



**Retain &  
Recruit  
Quality Staff**

# WORKING GROUPS

01

## Operational Efficiency

District operations cover everything from transportation and maintenance to meals and technology.

Understand the impact of the level of service to ensure effective learning environments and make recommendations.

02

## Retain & Recruit Quality Staff

Gain a comprehensive understanding of personnel costs and support, while analyzing the markets influencing BISD.

Based on this analysis, make recommendations,

03

## Revenue Generation

Districts generate revenue primarily through the state funding formula.

Gain an understanding of available opportunities to generate revenue under current law and make recommendations,

04

## Reach & Impact

Understand the current state of engagement and advocacy efforts.

Make recommendations to expand and engage greater levels of advocacy.

# Benchmark Districts & Region

## 20

### By Past Growth

Austin and San Antonio areas:

- Hutto ISD
- Liberty Hill ISD
- Medina Valley ISD
- Southwest ISD
- Hays CISD
- Navarro ISD
- Schertz-Cibolo-UC ISD
- Seguin ISD
- Pflugerville ISD
- Leander ISD
- Dripping Springs ISD
- Comal ISD
- Lake Travis ISD
- Georgetown ISD
- New Braunfels ISD

### By Similar Demographics and Property Wealth:

- Del Valle ISD
- Alamo Heights ISD
- Round Rock ISD
- Kerrville ISD

### By Proximity:

- Northside ISD
- North East ISD
- Comfort ISD
- San Antonio ISD
- Judson ISD



# Our Competition

DISTRICT	0 YR	5 YR	10 YR	15 YR	20 YR
Medina Valley ISD	\$ 60,934	\$ 63,064	\$ 64,854	\$ 66,454	\$ 68,054
Northside ISD	\$ 59,255	\$ 60,930	\$ 63,105	\$ 64,780	\$ 66,455
Judson ISD	\$ 59,242	\$ 61,842	\$ 65,727	\$ 68,227	\$ 69,252
Alamo Heights ISD	\$ 58,520	\$ 59,591	\$ 60,717	\$ 63,840	\$ 69,818
SCUCISD	\$ 58,400	\$ 59,803	\$ 61,531	\$ 63,165	\$ 65,436
SAISD	\$ 57,500	\$ 58,350	\$ 60,550	\$ 62,350	\$ 64,350
Somerset ISD	\$ 56,520	\$ 58,520	\$ 60,520	\$ 62,620	\$ 64,620
NEISD	\$ 56,500	\$ 59,021	\$ 61,746	\$ 63,656	\$ 65,156
NBISD	\$ 55,500	\$ 58,469	\$ 63,083	\$ 64,465	\$ 65,879
BISD	\$ 55,142	\$ 55,717	\$ 57,310	\$ 59,900	\$ 62,336
Comal ISD	\$ 53,500	\$ 54,825	\$ 58,857	\$ 61,308	\$ 63,904

# Compensation

## Entry Rates

- Auxiliary \$13.20–25.39/hourly
- Paraprofessional \$13.36–34.32/hourly
- Teacher, Nurse, Librarian \$294.88/daily
- Professional \$225.99–546.00/daily

## 2024–25 Annual Increase *(based on grade/step midpoint)*

- Auxiliary 2.5%
- Paraprofessional 2.5%
- Teacher, Nurse, Librarian 1.5%
- Professional (AP01–AP06) 1.5%
- Professional (AP07–AP10) 0.5%

# Direct Student Services



**88% of BISD  
employees directly  
support students.**

Position	Total Staff
Teacher	720
Teaching Assistant	122
Campus Administration	29
Campus Professional	90
Campus Clerical	64
Campus Auxiliary (Food Services, Custodial, etc.)	118
Transportation	65
Total	1,208

# Teacher Retention

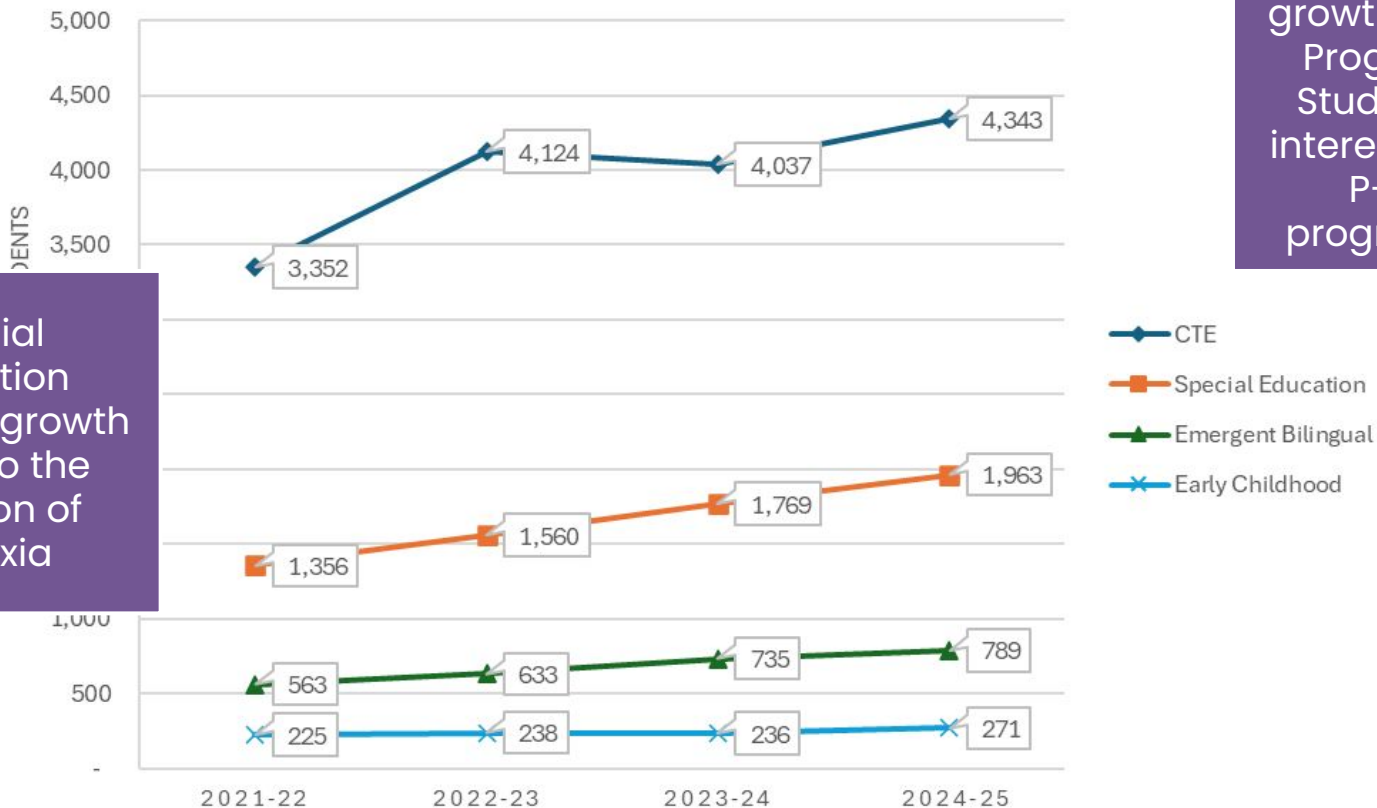
2019-2023

<b>Turnover Rate</b>	2019-20	2020-21	2021-22	2022-23
<b>State</b>	16.8%	14.3%	17.7%	21.4%
<b>Boerne ISD</b>	<b>14.3%</b>	<b>14.0%</b>	<b>13.4%</b>	<b>14.6%</b>

# Program Growth in BISD

CTE program growth is tied to Programs of Study in high interest areas & P-TECH programming

Special Education program growth is tied to the inclusion of Dyslexia

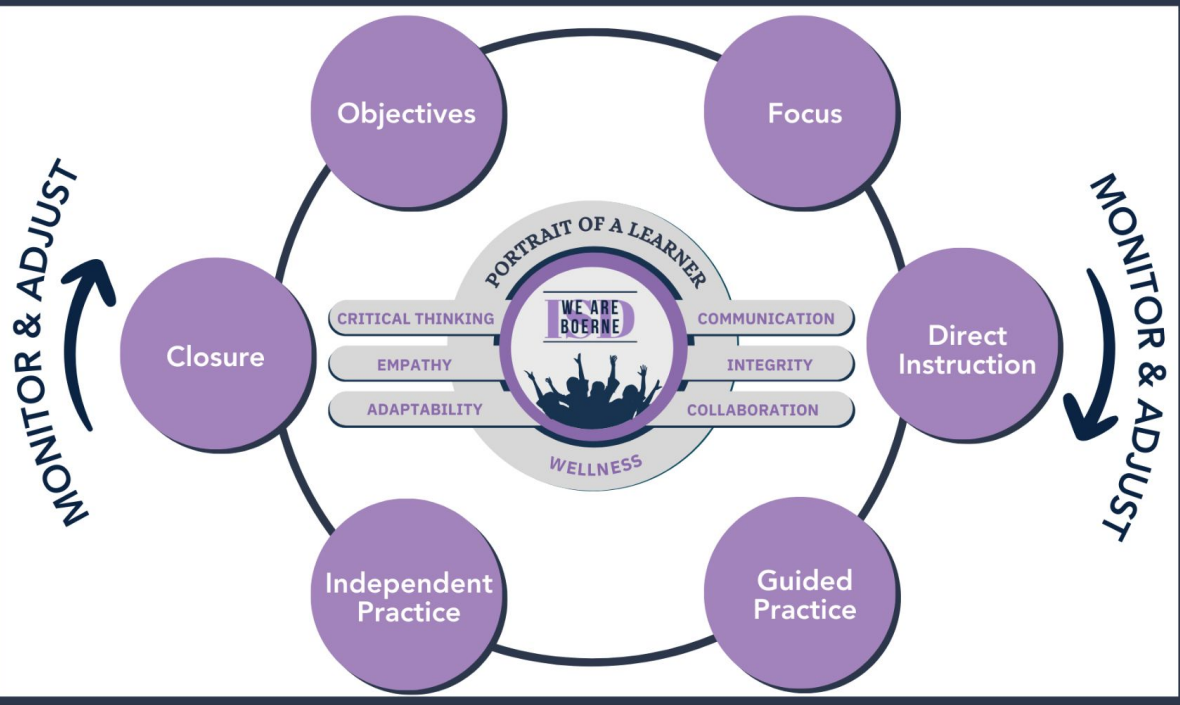




Multi-Tiered Systems of Support (MTSS) & Progress Monitoring

Guaranteed Viable Curriculum

Data-Driven Decision Making  
Rigor, Relevance, Engagement



lead4ward - AVID

Classroom Walk-Throughs - Collection of Teacher Data for Growth

Professional Learning - PLCs, Instructional Coaching, CMS, TXLS

Fundamental 5



# Curriculum, Instruction, & Assessment Map



## BISD INSTRUCTIONAL BLUEPRINT

### Rigor



#### High Level Questioning & Academic Discussion

Lessons are designed to inspire students to independently engage in dialogue and add valuable academic content around the learning tasks.

### Reading



#### Reading Across the Contents

Increase student reading levels with an emphasis on fluency and comprehension across all district classrooms.

### Writing



#### Writing Across the Contents

Create and maintain a system of support to instill quality writing across all district classrooms.

### Whole Child



#### Whole Child Learning

Create a school culture that helps children excel academically by being safe, healthy, supported, engaged, and challenged.

# Supporting Teachers to Be Their Best



- Professional Learning Communities (Job-Embedded)
- Instructional Coaching Program
- Boerne U
- District Professional Learning Days

Where pay structures are crucial to recruiting teachers, districts must leverage their own teams to create favorable work conditions, a positive culture, and a climate of teacher support and development.

-Darling-Hammond, et al. (2016)

# Opportunities for Advancement

## Equip & Aspire Teacher Training Program



- Offers educational aides who have been employed with the district for at least one year a pathway to become a certified teacher
- Partnership with Indiana Wesleyan University, Teachworthy, and Capturing Kids' Hearts
- Participants concurrently complete a bachelor's degree and Texas teacher certification

## UTSA Masters in Bilingual Education



- 30 credit hours of graduate-level course work in ESL or Dual Language
- FREE OF CHARGE –including tuition, textbooks, student fees, parking
  - Equivalent to a complete Master's degree from UTSA's College of Education and Human Development
  - 15 credit hours of choice needed to complete full MA degree in either TESL or Bicultural-Bilingual Education

## Aspiring Instructional Coach Academy



- Yearly cohort of educator experiential opportunities to learn more about the skills needed to become an instructional coach
- Admission through an application process that includes a formal recommendation by the applicant's principal

# Recruitment

## Increased presence at college/university and partner hiring events

*Note: Total of 6 events attended during 2023-24*

- Attended 8 events between June – November
- Scheduled to attend 8-10 events during Spring 2025

## New initiatives

- Create brand awareness
- Boerne Market Days
- BISD Homecoming Football Games
- Pre-Hire Agreements



Every Child,  
Every Day



Respectful  
Relationships



Excellence  
through  
Integrity



Commitment  
to Service

# Recruitment Challenges

- Special Education
- Dual Language
- Career & Technical Education
- Dual Credit



**Every Child,  
Every Day**



**Respectful  
Relationships**



**Excellence  
through  
Integrity**



**Commitment  
to Service**



I wonder...

What do you want to  
learn more about?





**Based on  
tonight's info..**

What needs to be shared  
with the whole group?



# BSAC Session 2

Exit Ticket

**Next Meeting:** Dec 3





# Meeting Overview

01	October 22	<ul style="list-style-type: none"><li>• Introduction</li><li>• School Finance 101</li></ul>
02	November 19	<ul style="list-style-type: none"><li>• State Financial Climate</li><li>• Working Groups Kick-Off</li></ul>
03	December 3	<ul style="list-style-type: none"><li>• Working Group Session</li></ul>
04	January 14	<ul style="list-style-type: none"><li>• Working Group Session</li></ul>
05	February 25	<ul style="list-style-type: none"><li>• Presenting Ideas</li><li>• Building Consensus</li></ul>



**Budget  
Strategy &  
Advisory  
Committee**

**BOERNE**  
INDEPENDENT SCHOOL DISTRICT