



# NBISD

## Mission

Engage. Empower. Learn.

## Vision

Every Student. Every Day.

## Core Beliefs

Rooted in history, building a legacy, and growing toward the future.

Beliefs	Behaviors	Outcome
Passion for Growth	Embrace challenges Adapt and adjust Get better every day	Be the Best Version of You
Power of the Team	Invest time to listen, care, and connect Make each other better Think we not me	Stronger Together
Pride of New Braunfels	Everyone matters High expectations Act with purpose	Ready for Tomorrow

## NEW BRAUNFELS ISD SCORECARD

Priority	Goals	Actions	Long Term Outcomes (3 year)	Progress
<b>1. Student Success</b>	1.1. Annually increase the percentage of academic student growth.	1.1.a. Sustain a local system to evaluate and monitor student academic performance	Annually increase the percentage of students showing (a minimum) 1+ year(s), academic growth on MAPs assessment in:  Reading from 46.3% to 80% Math from 47.5% to 80%  Annually increase the percentage of 3rd - 8th students at STAAR Meets standard  Reading 60% to 75% Math 47% to 65%	
	1.2. Annually increase the percentage of students who are college and/or career ready	1.2.a. Implement, and sustain a system of college readiness	Annually increase the percentage of students meeting Texas Success Initiative (TSI) standards (SAT/ACT/College Prep/TSIA2):  TSI Math from 35% to 71% TSI Reading from 59% to 82%	
		1.2.b. Develop, implement, and sustain a system of workforce/career readiness	Increase the number of students earning an industry based certification from 245 to 300 by July 2023	
	1.3. Develop well-rounded students that are the best versions of themselves (life ready)	1.3.a. Develop, implement, and sustain a student wellness system of evaluation and action response	Increase the number of students responding to "everyone matters" on annual student survey from 3.92 to 4.0.	
		1.3.b. Develop, implement, and sustain a system to increase student involvement in activities representing NBISD.	1. By May 2023, develop system of district-wide aligned clubs, organizations, and extra-curr activities.  2. Revisit baseline once district-wide system is developed: Increase the percentage of students representing NBISD from: (Developing baseline at Elem)18% 55.7% to 60% in Secondary	

Priority	Goals	Key Strategic Actions	Long Term Outcomes (3 year)	Progress
<b>2. High-Performing Staff</b>	2.1. Annually increase the percentage of highly engaged and satisfied staff	2.1.a. Sustain a system of staff satisfaction system and action response	Increase overall staff satisfaction scale score from 4.22 to 4.50 by Spring, 2023	
		2.1.b. Implement and sustain Fundamental 5 as the primary instructional model for NBISD	Increase percentage of Fund 5 in classrooms: Framing Lesson - 63% to 90% Power Zone - 53% to 80% Critical Writing - 25% to 50% FSGPT - 8% to 50% Recog and Reinforce - 40% to 80%	
		2.1.c. Develop, implement and sustain a community of professional learning within NBISD	Deployment of badging system. Develop baseline.	
	2.2. Annually increase the percentage of relationship building within NBISD	2.2.a. Develop, implement, and sustain a system to engage in relationship building with all within NBISD	Increase the number of students responding to "teachers, staff, administrators and counselors" take the time to listen, care and connect" on annual student survey from 3.92 to 4.0  100% of all front office staff is trained in customer service  Staff attendance mirrors student attendance rate.	
<b>3. Strong Partnerships</b>	3.1. Annually increase the percentage of highly engaged and satisfied students, parents, and community members.	3.1.a. Implement and sustain a satisfaction system of evaluation and action response	Annually increase the percentage highly satisfied: Students from 3.97 to 4.05 Parents & community from 4.07 to 4.15 by June 2023	
		3.1.b. Develop, implement, and sustain a system of parent and community partnerships	1. Completion of partnership assessment 2. Develop plan of action to increase partnerships.	

Priority	Goals	Key Strategic Actions	Long Term Outcomes (3 year)	Progress
<b>4. Efficient District Operations</b>	4.1. Ensure financial stewardship and transparency	<p>4.1.a. Implement financial health systems check (Spring, 2023).</p> <p>4.1.b. Develop, implement, and sustain budget cohort learning for all budget managers (Fall, 2022)</p> <p>4.1.c. Develop, implement, and sustain a system of PEIMS oversight to ensure data integrity.</p>	<p>The District will receive a clean audit with no findings and an unmodified opinion from an independent auditor on an annual basis. (Fall 2023)</p> <p>The Board of Trustees will provide the Board of Trustees with quarterly updates on the status of the district's budget. (Oct 2022)</p> <p>The District's non-designated fund balance at fiscal year end will be at least _____ of the total budget but will not exceed ____ of the total budget. (Fall 2023)</p> <p>The Business Office will hold 3 budget cohort learning sessions with 100% attendance or makeup. (Summer 2023)</p>	
	4.2. Develop and deploy facility management process to address district's fast growth	<p>4.2.a. Develop and sustain long range facilities planning committee (LRFPC) (Fall, 2022)</p> <p>4.2.b. Develop and deploy long range plan for facilities (Spring, 2023)</p>	Drafted version of Long Range Facilities plan by June 2023	
	4.3. Ensure efficient and effective operations	<p>4.3.a. Develop, implement, and sustain key work processes. (Summer 2023)</p> <p>4.3.b. Deploy new work order system for maintenance. (July, 2022)</p> <p>4.3.c. Implement work order system process check (Summer 2023)</p>	Develop a baseline on work orders in that facilities is providing a response to all work orders within 120 hours. (June 2023)	

Have not initiated
Initiated but have not completed
Completed and have met
Completed but did not meet

last update 6-27-2023