



District Educational Improvement Committee

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Tuesday, October 11, 2022

Agenda

Welcome [DEIC Website](#)

Selection of DEIC Co-Chairperson

Purpose of DEIC and Overview of District Improvement Planning Process

Review of ESSER III plan and new federal safety grant plan

Discussion of DOI renewal

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

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			



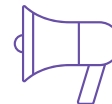
Strategic Plan

	Goals	Objectives	Strategies	Action Plans	Progress	
<p><u>BISD BELIEVES</u></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 staff 	<p><u>Student Success</u> 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><u>Customer Service</u> 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><u>Human Capital</u> 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>4.1.2 - Collect, analyze, publish and respond to an ongoing collection of decision-making data.</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><u>Fiscal Responsibility</u> 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>		



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



Comprehensive Needs Assessment District Improvement Plan Summary

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

Strengths:

- Accountability Score of 94
- Student achievement measures have returned to pre-pandemic levels
- Involved and supportive community

Areas for Growth:

- An achievement gap exists for small sub-populations (EB, SPED, Eco Dis, 504) on STAAR Assessments.
- The participation rate in Advanced Academics of small sub-populations of students (EB, SPED, Eco Dis, 504) is not commensurate with their non-disadvantaged peers.
- EBs, across grade levels, perform at a lower passing rate on state assessments than their non-EB peers.

Goals and Performance Objectives

- 1. Student Success: Prepare students to be college and career ready.**
 - Create and foster collaborative learning environments that engage all educators as learning leaders...as measured by district accountability rating of at least a 95 overall scaled score.
 - Increase the percentage of Economically Disadvantaged students completing at least one Advanced Placement, Dual Credit, or Post-Secondary Licensure course from 9% to 11%.
 - Increase the identification and participation of Hispanic students in the Gifted and Talented program in grades K-5 from 18% to 20%.
 - Increase the percentage of Economically Disadvantaged students completing Algebra I in Middle School from 7% to 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, with the SY22-23 target being 71%
 - Increase the percentage of 3rd grade students at the Meets grade level or above on Math STAAR from 61% to 63% by June 2025, with the SY22-23 target being 61%.
- 2. Customer Service: Provide quality service to both internal and external customers.**
 - Increase parental responses to School Quality Survey for Stakeholders from 14% to 25%.
- 3. Human Capital: Provide a quality work environment so every employee can perform at the highest levels.**
 - Recruit and retain effective staff as measured by a staff turnover rate equal to, or lower than, the state average.
 - Address identified staff development needs by providing comprehensive, high-quality professional development as measured by end of year satisfaction survey results increase from 91.4% to 93%.
- 4. Fiscal Responsibility: Create efficiencies at all levels of the organization.**
 - Implement effective financial practices as evidenced by continued A-rating in FIRST for Fiscal Year 22-23.
 - Strategically use 100% of remaining ESSER funds to meet student and district needs resulting from the Covid-19 Pandemic within grant timelines without compromising district finances when the ESSER funds are depleted.

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>

Federal Grants Update

Following the tragedy in Uvalde, the Texas Office of the Governor implemented a federal flow-through grant that allows school districts and law enforcement agencies to purchase protective shields for certified law enforcement officers to use in active threat situations.

The requirements are that the users are certified law enforcement officers and have, or will, participate in the Advanced Law Enforcement Rapid Response Training (ALERRT) program.

Boerne ISD's 12 School Resource Officers and both district-level safety and security staff are all certified law enforcement officers and ALERRT certified.

Boerne ISD applied for 14 shields for a total grant application of \$71,343.36.

When timing allows, all federal grants are presented to the DEIC for input. However, some federal grants have a very short response time that precludes the DEIC process. In those instances, the district will make every effort to present the application to DEIC before accepting the grant, should it be awarded.



Renewal of DOI Plan

What is a District of Innovation Plan?

- 2015 - 84th Legislature - HB 1842
- Gives traditional independent school districts flexibility by exempting from state mandates
- Currently 884 of the 1100+ ISDs have plans in place

What are the benefits of implementing a DOI Plan?

- Local control
- Customization
- Autonomy
- Flexibility

How long is an adopted plan in place?

- 5 years

What is the renewal process?

- Notify the Commissioner of intent to renew
- Public hearing through DEIC
- Post on the district website for 30 days
- Adoption of the plan by the Board
- Notify the Commissioner of approval

Allowable exemptions

- Uniform school start date
- Class size ratio
- ~~Minimum minutes of instruction~~
- The 90 percent attendance rule (but compulsory attendance still applies)
- Student discipline provisions (designation of campus behavior coordinator)
- Teacher appraisal system
- Teacher certification (except as required by federal law)
- Teacher contracts
- Teacher benefits
- Removal of campus visitors
- School counselor duties
- Site-based decision making processes (to the extent required by state law)

Proposed Elements of DOI Plan - 2023-2028

- Uniform school start date
- Class size ratio
- ~~Minimum minutes of instruction~~
- The 90 percent attendance rule (but compulsory attendance still applies)
- Student discipline provisions (designation of campus behavior coordinator)
- Teacher appraisal system
- Teacher certification (except as required by federal law)
- Teacher contracts
- Teacher benefits
- Removal of campus visitors
- School counselor duties
- Site-based decision making processes (to the extent required by state law)

Area 1:

Uniform School Start Date

Benefits to Boerne Independent School District:

- This exemption allows for a flexible start date as well as more evenly divided semesters
- In consideration of other calendars, it allows the district to align BISD calendar with other districts as well as colleges that BISD students attend.

District Procedures:

- BISD will have a calendar start date prior to the fourth Monday of August, ***but not before the first week of August***

Area 2:

Teacher Certification

TEC Chapter 21.003, 21.05 TASB Policy DBA, DK

Benefits to Boerne Independent School District:

- An exemption from the mandates focused on teacher certification will provide flexibility to the district to hire experts to teach specialized classes without a teacher certification. Those areas could include but are not limited to CTE, STEM, LOTE, and areas in advanced academics.

District Procedures:

- The district will have distinct flexibility to hire for CTE, STEM, LOTE, areas of advanced academics, and other difficult to fill positions.
- The district will provide to all new BISD teachers a training regarding classroom management.

Area 3:

Minimum Minutes of Instruction

TEC Chapter 25.092 TASB Policy EI, FEC

Benefits to Boerne Independent School District:

- This exemption will provide needed flexibility in defining instructional minutes for a school day.
- Greater flexibility from this exemption offers more opportunity for professional development as well as parent communications.
- In pairing this requested exemption with the exemption from the uniform school start date, the district is seeking the greatest flexibility possible within the school calendar and school day.

District Procedures:

- The district will consider innovative options for students with a variety of learning needs.
- The district will consider creative and flexible scheduling options to benefit students, teachers, and parents.
- The district will establish a process to determine a school calendar that incorporates the necessary minutes of non-instructional time to realize our vision for the school district while providing the time necessary to cover the academic requirements.



Area 4:

Teacher Contracts

TEC Chapter 21.003 TASB Policy DBA, DK

Benefits to Boerne Independent School District:

- Greater flexibility in the use probationary contracts will aid the district in growing a highly accomplished faculty and staff.
- This exemption will provide the opportunity to apply provisions for a probationary period for in-district promotions as well as provide opportunity to standardize and bring consistency to contracts districtwide.
- This exemption allows campus leaders to better evaluate an employee's effectiveness and provide an opportunity for professional growth as needed.

District Procedures:

- The district will offer two-year probationary contract periods for all experience teachers and other certified personnel that are new to the district that have been employed at last five or the eight previous years.
- All in-district promotions will be provided a two-year probationary contract.



Area 5:

Class Size Ratio

TEC Chapter 25.111 TASB Policy BF, EEB, EHAA

Benefits to Boerne Independent School District:

- The district would avoid having to process the state class size waiver which frees up time for administrators and teachers.
- This exemption also provides an opportunity for the district to determine guidelines for managing larger class sizes which provides consistency across the district.

District Procedures:

- The district will not submit state waivers for classes that exceed the 22 to 1 ratio in grades 2nd, 3rd, and 4th.
- The district will consider alternative support options for classrooms that do exceed the 22 to 1 ratio in grades kindergarten through 4th grade.

Area 6:

Campus Behavior Coordinator

TEC Chapter 37.0012 TASB Policy FO, FOA, FOC, GRA, Student Code of Conduct

Benefits to Boerne Independent School District:

- The district's approach will allow for a more beneficial relationship with parents and students allowing multiple personnel instead of single individual to handle the discipline of a student.

District Procedures:

- The district will seek exemption from the state requiring each school to have a designated campus behavior coordinator.
The district will designate each administrator as a campus behavior coordinator and





At this time, we will open our meeting to comments and questions from public regarding the proposed DOI plan.

After public comments, we will return to our regular DEIC meeting.

DISTRICT OF INNOVATION Public Hearing 2023-2028



Calendar Development Committee

Meetings will be held on

- Thursday, October 20
- Wednesday, October 26
- Thursday, November 3

4:30 - 5:30 PM

Boerne ISD Board Room

Please email jennifer.aviles@boerneisd.net or send a chat if interested in serving.

Attendance at all meetings is mandatory.

**SUB-COMMITTEE
OPPORTUNITY**



FUTURE MEETINGS

Via Zoom

Tuesday, December 6

Tuesday, February 7

Tuesday, April 25
