



District Educational Improvement Committee

Tuesday, February 27, 2024

Agenda

1. Welcome [DEIC Website](#)
2. Purpose of DEIC
3. DEIC Planning Process
4. District Needs Assessment
5. Future Meetings



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



District Mission & Vision

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.



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**

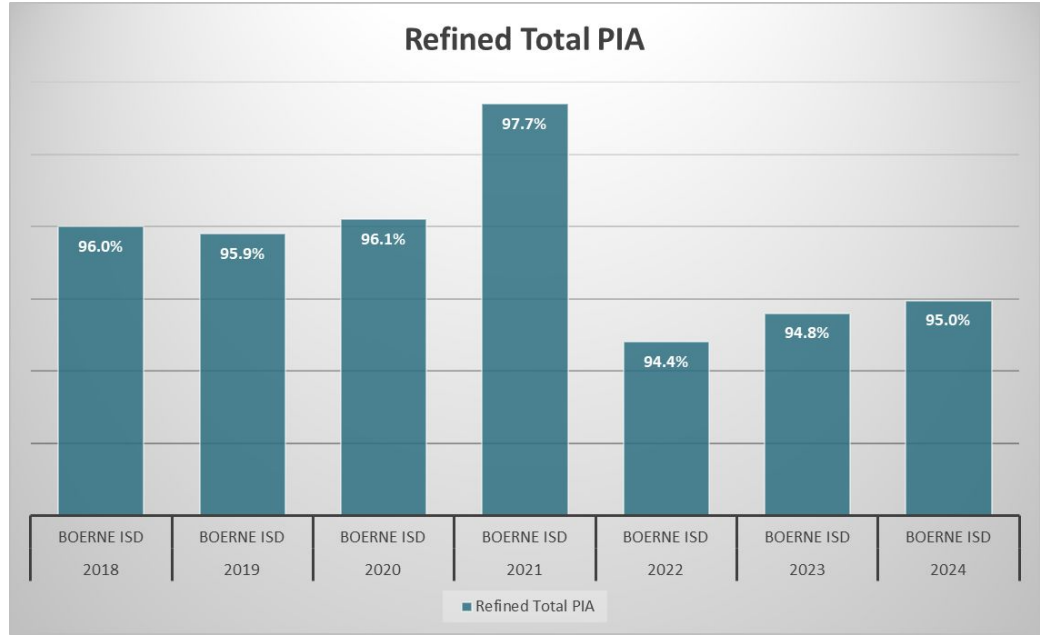


**FISCAL
RESPONSIBILITY**

Data Sets

- Attendance Data
- Demographic Data
- College Career and Military Readiness Data
- Community Involvement

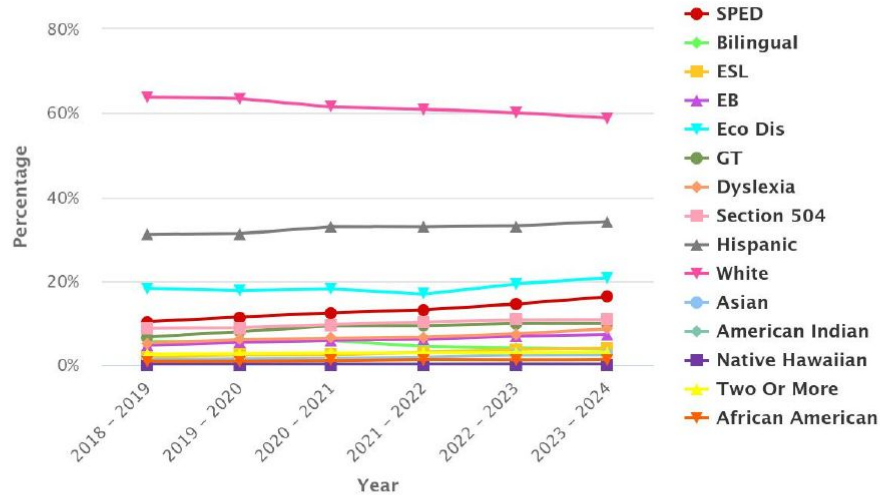
Attendance



Year	Campus Name	First Six Weeks		Second Six Weeks		Third Six Weeks		Fourth Six Weeks		Fifth Six Weeks		Sixth Six Weeks		Refined Total	
		ADA	PIA	ADA	PIA	ADA	PIA	ADA	PIA	ADA	PIA	ADA	PIA	ADA	PIA
2024	Boerne ISD	10,389.267	96.5%	10,268.167	95.3%	10,233.600	94.9%	10,081.103	93.2%	10,745.081				10,243.034	95.0%
2023	Boerne ISD	10,174.722	95.9%	10,073.389	94.8%	9,929.517	93.5%	10,096.304	95.1%	10,052.345	94.8%	10,025.480	94.8%	10,058.626	94.8%
2022	Boerne ISD	9,501.815	93.9%	9,667.923	95.1%	9,651.517	94.8%	9,515.517	93.0%	9,657.138	94.4%	9,742.411	95.4%	9,622.720	94.4%
2021	Boerne ISD	9,197.074	97.9%	9,258.241	98.0%	9,261.931	97.9%	9,371.522	97.7%	9,381.000	97.5%	9,347.453	97.2%	9,302.870	97.7%
2020	Boerne ISD	9,198.982	97.5%	9,132.911	96.5%	9,055.017	95.5%	9,051.650	95.3%	Covid-19		Covid-19		9,109.640	96.1%
2019	Boerne ISD	8,757.000	97.2%	8,715.241	96.2%	8,712.140	95.9%	8,621.483	95.0%	8,628.600	95.1%	8,702.919	95.9%	8,689.564	95.9%
2018	Boerne ISD	8,377.621	97.4%	8,310.283	96.5%	8,266.760	95.9%	8,144.903	94.5%	8,264.671	95.8%	8,287.109	96.0%	8,275.224	96.0%

Demographics

Ethnicity & Special Program Trends for Fall All Campuses and for grades: EE-12



Year	SPED	Bilingual	ESL	EB	Eco Dis	GT	Dyslexia	Section 504	Hispanic	White	Asian	American Indian	Native Hawaiian	Two Or More	African American
2023 - 2024	16.21%	3.67%	3.93%	7.26%	20.73%	9.80%	8.53%	10.78%	34.14%	58.82%	2.45%	0.29%	0.11%	2.94%	1.25%
2022 - 2023	14.49%	4.03%	3.65%	6.83%	19.28%	9.82%	7.40%	10.69%	33.10%	60.09%	2.36%	0.25%	0.14%	2.86%	1.20%
2021 - 2022	13.13%	4.39%	3.00%	6.13%	16.84%	9.34%	6.62%	10.19%	32.84%	60.90%	1.86%	0.23%	0.10%	2.83%	1.25%
2020 - 2021	12.38%	5.77%	2.39%	5.85%	18.11%	9.29%	6.37%	9.59%	32.90%	61.41%	1.50%	0.26%	0.10%	2.81%	1.02%
2019 - 2020	11.39%	5.49%	2.38%	5.36%	17.70%	7.94%	5.98%	8.83%	31.27%	63.45%	1.39%	0.26%	0.07%	2.69%	0.87%
2018 - 2019	10.26%	5.63%	1.78%	4.66%	18.25%	6.66%	5.22%	8.74%	31.09%	63.82%	1.28%	0.31%	0.10%	2.54%	0.86%



Demographics

Elementary Schools	Capacity												Net Transfers 2023-24
		Current	2024-25	2025-26	2026-27	2027-28	2028-29	2029-30	2030-31	2031-32	2032-33	2033-34	
Cibolo Creek	800	477	495	499	549	618	684	751	820	895	952	992	-40
Curington	700	602	603	584	607	588	611	639	664	688	704	717	36
Fabra	800	697	695	700	758	836	911	995	1,080	1,180	1,263	1,362	12
Fair Oaks Ranch	800	818	840	794	816	839	849	891	927	960	977	990	-13
Herff	800	598	601	599	647	701	742	804	868	936	999	1,064	25
Kendall	800	815	883	931	1,045	1,143	1,203	1,290	1,390	1,500	1,599	1,709	19
Van Raub	800	870	907	893	948	973	1,032	1,091	1,135	1,183	1,204	1,219	-39
Elem Total		4,877	5,024	5,000	5,370	5,698	6,032	6,461	6,884	7,342	7,698	8,053	

Yellow highlights = resident student population exceeds 100% of capacity

Orange highlights = resident student population exceeds 120% of capacity

Middle Schools	Planned Capacity												Net Transfers 2023-24
		Current	2024-25	2025-26	2026-27	2027-28	2028-29	2029-30	2030-31	2031-32	2032-33	2033-34	
Boerne North	1,100	796	819	902	911	984	1,001	1,031	1,043	1,102	1,248	1,372	29
Boerne South	1,300	953	962	1,081	1,108	1,240	1,323	1,402	1,453	1,515	1,678	1,815	-23
Voss	1,200	780	760	794	779	823	829	862	909	952	1,065	1,153	-6
MS Total		2,529	2,541	2,777	2,798	3,047	3,153	3,295	3,405	3,569	3,991	4,340	

Yellow highlights = resident student population exceeds 100% of capacity

Orange highlights = resident student population exceeds 120% of capacity

High Schools	Planned Capacity												Net Transfers 2023-24
		Current	2024-25	2025-26	2026-27	2027-28	2028-29	2029-30	2030-31	2031-32	2032-33	2033-34	
Boerne HS	1,900	1,354	1,378	1,415	1,460	1,483	1,590	1,630	1,704	1,778	1,804	1,912	72
Champion HS	2,600	2,149	2,226	2,262	2,411	2,453	2,645	2,806	2,943	3,226	3,297	3,491	-72
HS Total		3,503	3,604	3,677	3,871	3,936	4,235	4,436	4,647	5,004	5,101	5,403	

Yellow highlights = resident student population exceeds 100% of capacity

Orange highlights = resident student population exceeds 120% of capacity



Data Table

	Annual Graduates	
	Count Credit	Percentage
College		
Texas Success Initiative (TSI) Criteria		
Met TSI criteria in both RLA and Mathematics	571	71%
Met TSI criteria in both RLA and Mathematics, excluding college prep courses	443	55%
TSI Criteria - Reading/Language Arts (RLA)		
Met TSI criteria for at least one indicator in RLA	659	82%
Met TSI criteria in RLA, excluding college prep courses	568	71%
Met TSI assessment criteria	226	28%
Met ACT criteria	75	9%
Met SAT criteria	536	67%
Earned credit for a college prep course	119	15%
TSI Criteria - Mathematics		
Met TSI criteria for at least one indicator in Mathematics	592	74%
Met TSI criteria in Mathematics, excluding college prep courses	458	57%
Met TSI assessment criteria	236	29%
Met ACT criteria	71	9%
Met SAT criteria	382	48%
Earned credit for a college prep course	154	19%
AP/IB Examination		
Met criterion score on an AP/IB exam in any subject	312	39%
Dual Course Credits		
Earned credit for at least 3 hours in RLA or Mathematics or 9 hours in any subject	200	25%
Associate's Degree		
Annual Graduates		
	Count Credit	Percentage
Earning an associate degree by August 31 immediately following high school graduation	0	0%
OnRamps Dual Enrollment Course		
Completed an OnRamps course and qualified for at least 3 hours of university or college credit in any subject	3	0%
Special Ed with Advanced Degree Plan		
Received special education services and earned an advanced diploma plan	39	5%
Career		
Industry-Based Certifications (IBC)		
Earned an IBC	164	20%
Earned at least one sunseting IBC and did not meet any other CCMR criteria	3	0%
Earned only a sunseting IBC and are not included due to IBC cap*	0	0%
Level I or Level II Certificate		
Earned a level I or level II certificate in any workforce education area	0	0%
Graduate with Completed IEP and Workforce Readiness		
Received graduation type code of 04, 05, 54, or 55	21	3%
Military		
U.S. Armed Forces**		
Enlisted in the U.S. Armed Forces	NA	N/A

College, Career, and Military Readiness (CCMR)

Community Involvement

- Campus volunteer opportunities
- Campus community events



Boerne ISD Volunteers are the best!

2,800* Volunteers
DONATED
33,000* Hours

To make the 2021-2022 School year the best yet!

WE ARE BOERNE Volunteers

The graphic has a dark blue background with a grid pattern. It features four circular inset photos: a person at a desk, a group of people, a person in a library, and a person in a classroom. The bottom of the graphic has an orange wave shape containing the 'WE ARE BOERNE' logo and the word 'Volunteers' in a purple script font.

Analysis Activity



Individual think time:

- Individual analysis of internal strengths and challenges



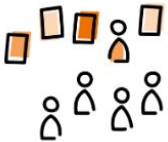
Table groups:

- Talk about internal strengths and challenges. List on chart paper.



Group rotation:

- Groups will rotate to each table to review data and add to the chart.



Gallery Walk:

- Review the strengths and challenges on each chart. Identify priority items.

DEIC Planning Process



**WE ARE
BOERNE**

FUTURE MEETING

Boerne Academy

Tuesday, May 14

Strategic Plan

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.

	Goals	Objectives	Strategies	Action Plans	Progress	
<p>BISD BELIEVES</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>Student Success 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>Customer Service 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>Human Capital 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>4.2 - 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>Fiscal Responsibility 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>	

