# Boerne I.S.D.

## District Education Improvement Committee

Tuesday, December 8, 2020

# Agenda

Welcome / Announcements / DEIC Website & Minutes

Purpose of DEIC

Review of District-Level Information

Subcommittee Update

Future Meetings

# District Scorecard

| 2020-2022 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 2021 | 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 |
| | Close the Achievement Gap by increasing success in Reading STAAR of Economically Disadvantaged students from 75% to 78% 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 |
| | Increase the percentage of students at MEETS grade level or above on STAAR at all grades in all subjects from 68% to 71% by 2022 | Increase student/staff volunteer service hours from 10K and 11K by 2022 | Increase professional participation in district exit process from 80.5% to 85.5% by 2020 | 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 37% to 40% 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. | Maintain a formula for assigned fund balance related to Capital Replacement Plan |
| | Increase the UIL participation by 5% with a 95% rate of participation eligibility | | | |
| | 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 2020 | | | |

**Purpose of DEIC** - District and Campus site-based decision-making committees were designed to ensure that teachers, parents, and other community members have an active voice in local educational matters.

1. Comprehensive Needs Assessment
2. Developing Measurable Goals and Objectives
3. **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 Information

- Strategic Plan Update
- COVID-19 Updates
- Toy Drive & Longevity Stipends

Strategic Planning

# 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**

- 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

| Goals | Objectives | Strategies | Action Plans | Progress |
|---|---|---|---|---|
| **Student Success**<br>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. | |
| **Customer Service**<br>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. | |
| **Human Capital**<br>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. | |
| **Fiscal Responsibility**<br>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*

# COVID Topics

1. Update on Numbers          Dr. Thomas Price
2. Student Success           Ms. Larissa Flores
   a) Assessment data
   b) Identified concerns
   c) Intervention plans
3. Technology Distribution      Ms. Patti Holub
4. The Well               Ms. Lesa Pritchard
5. Budget Impact            Mr. Wesley Scott, Ms. Tish Grill
6. Project Return to Learn       Dr. Ashley Stewart

# Update on Numbers

**Dr. Thomas Price**

*Superintendent*

# Student Success

**Ms. Larissa Flores**
*Chief Academic Officer*

# Fall 2020 State Interim Test

## Elementary

| Grade 3 | Math | | | Reading | | |
|---|---|---|---|---|---|---|
| | BOY August 2020 | Interim Nov. 2020 | *Spring 2019* | BOY August 2020 | Interim Nov. 2020 | *Spring 2019* |
| Tested (English) | | 614 | | | 604 | |
| Tested (Spanish) | | 66 | | | 66 | |
| % Predicted Meets - Eng. | * | 24% | 65% | * | 38% | 63% |
| % Predicted Meets - Span. | * | 10% | | * | 16% | |

## Elementary

| Grade 4 | Math | | | Reading | | |
|---|---|---|---|---|---|---|
| | BOY August 2020 | Interim Nov. 2020 | *Spring 2019* | BOY August 2020 | Interim Nov. 2020 | *Spring 2019* |
| Tested (English) | | 576 | | | 572 | |
| Tested (Spanish) | | 45 | | | 47 | |
| % Predicted Meets - Eng. | 25% | 41% | 62% | 43% | 55% | 59% |
| % Predicted Meets - Span. | 5% | 22% | | 11% | 20% | |

## Elementary

| Grade 5 | Math | | | Reading | | |
|---|---|---|---|---|---|---|
| | BOY August 2020 | Interim Nov. 2020 | *Spring 2019* | BOY August 2020 | Interim Nov. 2020 | *Spring 2019* |
| Tested (English) | | 645 | | | 637 | |
| Tested (Spanish) | | 48 | | | 53 | |
| % Predicted Meets - Eng | 23% | 53% | 73% | 47% | 66% | 74% |
| % Predicted Meets - Span. | 0% | 26% | | 5% | 26% | |

## Middle School

| Grade 6 | Math | | | Reading | | |
|---|---|---|---|---|---|---|
| | BOY August 2020 | Interim Nov. 2020 | *Spring 2019* | BOY August 2020 | Interim Nov. 2020 | *Spring 2019* |
| Tested (English) | | 785 | | | 784 | |
| % Predicted Meets | 34% | 43% | 60% | 51% | 42% | 54% |

## Middle School

| Grade 7 | Math | | | Reading | | |
|---|---|---|---|---|---|---|
| | BOY August 2020 | Interim Nov. 2020 | *Spring 2019* | BOY August 2020 | Interim Nov. 2020 | *Spring 2019* |
| Tested (English) | | 744 | | | 748 | |
| % Predicted Meets | 35% | 36% | 69% | 35% | 66% | 67% |

## Middle School

| Grade 8 | Math | | | Reading | | |
|---|---|---|---|---|---|---|
| | BOY August 2020 | Interim Nov. 2020 | *Spring 2019* | BOY August 2020 | Interim Nov. 2020 | *Spring 2019* |
| Tested (English) | | 442 | | | 725 | |
| % Predicted Meets | 10% | 17% | 81% | 47% | 50% | 75% |

## Middle School

| 8th Grade Algebra I | BOY August 2020 | Interim Nov. 2020 | *Spring 2019* |
|---|---|---|---|
| Tested (English) | | 269 | |
| % Predicted Meets | 37% | 59% | 99% |

## High School

| Algebra I HS | BOY August 2020 | Interim Nov. 2020 | *Spring 2019* |
|---|---|---|---|
| Tested (English) | | 417 | |
| % Predicted Meets | * | 13% | 60% |

BOY %s are Proficiency Levels which = to STAAR's Meets Grade Level

Fall 2020 Interim Assessments: 3-8 Reading and Math, and Algebra 1 - Provided % Predicted at Meets

Spring 2019 % is Meets Level for District taken from 2019 TAPR Report

* Test not administered

# Opportunities

- Staying on pace with scope and sequence
  - Use of Common Formative Assessments
- Analyzing/Acting on data to drive instructional changes
- Focused Areas:
  - 3rd Grade Reading & Math
  - Grade 6 Reading
  - HS Algebra 1

# Lessons Learned from Assessments

- Instructional challenges:  Having to re-design lessons to address learning gaps from prior grade level and then ensuring that current grade level instruction is aligned with the level of rigor needed for student expectations.

- In Reading, students are struggling with stamina and focus on comprehension for longer periods of time.

- In Math, students struggle with reading problems for deep comprehension and recalling math facts.

- While there are significant gaps, data and teacher feedback indicate that students are making progress.

DEIC
TECHNOLOGY UPDATE

PATTI HOLUB, *CHIEF TECHNOLOGY OFFICER*

*December 8, 2020*

Technology Deployments

In the summer we deployed over 600 laptops for Teachers, Instructional Coaches, TAs teaching courses, Principals, APs, Nurses and Librarians

Chromebook carts have been delivered to all schools

Software Tools Deployed:
◦ Google Enterprise setup for all teachers in September
◦ ScreenCastify deployed for recording lessons
◦ GoGuardian being utilized for classroom management and device utilization metrics

| CAMPUS | | PROJECTION | No. of Students Currently Enrolled | CURRENT INVENTORY | | | | | | PHASE 1 DISTRIBUTION SPRING ORDER | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | HP Chromebook | ASUS Chromebook | Dell Chromebook 11 (3180) | Dell Chromebook 11 2-in-1 (3189) | Dell Chromebook 3100 2-in-1 | TOTAL | Carts | Chromebooks Each | Total Chromebooks |
| ACA | Boerne Academy | 70 | 70 | | 49 | 1 | 36 | 7 | 93 | 1 | 30 | 30 |
| 001 | BHS | 1220 | 1231 | | 792 | 10 | 109 | 70 | 981 | 14 | 30 | 420 |
| 002 | CHS | 1909 | 1887 | | 576 | 108 | 213 | 96 | 993 | 16 | 30 | 480 |
| 041 | BMSN | 838 | 810 | 20 | 3 | 619 | 145 | | 787 | 6 | 30 | 180 |
| 042 | BMSS | 875 | 829 | 20 | 160 | 953 | 87 | 29 | 1,249 | 6 | 30 | 180 |
| 043 | VMS | 717 | 704 | | | | 1 | 598 | 599 | 4 | 30 | 120 |
| 101 | CES | 643 | 590 | | | 240 | 10 | | 250 | 12 | 26 | 312 |
| 102 | FES | 690 | 572 | 53 | | 191 | 25 | 34 | 303 | 12 | 26 | 312 |
| 103 | FORES | 708 | 644 | 83 | | 420 | 2 | | 505 | 9 | 26 | 208 |
| 104 | KES | 785 | 707 | | | 229 | 28 | 11 | 268 | 14 | 26 | 364 |
| 105 | CCES | 653 | 429 | | 26 | 509 | 2 | | 537 | 5 | 26 | 130 |
| 106 | VRES | 898 | 740 | | | 1 | 793 | | 794 | 2 | 26 | 52 |
| 107 | HES | 530 | 468 | | | | 1 | 357 | 358 | 2 | 26 | 52 |
| | TOTALS: | 10,466 | 9,611 | 176 | 1,606 | 3,281 | 1,452 | 1,202 | 7,717 | 102 | 362 | 2,840 |

"With the rise of COVID-19 in Texas, remote learning has become an essential part of schools' academic offering. Yet, it is estimated that over 1.8 million students in Texas lack the connectivity technology to learn from their homes. This connectivity gap is a significant barrier to academic success and economic empowerment for these students."

To support the urgency of this program, TEA develope the Operation Connectivity program to:

1. provide state match-funding for a bulk order as well as
2. establish a reimbursement program for purchases made on or after May 21,2020.

# BISD Participation in TEA Operation Connectivity

| CHROMEBOOKS | | | | | | |
|---|---|---|---|---|---|---|
| **DEVICE** | **QTY** | **DEVICE COST** | **TOTAL COST** | **BOERNE ISD PORTION** | **TEA MATCH** | |
| Dell Chromebook | 3,000 | $228.00 | **$684,000.00** | **$490,770.00** | **$193,230.00** | |
| Chromebook Cart | 120 | $734.76 | **$88,171.20** | **$88,171.20** | **$0** | |
| | | | | | | |
| | | | | | | |
| HOT SPOTS | | | | | | |
| **DEVICE** | **QTY** | **DEVICE COST** | **MONTHLY COST** | **YEAR ONE COST** | **BOERNE ISD PORTION** | **TEA MATCH** |
| AT&T, unlimited, filtered | 1,400 | $60.00 | $15.00 | **$336,000.00** | **$168,000.00** | **$168,000.00** |
| | | | | | | |
| | | | | **TOTAL COST:** | **$1,108,171.20** | |
| | | | | **TOTAL BISD PORTION:** | **$746,941.20** | |

## Status on TEA Operation Connectivity

Delivery Status:

- All Hotspots have been received and are being issued as needed
- 40 carts are on-hand and 40 more shipping
- All Chromebooks have been received
  - Devices being provisioned
  - Deliveries have begun with updates to Tech Apps labs at legacy elementary schools

Status on Reimbursement for Spring Order

- The application has been submitted for this order
- BISD qualifies for up to $507,000 meeting criteria for this match

Ear bud style headphones with mics deployed to all teachers

Juno mic systems being deployed for large classroom environments

Network upgrades:

- High Schools upgraded from 1GB to 2GB

- Internet Bandwidth upgraded from 2GB to 3GB

- BISD has applied for E-Rate funding for these upgrades
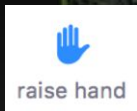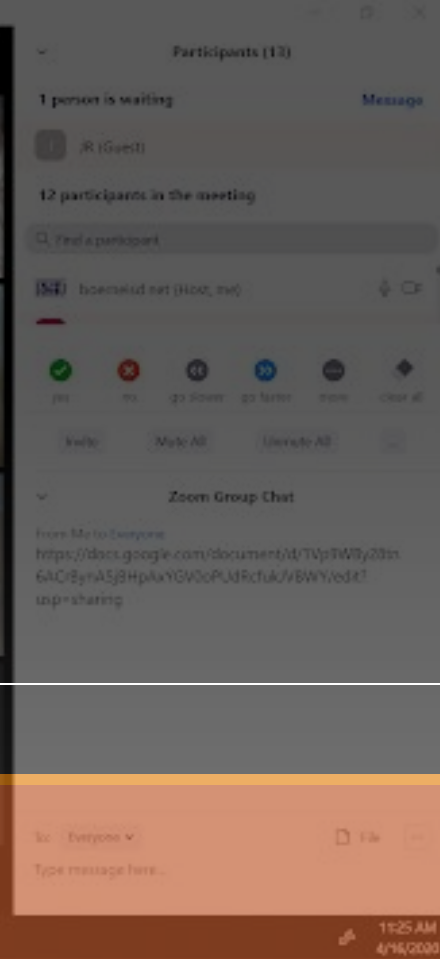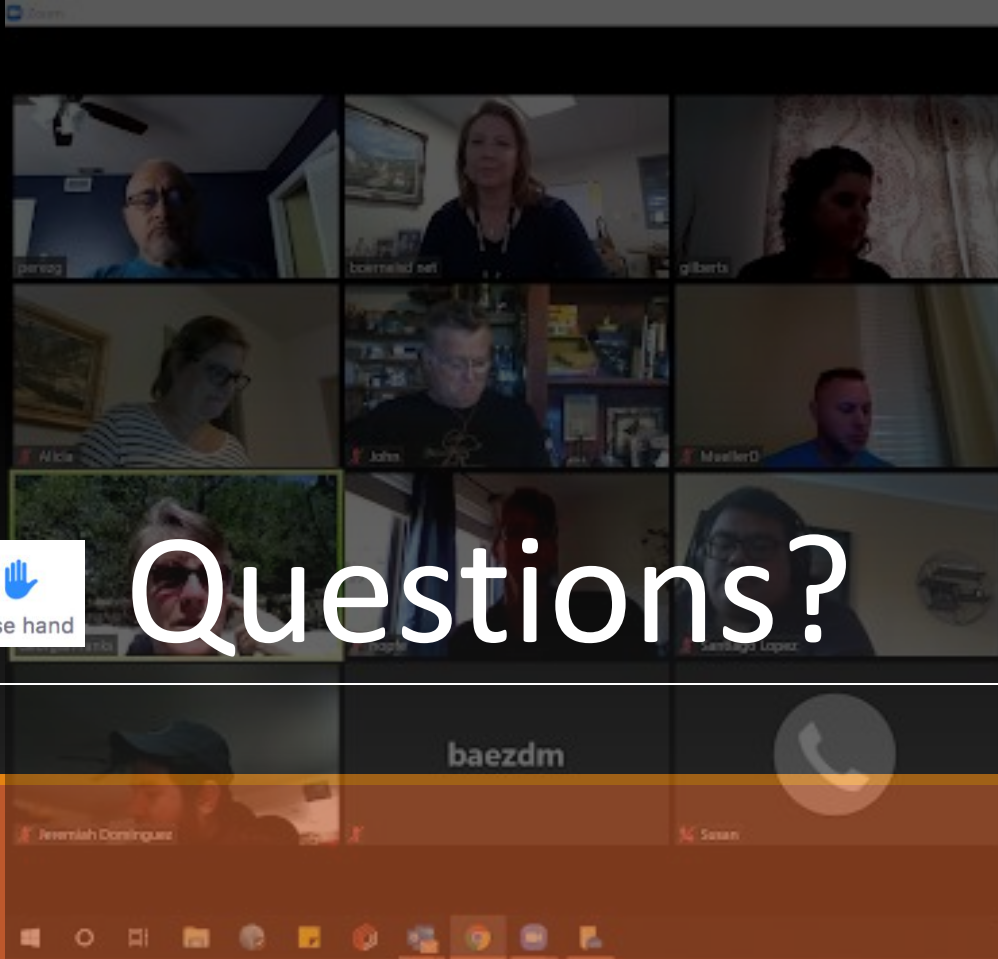
**Ms. Lesa Pritchard**
*Executive Director of Student Support Services*

# Budget Impact

**Mr. Wesley Scott**
*Chief Financial Officer*

# Return to Learn

**Dr. Ashley Stewart**
*Chief Administrative Officer*

# Plan to Recapture COVID E-Learners

| Nov 2 - 20 | Nov 30 - Dec 11 | Dec 14 - 18 | Jan 5 - 22 | Jan 11 - 29 |
|---|---|---|---|---|

**Nov 2 - 20**

Campuses will institute plans as defined by their own administrative teams.

All plans can be found in this **folder.**

**Nov 30 - Dec 11**

Identify students who meet one or both of the following criteria as defined by TEA:

1. 3 or more unexcused absences in a grading period
2. Class average of 70 or below in any class

**Dec 14 - 18**

**Attestation** to TEA completed.

Call, mail, or email **Parent Notification of Student's Cancellation of Remote Learning**

**Jan 5 - 22**

Commence a re-entry plan for those students returning.

For those in disagreement:

1. Meeting with parents to create a plan at campus level
2. **Medical certification for COVID-19 High Risk Exemption**

**Jan 11 - 29**

**Commence parent grievance / appeal process** as outlined in FNG (LOCAL) using the following:

**Level 1:** Campus Committee (administrator, counselor, two classroom teachers, instructional coach or district-level coordinator)

**Level 2:** Campus Principal

**Level 3:** Chief Administrative Officer

# Toy Drive & Longevity Stipends

**Dr. Tommy Price**
*Superintendent*

Cookies & Cocoa

# Breakout Sessions

Department Overviews

*Subcommittee Assignments*

**Teaching and Learning**
**Finance**
**Human Resources**
**Technology/Student Information Systems**
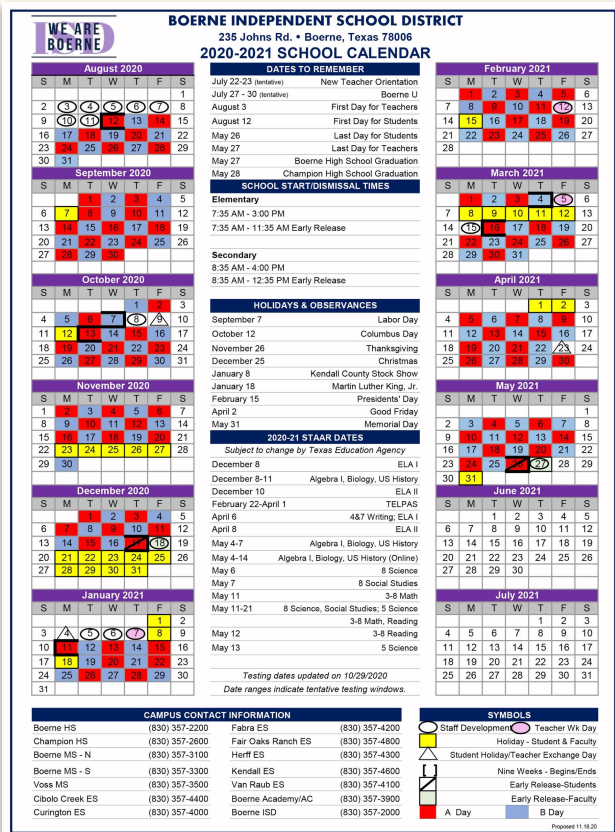**Communications/Community Partnerships**
**Operations/Safety and Security**
**Extra-Curricular Activities**
**Whole Child Services**

# Subcommittees

- 20-21 Overage Minutes
- 21-22 Calendar Committee

# Subcommittee Updates - Overage Minute Utilization



*Proposed calendar updates for 2020-21 school year*
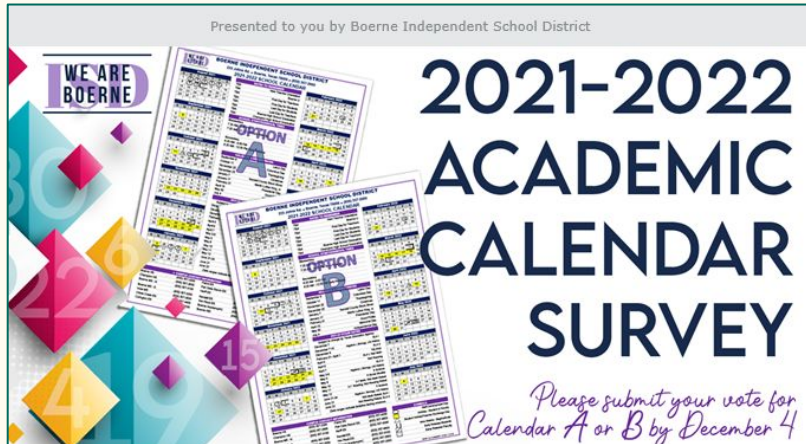
- **August 23, 2020** - Board approved adding 10 operational minutes per day through end of year, increasing overage days from 4 to 8.
- As BISD campuses have remained open throughout the Fall semester, no overage minutes.  With that in mind, a committee composed of elementary, secondary, and district-level administrators convened recently to consider how best **to provide relief to staff and students, especially during this challenging time.**
- In response to teacher concerns related to the stress caused by changes in the educational process brought on by COVID-19, the **committee recommends the following usage of overage minutes.**

|  | Students | Teachers |
|---|---|---|
| **January 6, 2021** | Student Holiday | Professional Development |
| **January 7, 2021** | Student Holiday | Work day |
| **February 12, 2021** | Student Holiday | Work day |
| **March 5, 2021** | Student Holiday | Work day |

# Subcommittee Updates - Calendar Formation



- Met 3 times through October.
- Created **8 calendars** after considering legal guidance from State and stakeholder input
- Narrowed down to **4 viable options** that were sent to Cabinet, Student Advisory, Principals, Parent Advisory, Staff Advisory, and PTO Presidents for review in November.
- Those groups narrowed to the **2 options for stakeholder vote** via K12 insight.
- Option A received 72% of stakeholder votes.
- Making **motion to approve 2021-22 Calendar Option A** as selected by stakeholders.

# Future Meeting Dates

- *Tuesday, February 16, 2021 - via Zoom*
- *Tuesday, April 20, 2021 - via Zoom*