



# DISTRICT EDUCATIONAL IMPROVEMENT COMMITTEE

Tuesday, September 9, 2025

Welcome

# AGENDA

- Welcome [DEIC Website](#)
- District Updates
- Purpose of DEIC
- Calendar Information
- Subcommittee Opportunity
- Future Meetings

# BOERNE ISD CORE VALUES

The Boerne ISD Core Values are the foundation for our success. Taken together, they create the BISD culture and community by defining what it means to be BISD. They are:



**Every Child,  
Every Day**



**Respectful  
Relationships**



**Excellence  
through  
Integrity**



**Commitment  
to Service**



[boerneisd.net/core](https://boerneisd.net/core)





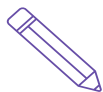
# PURPOSE OF DEIC



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.

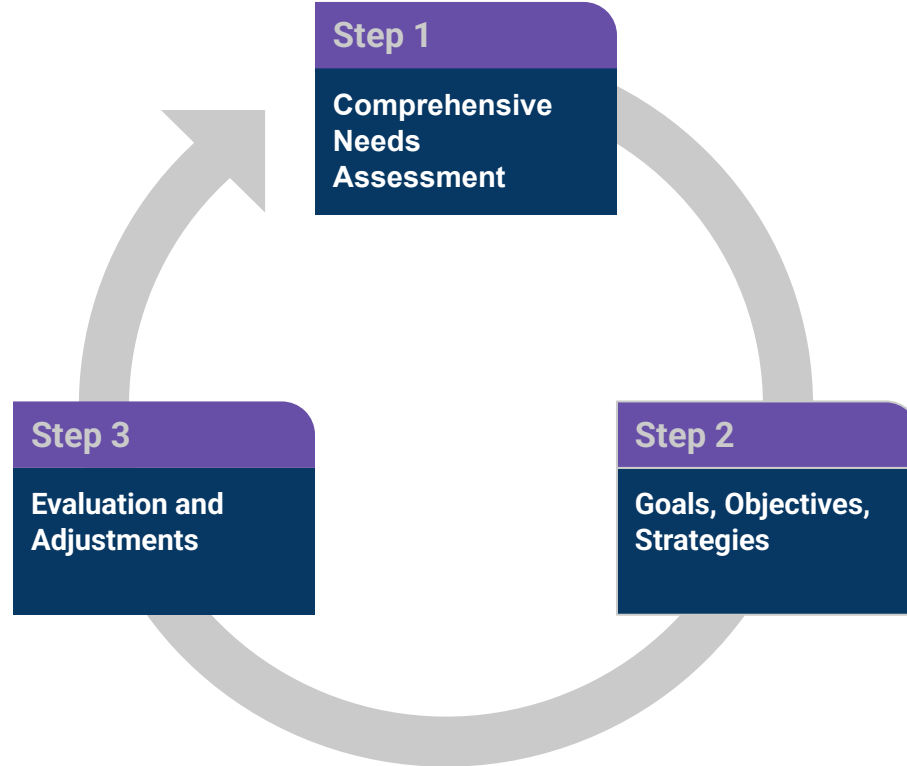


# PURPOSE OF DEIC

## “Big Rocks”

- Feedback to support the District Improvement Plan (DIP)
- Developing recommendations for the Academic Calendar
- Monitor Federal spending
- Stakeholder Input

# DEIC PLANNING PROCESS



## Student Success

- **Maintain** the yearly student retention rate for advanced courses for the purpose of being College Ready at 96%
- **Increase** the number of reported Completers with credentials by 10%, or 815 by Summer 2026.
- **Increase** the percentage of K-2 students scoring at Benchmark or above on EOY Universal screeners in Reading and Math from 82% to 83% by 2026.
- **Use** MTSS processes to increase the percentage of students who make academic growth in STAAR Reading & Math by 6 on the Domain 2A component/raw score by 2026. (74 to 80)
- **Increase** the percentage of students sustaining at the Masters Level to 85%; students sustaining at the Meets level to 85% by 2026.
- **Maintain** the UIL eligibility participation rate at 95% as determined by the 3rd grading cycle.

## Talent

- **Refine** the district's Grow Your Own Initiative to focus on building an internal teacher pipeline offering paid teacher residencies to current teaching assistants and partnering with CTE to support high school students enrolled in the teacher pathway program.
- **Maintain** a comprehensive recruitment and retention plan, including job fair participation and targeted social media campaigns, striving for full staffing at all campuses and within all departments by the first day of school.
- **Conduct** stakeholder engagement to explore opportunities for enhanced teacher compensation through the Teacher Incentive Allotment program by June 2026.
- **Develop** and implement an Aspiring Leaders Academy to identify and support BISD staff who aspire to assistant principal or instructional coaching roles by June 2026.
- **Foster** a culture of excellence, connection, and pride through a monthly recognition program to recognize a staff member (campus or department) who exemplifies BISD's Core Values in Action.

## Fiscal Responsibility

- **Maintain and adjust** a 10-year capital replacement plan. Allocate available funds from prior year budget surpluses over fund balance goals annually.
- **Review and evaluate** various programs of the District and incorporate the results of those reviews into the budget process.
- **Meet or exceed** the Average Daily Attendance (ADA) percentage used to set the budget for the 25-26 school year by June 2026. (Budgeted 25-26: 94%; Actual 24-25: 94.1%)
- **Convene** Long Range Facility Planning Committee to study the needs of the district and report findings to the board in Spring 2026.

## Engagement

- **Embed** family engagement as a core instructional strategy by ensuring that 100% of campuses implement at least one professional learning session focused on family-school partnerships and their impact on student achievement by June 2026.
- **Establish** a Family-to-Family Support Network at 100% of campuses, with each site identifying and training at least 3 family leaders to serve as mentors or peer navigators for other families by June 2026.
- **Develop and launch** an expanded Community Resource Hub that connects families with essential services—including mental health, housing, food assistance, and academic support—by partnering with at least 25 local organizations by June 2026.
- **Develop and launch** an online Family University video library featuring at least 10 multilingual, on-demand videos focused on academics, social-emotional learning, digital literacy, or school-home partnerships by June 2026.
- **Strengthen** civic capacity by actively engaging CLA and BSAC alumni with timely, consistent quarterly updates and meaningful opportunities to stay informed, connected, and involved in serving Boerne ISD.
- **Launch** ParentSquare to increase communication between parents and the district and begin process of moving campuses to ParentSquare for the 2026-27 school year in response to NSPRA audit findings.
- **Launch** Boerne ISD Connections to engage community members, invite non-parents into district communications, and create a 2-way communication stream.



# STRATEGIC PLAN

## HB3 Goals

- **Early Childhood Literacy:** The percent of 3<sup>rd</sup> grade students that score meets grade level or above on STAAR Reading will increase from 71% to 73% by August 2025.
- **Early Childhood Math:** The percent of 3<sup>rd</sup> grade students that score meets grade level or above on STAAR Math will increase from 70% to 72% by August 2025.
- **CCMR:** The percentage of graduates that meet the criteria for CCMR will increase from 90% to 92% by August 2025.



**Strategic Plan**  
2023-2028



[boerneisd.net/strategicplan](https://boerneisd.net/strategicplan)



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# DISTRICT IMPROVEMENT PLAN SUMMARY

Our DIP Goals are aligned with the four goals of our Strategic Plan:

**Goal 1 - Student Success:** By 2028, 100% of Boerne I.S.D. students will engage in innovative learning experiences, so they are college, career, and/or military ready.

**Goal 2 - Talent:** By 2028, 100% of the Boerne I.S.D. employee experience will prioritize opportunities to perform at and aspire to the highest level of professional performance and growth.

**Goal 3 - Fiscal Responsibility:** By 2028, Boerne I.S.D. will maximize funding and efficiencies so our budget funds 100% of our identified needs.

**Goal 4 - Engagement:** By 2028, 100% of Boerne I.S.D. stakeholders will be part of a culture of trust where they feel engaged and valued.



# GOALS & PERFORMANCE OBJECTIVES

## Student Success:

**By 2028, 100% of Boerne I.S.D. students will engage in innovative learning experiences, so they are college, career, and/or military ready.**

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# GOALS & PERFORMANCE OBJECTIVES

## Talent:

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# GOALS & PERFORMANCE OBJECTIVES

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# DEVELOPING THE INSTRUCTIONAL CALENDAR

## Important Legal Guidance:

Each school year, a district shall operate for at least **75,600 operational minutes**, including time allocated for instruction, intermissions, and recesses for students. EB(LEGAL)

The Student Attendance and Accounting Handbook defines operational minutes as **the time from the first school bell to the last school bell** (bell to bell).

In accordance with the District's innovation plan, the District is exempt from the state law that generally prohibits instruction for students from beginning before the fourth Monday in August. **Instruction for students shall begin no earlier than the first week of August.** EB(LOCAL)

TEC 21.401 requires that **teachers employed under a 10-month contract** provide a minimum of **187 days of service**.

# DEVELOPING THE INSTRUCTIONAL CALENDAR

## Waivers:

- **Staff Development Minutes Waiver** provides for a **maximum** of **2,100 total waiver minutes** to use for professional development. Schools may choose to offer early release, late start, all day staff development or a combination. This waiver is for staff development in place of student instruction. The staff development minutes waiver may not be used prior to the first day of instruction or after the last day of student instruction.

# INITIAL CALENDAR FEEDBACK



## BOERNE INDEPENDENT SCHOOL DISTRICT

235 Johns Rd. • Boerne, Texas 78006 • (830) 357-2000

### 2025-2026 SCHOOL CALENDAR

August 2025						
S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

September 2025						
S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

October 2025						
S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

November 2025						
S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						

December 2025						
S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

January 2026						
S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						

DATES TO REMEMBER						
July 2025 - Dates TBD	New Teacher Orientation					
July 2025 - Dates TBD	Boerne U					
August 4, 2025	First Day for Teachers					
August 12, 2025	First Day for Students					
May 21, 2026	Last Day for Students					
May 22, 2026	Last Day for Teachers					
May 21, 2026	Champion High School Graduation					
May 22, 2026	Boerne High School Graduation					

CLASS START/DISMISSAL TIMES						
Elementary						
7:36 AM - 3:00 PM						
7:36 AM - 11:35 AM Early Release						
Secondary						
8:30 AM - 4:00 PM						
8:30 AM - 12:35 PM Early Release						

HOLIDAYS & OBSERVANCES						
September 1	Labor Day					
October 13	Columbus Day					
November 27	Thanksgiving					
December 25	Christmas					
January 1	New Year's Day					
January 10	Kendall County Stock Show					
January 19	Martin Luther King, Jr.					
February 16	Presidents' Day					
April 3	Good Friday					
May 25	Memorial Day					
July 4	Independence Day					

2025-26 TESTING DATES						
October 16	PSAT					
December 2-8	Eng I & II, Biology, Alg 1, and US History Retest					
February 16 - March 25	TELPAS					
March 18	SAT					
TBD	SAT Makeups					
April 13	Eng I					
April 14	3-8 Reading, Eng II					
April 20	Gr 8 Social Studies, Biology					
April 21	Gr 5 & 8 Science, US History					
April 28	3-8 Math, Alg 1					
June 15-18	Eng I, Eng II, Biology, Alg 1, US History Retests					

All dates subject to change. Date ranges indicate tentative testing windows.

February 2026						
S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28

March 2026						
S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

April 2026						
S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29

May 2026						
S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						

June 2026						
S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

July 2026						
S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						

#### CAMPUS CONTACT INFORMATION

Boerne HS	(830) 357-2200	Fabra ES	(830) 357-4200
Champion HS	(830) 357-2600	Fair Oaks Ranch ES	(830) 357-4800
Boerne MS - N	(830) 357-3100	Herff ES	(830) 357-4300
Boerne MS - S	(830) 357-3300	Kendall ES	(830) 357-4600
Voss MS	(830) 357-3500	Van Raub ES	(830) 357-4100
Cibola Creek ES	(830) 357-4400	Viola Wilson ES	(830) 357-4700
Currington ES	(830) 357-4000	Boerne Academy/AC	(830) 357-3900

#### SYMBOLS

○	Staff Development/Teacher Work Day
■	Holiday - Student & Faculty
△	Student Holiday/Teacher Exchange
I	Nine Weeks - Begins/Ends
⊠	Early Release - Students
⊞	Early Release - Students & Staff

Testing Dates Updated 8/2025 - Approved by BOD Board of Trustees 12/16/2024



## SUB-COMMITTEE OPPORTUNITY

Meetings will be held on:

- Tuesday, September 23, 2025
- Tuesday, October 7, 2025
- Tuesday, October 21, 2025
- Tuesday November 4, 2025

Time: 4:30 - 5:30 PM

Place: Boerne ISD Board Room

Please email [jennifer.aviles@boerneisd.net](mailto:jennifer.aviles@boerneisd.net) or scan the QR code if interested in serving.

*Attendance at all meetings is mandatory.*



*Calendar Development  
Sub-Committee*



# Other Possible Sub-Committee Opportunities

- **District of Innovation:** The District of Innovation (DOI) concept, passed during the 84th Legislative Session in House Bill 1842, gives traditional independent school districts most of the flexibilities available to Texas' open-enrollment charter schools. The flexibility derives from the district's ability to exempt itself from state mandates that may limit its ability to implement innovative ideas. BISD's original DOI plan was adopted in 2017. The plan was renewed in 2023 and runs through 2028.
- **Student Handbook / Student Code of Conduct:** BISD annually reviews its Handbook and Code of Conduct for possible updates and revisions.



# FUTURE MEETINGS

Boerne ISD Training Center  
Rooms C134 & C135

Tuesday, November 11  
Tuesday, March 24  
Tuesday, May 5

LEGACY  
BUILT  
FUTURE  
READY