

# District Educational Improvement Committee

Thursday, February 10, 2021

# Agenda

Welcome [DEIC Website](#)

Purpose of DEIC  
Overview of District Improvement Planning Process  
Review of Esser III Plan

Review of District-Level Information

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.					

# 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.**



# Campus Data Review Process Example–Voss MS

## Voss MS 2021 State Report Card Data at Meets or above

	6 <sup>th</sup>	7 <sup>th</sup>	8 <sup>th</sup>
Reading	58%	73%	70%

## Voss 2021-2022 Fall Interim Data (Reading) - Meets or above

	6 <sup>th</sup>	7 <sup>th</sup>	8 <sup>th</sup>
Reading	50%	66%	58%
At Risk	28%	33%	27%

## Voss 2021-2022 Spring Interim (Reading) - Meets or above

	6 <sup>th</sup>	7 <sup>th</sup>	8 <sup>th</sup>
Reading	58% <b>+8%</b>	69% <b>+3%</b>	62% <b>+4%</b>
At Risk	43% <b>+15%</b>	34% <b>+1%</b>	38% <b>+11%</b>







- Hired At Risk Tutor and HB4545 Tutor
- Study Hall Pull Outs
- Small Groups Intervention
- HB4545 Tutoring

# District and Campus Improvement Plans Formative and Summative Reviews

**Goal 1:** Student Success: Prepare students to be college and career ready.

**Performance Objective 3:** The percentage of students earning Meets will improve to 65% across all content areas and grades.

**Evaluation Data Sources:** STAAR Progress Measure Domain  
Accountability Data

Strategy 1 Details	Reviews								
<p><b>Strategy 1:</b> Teachers will identify and create targeted groups in the classroom and monitor student progress throughout the year.</p> <p><b>Strategy's Expected Result/Impact:</b> Achievement of Goal Increased Masters Level Percentage</p> <p><b>Staff Responsible for Monitoring:</b> Administration Department Chairs District Coordinators</p> <p><b>TEA Priorities:</b> Build a foundation of reading and math, Connect high school to career and college - <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction</p>	<table border="0"> <tr> <td data-bbox="1159 565 1313 698"> <p><b>Oct</b></p>  <p>15%</p> </td> <td data-bbox="1313 565 1891 698"> <p><b>October Evidence of Progress</b></p> <p>Common assessments given show an increase in student progress.</p> </td> </tr> <tr> <td data-bbox="1159 698 1313 829"> <p><b>Jan</b></p>  <p>50%</p> </td> <td data-bbox="1313 698 1891 829"> <p><b>January Evidence of Progress</b></p> <p>With the addition of 2 AR tutors, students have been identified and are given additional small group instructions.</p> </td> </tr> <tr> <td data-bbox="1159 829 1313 917"> <p><b>Apr</b></p> </td> <td data-bbox="1313 829 1891 917"> <p><b>April Evidence of Progress</b></p> </td> </tr> <tr> <td data-bbox="1159 917 1313 994"> <p><b>June</b></p> </td> <td data-bbox="1313 917 1891 994"> <p><b>June Evidence of Progress</b></p> </td> </tr> </table>	<p><b>Oct</b></p>  <p>15%</p>	<p><b>October Evidence of Progress</b></p> <p>Common assessments given show an increase in student progress.</p>	<p><b>Jan</b></p>  <p>50%</p>	<p><b>January Evidence of Progress</b></p> <p>With the addition of 2 AR tutors, students have been identified and are given additional small group instructions.</p>	<p><b>Apr</b></p>	<p><b>April Evidence of Progress</b></p>	<p><b>June</b></p>	<p><b>June Evidence of Progress</b></p>
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# ESSER III Use of Fund Plan

## *Six-Month Stakeholder Review*

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

Current Use of Funds Plan	Proposed Changes
Increase Bilingual Teacher Stipend by \$1000 in an effort to recruit and retain those hard to fill positions	Pay for the stipend out of general funds rather than using federal funds which are better suited for short-term expenditures
Implementation of Middle School Instructional Coaches	Implementation of Middle School Instructional Coaches in 21-22 and High School Instructional Coaches in 23-24
NA	Expanded Summer School opportunities for students to address learning loss in summers 2022, 2023, and 2024
Expenditure for Learning Loss was 83% of the initial award of \$2,765,359 (requirement is 20%)	Planned expenditures for addressing learning loss is 51% of the final award of \$4,149,379 (requirement is 20%)

[Safe Return to School and Continuity of Services Plan](#)



# 2022 BISD Summer School

## Elementary

### Accelerated Programs

- Bilingual/ESL
- Extended School Year
- Rising 3rd Grade
- HB 4545 Rising 4th & 5th grade

### Enrichment Programs

- Science Mill; Camp Invention
- ***Jump Start (K-2) July 2022***

## Secondary

### Accelerated Programs

- HB 4545 Rising 6th - 9th grade
- Language Academy
- EOC Retest
- HS Credit Recovery

### Enrichment Programs

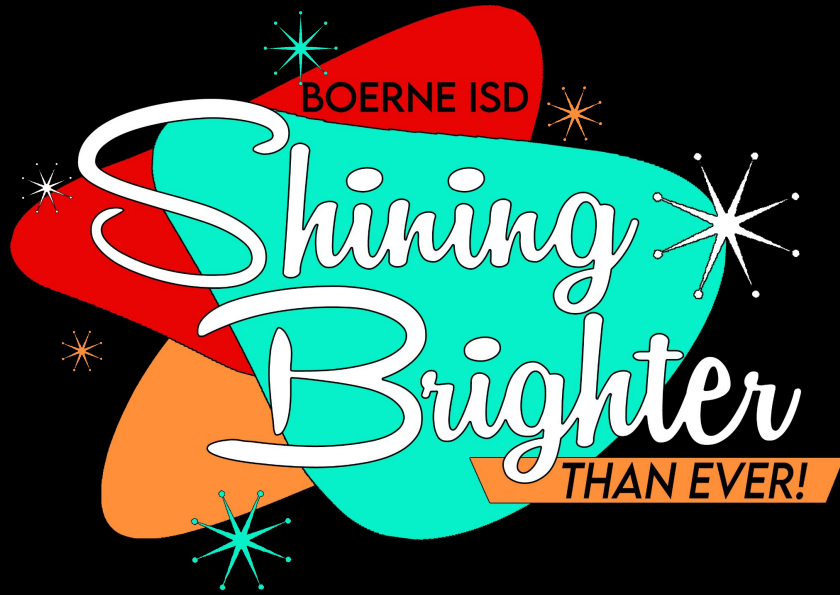
- Math Accelerated Courses
- TSIA Prep & Testing; STEM Camp; Camp Invention
- P-Tech Summer Bridge

# District-Level Updates

# District-Level Information

Dr. Price

- Enrollment Increase
- Bond 2022



# Future Meetings

*Via Zoom*

Thursday, April 21