVES</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 staffs.6 	<p>Student Success</p> <p>By 2028, 100% of Boerne I.S.D. students will engage in innovative learning experiences, so they are college, career, and/or military ready.</p>	<p>1- Enhance the district-wide system for rigorous and relevant instruction to ensure all students are college, career, and/or military ready.</p>	<p>1.1 - Ensure equitable access to rigorous relevant instruction.</p> <p>1.2 - Review and refine current MTSS protocols, including staffing needs.</p> <p>1.3 - Revise the Professional Learning Plan to continually incorporate rigorous and relevant instruction.</p> <p>1.4 - Align high-quality instructional materials and assessments to standards for English language arts, languages other than English, Math, Science, and Social Studies.</p> <p>1.5 - Update high-quality instructional materials and assessments for all career-technical education opportunities.</p> <p>1.6 - Create tools to support advising students for advanced academic courses.</p>	<table border="1"> <tr><td></td><td></td><td></td><td></td></tr> <tr><td></td><td></td><td></td><td></td></tr> <tr><td></td><td></td><td></td><td></td></tr> <tr><td></td><td></td><td></td><td></td></tr> <tr><td></td><td></td><td></td><td></td></tr> <tr><td></td><td></td><td></td><td></td></tr> <tr><td></td><td></td><td></td><td></td></tr> <tr><td></td><td></td><td></td><td></td></tr> <tr><td></td><td></td><td></td><td></td></tr> <tr><td></td><td></td><td></td><td></td></tr> </table>																																								
<p>Customer Service</p> <p>By 2028, 100% of Boerne I.S.D. stakeholders will be a part of a culture of trust where they feel engaged and valued</p>	<p>2- Enhance the district-wide system which enriches the relationships and collaboration among all stakeholders to inspire trust.</p>	<p>2.1 - Define customer service roles for all stakeholders.</p> <p>2.2 - Implement plans to engage all stakeholders in customer service initiatives.</p> <p>2.3 - Finalize guidelines and structure for Boerne I.S.D. Customer Service Guidelines document.</p> <p>2.4 - Create a Customer Service Flowchart and FAQ in English and Spanish.</p> <p>2.5 - Create a marketing initiative for the Customer Service Flowchart, FAQ, and rollout staff training.</p> <p>2.6 - Create systems for welcoming new students and families, including emerging bilingual families.</p>	<table border="1"> <tr><td></td><td></td><td></td><td></td></tr> <tr><td></td><td></td><td></td><td></td></tr> <tr><td></td><td></td><td></td><td></td></tr> <tr><td></td><td></td><td></td><td></td></tr> <tr><td></td><td></td><td></td><td></td></tr> <tr><td></td><td></td><td></td><td></td></tr> <tr><td></td><td></td><td></td><td></td></tr> <tr><td></td><td></td><td></td><td></td></tr> <tr><td></td><td></td><td></td><td></td></tr> <tr><td></td><td></td><td></td><td></td></tr> </table>																																									
<p>Human Capital</p> <p>By 2028, 100% of the Boerne I.S.D. employee experience will prioritize opportunities to perform at and aspire to the highest level of professional performance and growth.</p>	<p>3- Create a district-wide system to maximize quality staffing, professional learning, and growth.</p>	<p>3.1 -Develop and implement Career Pathways to promote longevity in assignment and employment</p> <p>3.2 Redesign the Boerne I.S.D. Mentor Program</p> <p>3.3 Update the Boerne I.S.D. recruitment and retention plan.</p> <p>3.4 Develop a marketing plan for the menu of services offered by the Human Resources Department.</p>	<table border="1"> <tr><td></td><td></td><td></td><td></td></tr> <tr><td></td><td></td><td></td><td></td></tr> <tr><td></td><td></td><td></td><td></td></tr> <tr><td></td><td></td><td></td><td></td></tr> <tr><td></td><td></td><td></td><td></td></tr> <tr><td></td><td></td><td></td><td></td></tr> <tr><td></td><td></td><td></td><td></td></tr> <tr><td></td><td></td><td></td><td></td></tr> <tr><td></td><td></td><td></td><td></td></tr> <tr><td></td><td></td><td></td><td></td></tr> </table>																																									
<p>Fiscal Responsibility</p> <p>By 2028, Boerne I.S.D. will maximize funding and efficiencies so our budget funds 100% of our identified needs.</p>	<p>4- By 2028, Boerne I.S.D. will maximize funding and efficiencies so our budget funds 100% of our identified needs.</p>	<p>4.1 - Write and communicate Capital Replacement Standards and expectations.</p> <p>4.2 - Create a capital asset replacement shared drive.</p> <p>4.3 - Create needs assessment template and gather campus and department data.</p> <p>4.4 - Review and prioritize district needs.</p>	<table border="1"> <tr><td></td><td></td><td></td><td></td></tr> <tr><td></td><td></td><td></td><td></td></tr> <tr><td></td><td></td><td></td><td></td></tr> <tr><td></td><td></td><td></td><td></td></tr> <tr><td></td><td></td><td></td><td></td></tr> <tr><td></td><td></td><td></td><td></td></tr> <tr><td></td><td></td><td></td><td></td></tr> <tr><td></td><td></td><td></td><td></td></tr> <tr><td></td><td></td><td></td><td></td></tr> <tr><td></td><td></td><td></td><td></td></tr> </table>																																									
	<p>5- Refine the district-wide system to review and evaluate programs and processes to prevent overlap and promote efficiency, efficacy, and fiscal responsibility.</p>	<p>5.1 - Establish a timeline for annual audit review of programs and establish owners for all programs used in the district.</p> <p>5.2 - Review equity and standardization across the district and create a district-wide inventory tool.</p> <p>5.3 - Analyze effectiveness; identify redundancies and low usage programs.</p> <p>5.4 - Recommend programs for elimination and development.</p>	<table border="1"> <tr><td></td><td></td><td></td><td></td></tr> <tr><td></td><td></td><td></td><td></td></tr> <tr><td></td><td></td><td></td><td></td></tr> <tr><td></td><td></td><td></td><td></td></tr> <tr><td></td><td></td><td></td><td></td></tr> <tr><td></td><td></td><td></td><td></td></tr> <tr><td></td><td></td><td></td><td></td></tr> <tr><td></td><td></td><td></td><td></td></tr> <tr><td></td><td></td><td></td><td></td></tr> <tr><td></td><td></td><td></td><td></td></tr> </table>																																									

as of June 2023



boerneisd.net/strategicplanning



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.



Purpose of DEIC

“Big Rocks”

- Developing and monitoring the District Improvement Plan (DIP)
- Developing recommendations for the Academic Calendar
- Monitor Federal spending
- Stakeholder Input

DEIC Planning Process



District Improvement Plan Summary

Our DIP Goals are aligned with the four goal of our Strategic Plan:

Goal 1: Student Success: By 2028, 100% of Boerne I.S.D. students will engage in innovative learning experiences, so they are college, career, and/or military ready.

Goal 2: Customer Service: By 2028, 100% of Boerne I.S.D. stakeholders will be part of a culture of trust where they feel engaged and valued.

Goal 3: Human Capital: By 2028, 100% of the Boerne I.S.D. employee experience will prioritize opportunities to perform at and aspire to the highest level of professional performance and growth.

Goal 4: Fiscal Responsibility: By 2028, Boerne I.S.D. will maximize funding and efficiencies so our budget funds 100% of our identified needs.



Goals and Performance Objectives

- 1. Student Success: By 2028, 100% of Boerne I.S.D. students will engage in innovative learning experiences, so they are college, career, and/or military ready.**
 - Increase the percentage of ALL graduates that are College, Career, and Military Ready to 90% by June 2025. The long-range goal is 100% by 2028.
 - Increase the CCMR percentage of Economically Disadvantaged graduates from 79% to 85% by June 2025. The long-range goal is 100% by 2028.
 - Increase the identification and participation of Hispanic students in the Gifted and Talented program in grades K-5 from 19% to 22%. The long-range target is 33% to reflect the district race/ethnicity distribution.
 - Sustain the percentage of students completing Algebra I in Middle School identified as Economically disadvantaged at 6%. The long-range target is 10%.
 - Boerne ISD will provide learning environments and structures designed to promote a physical, emotional, and cultural focus on safety, wellness, and order by conducting an annual safety audit and weekly door audits as evidenced by 100% completion of planned safety audits.
 - Increase the percentage of 3rd grade students at the Meets grade level or above on Reading Language Arts STAAR from 71% to 73% by June 2025.
 - Increase the percentage of 3rd grade students at the Meets grade level or above on Math STAAR from 67% to 69% by June 2025.
- 2. Customer Service: Customer Service: By 2028, 100% of Boerne I.S.D. stakeholders will be part of a culture of trust where they feel engaged and valued.**
 - Increase parental responses to School Quality Survey for Stakeholders from 14% to 25%.
 - Increase the parental responses to the School Quality Survey describing their school quality as "excellent" from 55% to 60%.

Goals and Performance Objectives

3. Human Capital: Provide By 2028, 100% of the Boerne I.S.D. employee experience will prioritize opportunities to perform at and aspire to the highest level of professional performance and growth.

- By 2025 BISD will establish career pathways for teachers.
- By 2025 Mentor program participants and mentors will report an overall program satisfaction rate of 95%.
- By 2025 Recruitment efforts will yield 25% of all new hires to the district.
- By 2025 BISD will establish the top 5 reasons employees work and stay with the district.
- By 2025 BISD 95% of employees will report knowledge or awareness of services offered by Human Resources.

4. Fiscal Responsibility: By 2028, Boerne I.S.D. will maximize funding and efficiencies so our budget funds 100% of our identified needs.

- Implement effective financial practices as evidenced by continued A-rating in FIRST for fiscal year 23-24.
- Update the Capital Replacement Plan by the end of the school year.

Developing the Instructional Calendar

Important Legal Guidance:

Each school year, a district shall operate for at least 75,600 *operational* minutes, including time allocated for instruction, intermissions, and recesses for students. EB(LEGAL)

The Student Attendance and Accounting Handbook defines operational minutes as the time from the first school bell to the last school bell (bell to bell).

In accordance with the District's innovation plan, the District is exempt from the state law that generally prohibits instruction for students from beginning before the fourth Monday in August. Instruction for students shall begin no earlier than the first week of August.

EB(LOCAL)

TEC 21.401 requires that teachers employed under a 10-month contract provide a minimum of 187 days of service.



Developing the Instructional Calendar

Waivers:

- Staff Development Minutes Waiver provides for a maximum of 2,100 total waiver minutes to use for professional development. Schools may choose to offer early release, late start, all day staff development or a combination. This waiver is for staff development in place of student instruction. The staff development minutes waiver may not be used prior to the first day of instruction or after the last day of student instruction.

Initial Calendar Feedback



BOERNE INDEPENDENT SCHOOL DISTRICT

235 Johns Rd. • Boerne, Texas 78006 • (830) 357-2000

2023-2024 SCHOOL CALENDAR

August 2023						
S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

September 2023						
S	M	T	W	T	F	S
						2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

October 2023						
S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

November 2023						
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25	26	27	28	29	30	

December 2023						
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16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

January 2024						
S	M	T	W	T	F	S
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7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

DATES TO REMEMBER						
July 24-25	New Teacher Orientation					
July 25-27	Boerne U					
August 1	First Day for Teachers					
August 10	First Day for Students					
May 23	Last Day for Students					
May 24	Last Day for Teachers					
May 23	Champion High School Graduation					
May 24	Boerne High School Graduation					

CLASS START/DISMISSAL TIMES						
Elementary						
7:25 AM - 3:00 PM						
7:35 AM - 11:35 AM Early Release						
Secondary						
8:30 AM - 4:00 PM						
8:30 AM - 12:35 PM Early Release						

HOLIDAYS & OBSERVANCES						
September 4	Labor Day					
October 14	Solar Eclipse					
November 23	Thanksgiving					
December 25	Christmas					
January 2-7	Kendall County Stock Show					
January 15	Martin Luther King, Jr.					
February 19	Presidents' Day					
March 29	Good Friday					
April 8	Solar Eclipse					
May 27	Memorial Day					
July 4	Independence Day					
July 1-5	District Closure					

2023-24 TESTING DATES						
October 18 (HS) October 19 (MS)	PSAT					
December 5	EA I Retest					
December 6-8	Alg 1, Biology, US History Retest					
December 7	ELA II Retest					
February 19 - March 29	TELPAS					
April 16	3-8 Reading, ELA I					
April 17	ELA II					
April 23	Gr 5 Science, Gr 8 Science					
April 24	Gr 8 Social Studies, US History EOC					
April 30	3-8 Math					
May 01	Algebra					
June 18	ELA I					
June 19	Algebra, US History					
June 20	ELA II					
June 21	Biology/Makeups					

All dates subject to change. Date ranges indicate tentative testing windows.

February 2024						
S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29

March 2024						
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16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

April 2024						
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23	24	25	26	27	28	29
30	31					

May 2024						
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25	26	27	28	29	30	31

June 2024						
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23	24	25	26	27	28	29
30	31					

July 2024						
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7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

CAMPUS CONTACT INFORMATION		
Boerne HS (830) 357-2200	Fabra ES (830) 357-4200	
Champion HS (830) 357-2600	Fair Oaks Ranch ES (830) 357-4800	
Boerne MS - N (830) 357-3100	Herf ES (830) 357-4300	
Boerne MS - S (830) 357-3300	Kendall ES (830) 357-4600	
Voss MS (830) 357-3500	Van Raub ES (830) 357-4100	
Cibola Creek ES (830) 357-4400	Boerne Academy/AC (830) 357-3900	
Curington ES (830) 357-4000	Boerne ISD (830) 357-2000	

SYMBOLS	
	Staff Devel
	Teacher Wk Day
	Holiday - Student & Faculty
	Student Holiday/Teacher Exchange
	Nine Weeks - Begins/Ends
	Early Release-Students
	Early Release-Faculty
	Early Release-Students & Faculty

ADOPTED BY BOARD OF TRUSTEES 12/20/2023

ESSER III Use of Funds Plan

Six-Month Stakeholder Review

Located at boerneisd.net >Departments>Business and Financial Services [Boerne ISD](#)
[ESSER Use of Funds Plan](#)

Current Use of ESSER III Funds Plan 22-23	Proposed Changes
<p>Salaries of Instructional Coaches at MS</p> <p>Extra Duty Pay for Summer School</p> <p>Salaries for “Continuity of Services Personnel” (salaries of teachers that were previously paid for with general funds that are being reclassified to ESSER funds for this year)</p>	<p>(4) High School Instructional Coaches - salaries moved from other ESSER funds to ESSER III</p> <p>Rationale: Budgeted funds from last fiscal year were not all spent. For example, we did not spend as much on summer school or ESSER-funded tutoring as was budgeted. Student enrollment in summer school and after-school tutoring was not as high as anticipated due to the extraordinary efforts at the campus level to recover student learning loss during the school day and during the school year.</p> <p>There is room in ESSER III to transfer the salaries of the Instructional Coaches from ESSER II and ESSER-Supplemental. That leaves room in those funds purchase some technology for elementary schools. Our elementary students experienced the most significant learning loss during the school disruptions associated with the COVID-19 pandemic.</p> <p>ESSER II and ESSER-Supplemental will expire at the end of this fiscal year. Spending the remaining funds on non-recurring costs allows the district to use all of the remaining funds and to avoid a “funding cliff” when the ESSER funds are depleted.</p>



Calendar Development Committee

Meetings will be held on:

- Thursday, October 5
- Tuesday, October 17
- Thursday, November 2 (if needed)

Time: 4:30 - 5:30 PM

Place: Boerne ISD Central Office Training Center, Room C135

Please email jennifer.aviles@boerneisd.net or scan the QR code if interested in serving.

Attendance at all meetings is mandatory.



SUB-COMMITTEE OPPORTUNITY



FUTURE MEETINGS

Boerne Academy Cafeteria

Tuesday, November 7

— Tuesday, February 27 —

Tuesday, May 14
