



District Educational Improvement Committee

Thursday, October 14, 2021

Agenda

Welcome [DEIC Website](#)

Selection of DEIC Co-Chairperson

Purpose of DEIC and Overview of District Improvement Planning Process

Review of District-Level 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

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				
Student Success 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 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 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 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.					

Site-Based Decision Making & Selection of Co-Chairperson

- A board shall adopt a policy to establish a district- and campus-level planning and decision-making process that will involve the professional staff of a district, parents of students enrolled in a district, business representatives, and community members in establishing and reviewing the district's and campuses' educational plans, goals, performance objectives, and major classroom instructional programs. Education Code 11.251(b)
- The district policy must provide that all pertinent federal planning requirements are addressed through the district- and campus-level planning process. Education Code 11.251(f)
- A board shall ensure that a district improvement plan and improvement plans for each campus are developed, reviewed, and revised annually for the purpose of improving the performance of all students. A board shall annually approve district and campus performance objectives and shall ensure that the district and campus plans:
 - 1. Are mutually supportive to accomplish the identified objectives; and
 - 2. At a minimum, support the state goals and objectives under Education Code Chapter 4.
- The district-level committee shall assist the superintendent with the annual development, evaluation, and revision of the district improvement plan. Education Code 11.252(a)
- The Superintendent or designee working with the chairperson of the committee shall set its agenda and shall schedule at least two meetings per year, including the public meeting required by law. All committee meetings shall be held outside of the regular school day. (LOCAL)

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.



Comprehensive Needs Assessment District Improvement Plan Summary

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

Strengths:

- Boerne ISD has received two “A” ratings in the state’s new accountability system in both years districts have been rated and is consistently one of the highest rated districts in the area.
- Boerne ISD has received a Superior rating in the School Financial Integrity Rating System of Texas (FIRST) for 10 consecutive years
- Boerne ISD provided in-person instruction during school year 20-21 and provided an unprecedented number of summer school opportunities for struggling students.

Areas for Growth:

- An achievement gap continues to exist for small sub-populations (Emergent Bilingual (EB), SPED, Eco Dis, 504) on STAAR Assessments.
- Students, families, and staff have been adversely impacted economically, socially, emotionally, and behaviorally by the COVID-19 pandemic, which adversely impacts teaching and learning.



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 who make real-world connections: teacher-to-teacher, teacher-to-student, district-parent, and student-to-student in order to provide a well-rounded education and maintain student outcomes as measured by district accountability rating of at least a 94 overall scaled score.
 - Increase participation of Hispanic and low SES students in Advanced Academic programs by 1%.
 - Boerne ISD will provide learning environments and structures designed to promote a physical, emotional, and cultural focus on safety, wellness, and order by conducting safety audits and implementing safety measures as evidenced by program audits and expenditure reports.
 - BISD will continuously monitor the COVID-19 pandemic data and information in order to provide the safest working and learning environments for both staff and students as measured by 100% compliance with federal, state, and local guidelines with regard to COVID-19 safety procedures and mandates.
 - Increase the percentage of 3rd grade students at the Meets grade level or above on Reading Language Arts STAAR from 57% to 61% by June 2025, with the SY21-22 target being 59%.
 - Increase the percentage of 3rd grade students at the Meets grade level or above on Math STAAR from 49% to 53% by June 2025, with the SY21-22 target being 51%.
- 2. Customer Service:** Provide quality service to both internal and external customers.
 - Improve collective mean of satisfaction on stakeholder surveys to 80% or better.
- 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 of at least 80% (to include Private Schools participating in Federal programs). Selected professional development will align objectives related to helping students meet challenging state standards.
- 4. Fiscal Responsibility:** Create efficiencies at all levels of the organization.
 - Implement effective financial practices as evidence by continued A-rating in FIRST

District-Level Information

Dr. Price

- Enrollment Increase
- Long-Range Steering Committee

Calendar Development Committee

Meetings will be held on
Thursday, October 21
Thursday, October 28
Thursday, November 4

4:30 - 5:30 PM
C134, BISD Training Center

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

Thursday, December 9

Thursday, February 10

Thursday, April 21