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# District Educational Improvement Committee

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Tuesday, March 25, 2025

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# Agenda

Welcome [DEIC Website](#)

Purpose of DEIC

TIA

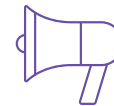
Parent/Student Surveys Data & Protocol

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.



# Purpose of DEIC

## “Big Rocks”

- Developing and monitoring the District Improvement Plan (DIP)
- Developing recommendations for the Academic Calendar
- Monitor Federal spending
- Stakeholder Input



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# Teacher Incentive Allotment (TIA)

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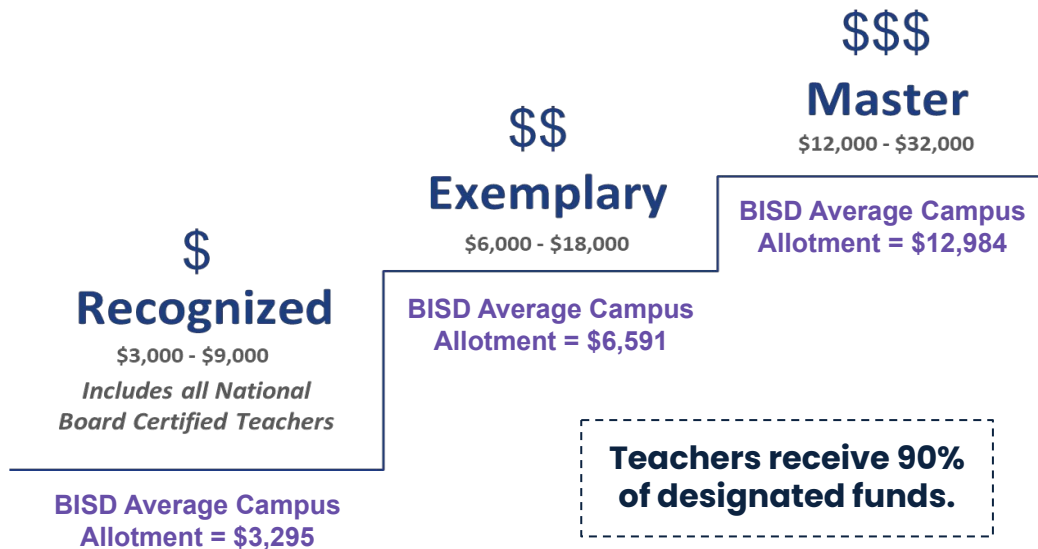
# Teacher Incentive Allotment (TIA)

Districts may create a local system to designate high-performing teachers as Recognized, Exemplary, or Master based on combined scores from:

- Texas Teacher Evaluation and Support System (T-TESS)
- Student Growth Measure
- Other district-determined metrics

## Funding Factors:

1. Designation
2. School's socioeconomic need
3. School's rural status



# TIA Benefits

- Increase calibration among teacher appraisers
- Reward and recognize teachers for exemplary performance
  - No cost to BISD, as funding allocated through House Bill 3
- Encourage high-performing teachers to remain in the classroom due to potential to increase in annual salary
- Strengthen BISD's ability to recruit and retain teacher talent
  - 50 area districts and charters currently have approved TIA designation systems

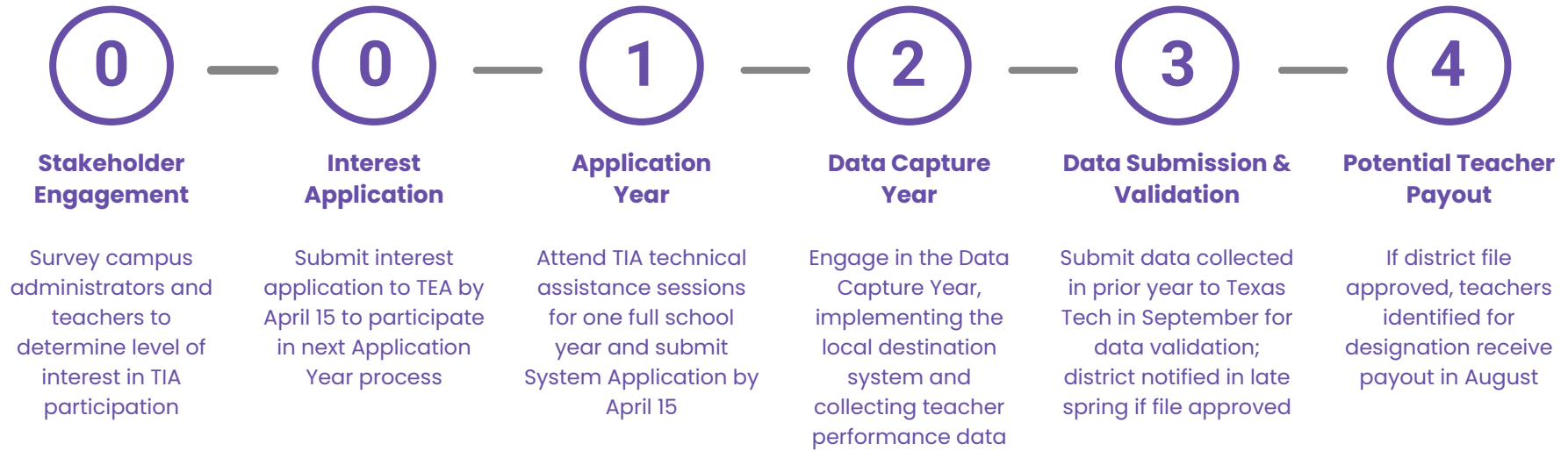
# TIA Barriers

- Significant change to BISD teacher appraisal process
  - Districts with approved TIA designation systems must appraise every teacher every year – in BISD, qualifying teachers are only appraised every third year
- Phased-in approach would initially limit number of eligible teachers to those who teach in a content area with a STAAR progress measure
  - Approximately 16% – about 120 – of BISD teachers would be eligible
  - State mandates no more than the top 33% of teachers in the eligible group may be designated – approximately 40 teachers from the 120 eligible teachers in BISD
- Cost of additional HR staff to implement a model inclusive of all teacher types
- Increased competition among teachers could lead to less collegiality and collaboration



# TIA Implementation Process

After a district submits a request to participate, Teacher Incentive Allotment implementation takes approximately four years before the first group of designated teachers receives a payout.





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# Parent & Student Survey Data

— January 2025 —

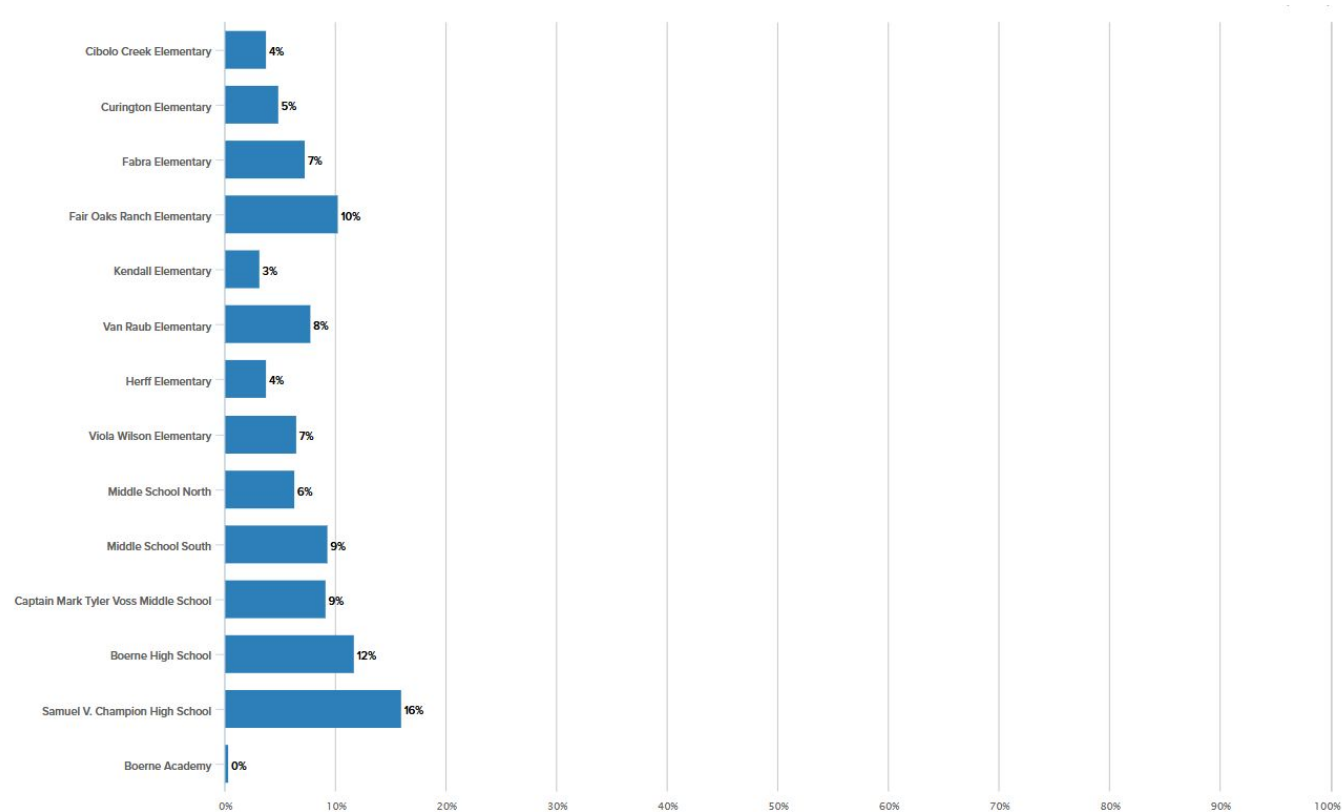
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# Parent & Student Survey Data

- At the end of January, BISD parents and BISD secondary students in grades 6-12 were sent a survey to provide high level feedback on their experience with BISD.
- Secondary students were also provided time in their Advisory class to complete the survey.
- We received 535 parent responses.
- We received 2, 154 student responses

# Parent Survey Data, N = 535



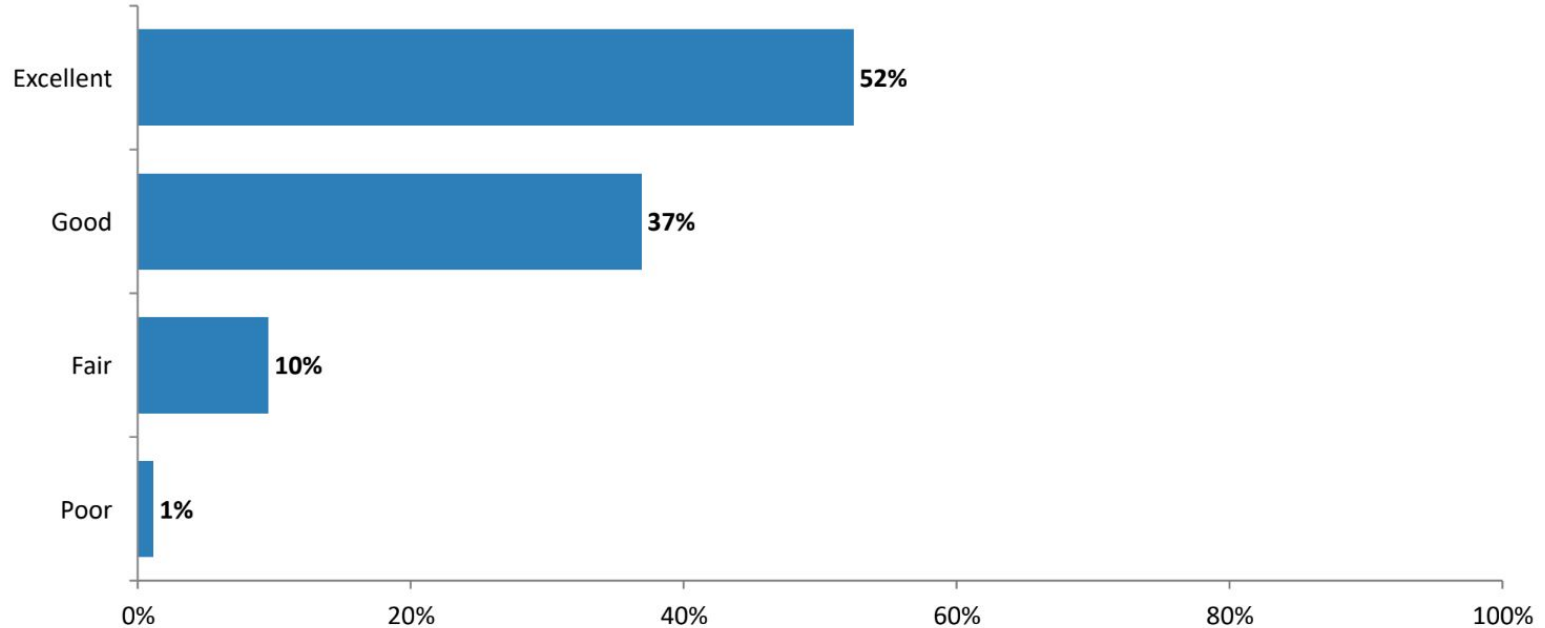
# Parent Survey Data, N = 535



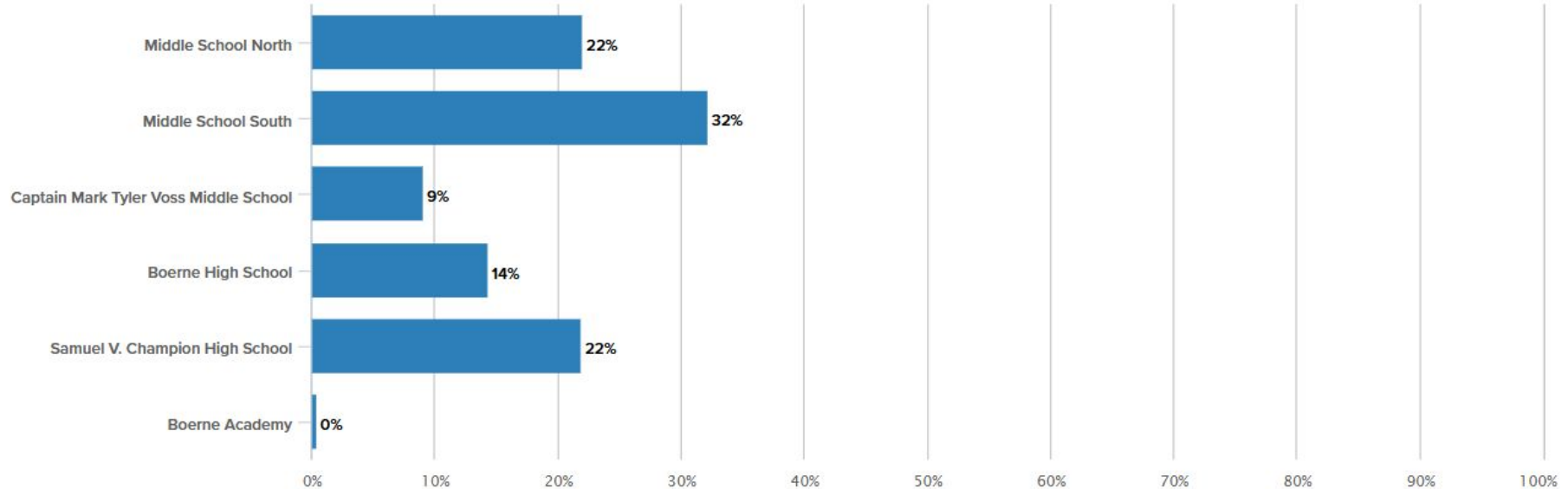
# Parent Survey Data, N = 535

How would you rate the overall quality of your child's school?

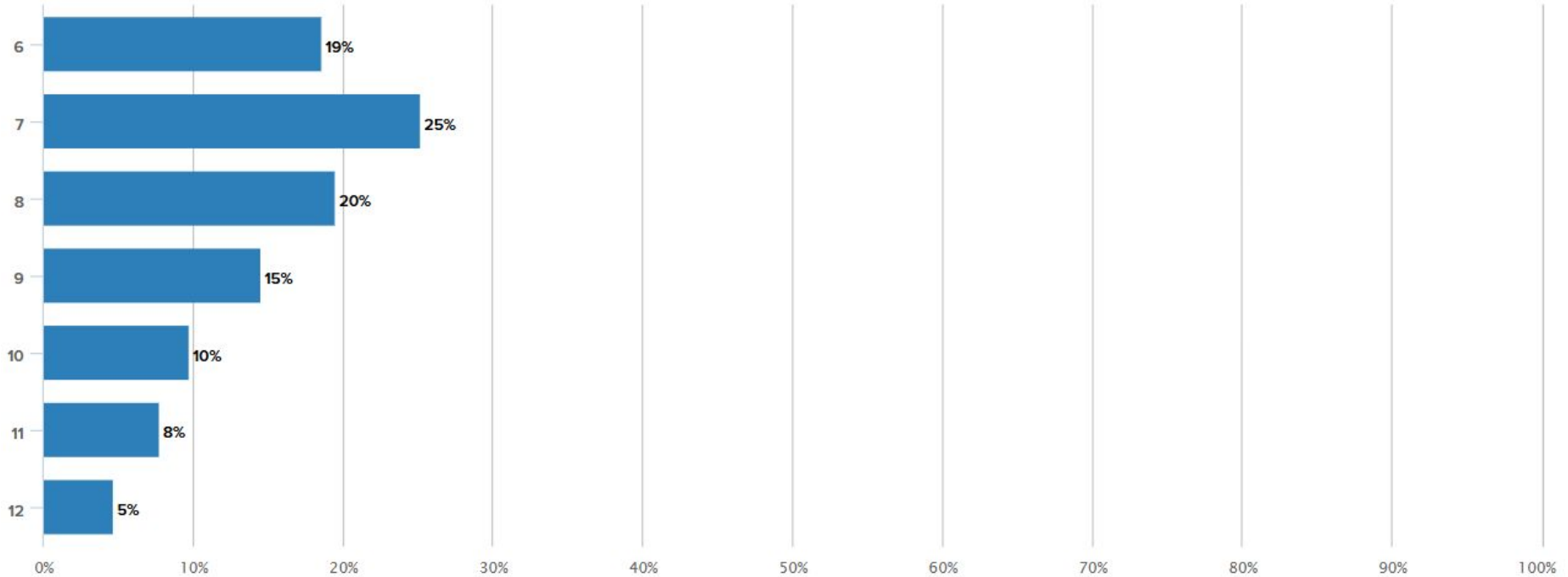
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# Secondary Student Survey Data, N = 2,154



# Secondary Student Survey Data, N = 2,154

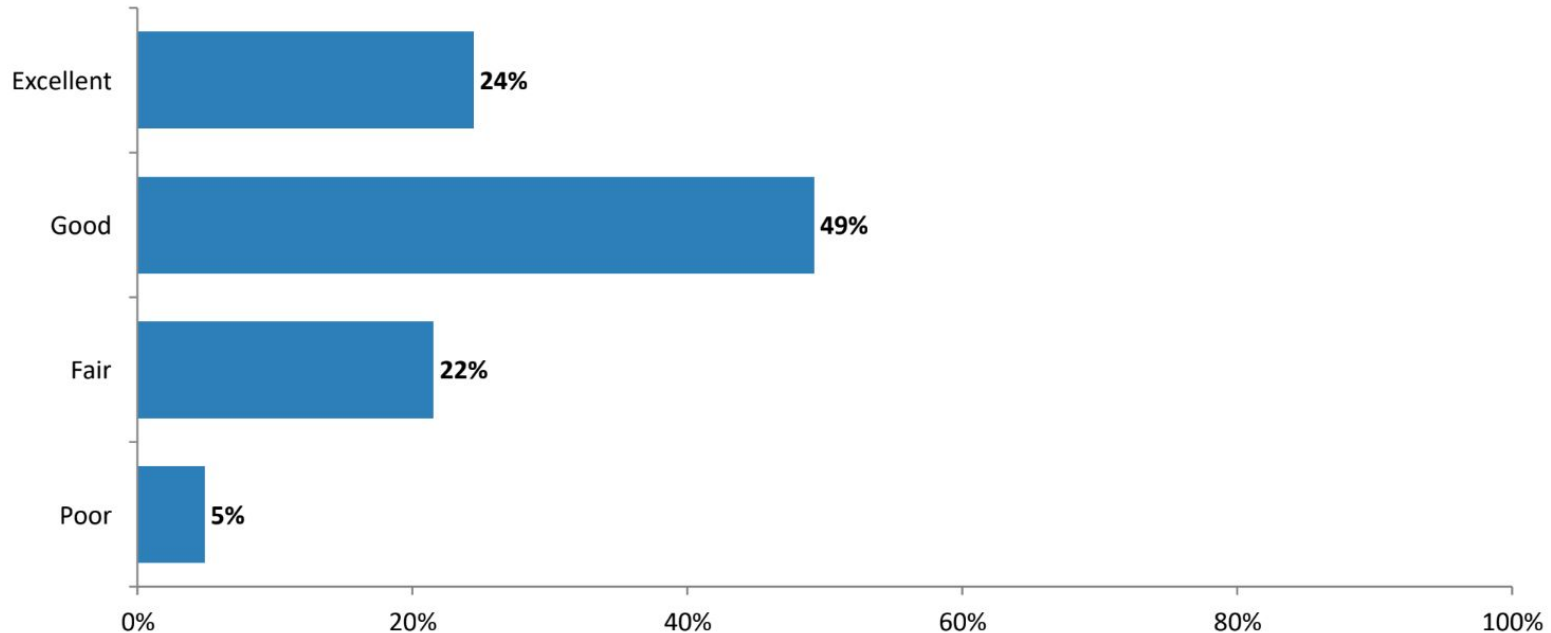




# Secondary Student Survey Data, N = 2,154

**How would you rate the overall quality of your school?**

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# Parent & Student Survey Data Protocol

| +             | ▲             |
|---------------|---------------|
| Strengths     | Opportunities |
| Commonalities |               |



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# FUTURE MEETINGS

Boerne ISD Training Center  
Rooms C134 & C135

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Tuesday, May 6

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**ONE** *community.*  
*purpose.*

**BOERNE**