

2025-2026

BALANCED SCORECARD (BSC)

MISSION Calallen ISD, grounded in a tradition of unyielding commitment to excellence, academics, integrity, citizenship, and service, empowers each and every student to achieve their unique potential in an ever-changing, dynamic world.

PRIORITY 1

Building and Sustaining a Culture of Performance & Preparedness for Life Beyond High School

- 1.1 Academic Growth and Achievement
- 1.2 College, Career, and Military Readiness
- 1.3 Student participation in activities, clubs to build well-rounded citizens
- 1.4 Student Safety and Well-Being

PRIORITY 2

Building and Sustaining a Culture of Faculty & Staff Commitment

- 2.1 Faculty and Staff Commitment
- 2.2 Capacity Building for all Faculty and Staff
- 2.3 Competitive Compensation for Faculty and Staff

PRIORITY 3

Increasing Community Engagement & Commitment

- 3.1 Parent and Family Engagement
- 3.2 Community Engagement and Commitment
- 3.3 Community Partnerships

PRIORITY 4

Ensuring Effective and Efficient Operations

- 4.1 Strong Financial Stewardship and Clear Stakeholder Communication
- 4.2 Improve Operational Efficiencies and Processes
- 4.3 Safety and Security



BELIEFS

MISSION Calallen ISD, grounded in a tradition of unyielding commitment to excellence, academics, integrity, citizenship, and service, empowers each and every student to achieve their unique potential in an ever-changing, dynamic world.

VISION Intentionally empowering today, to excel tomorrow.

AT CALALLEN ISD, WE BELIEVE

Students

are well-rounded problem solvers and decision-makers, as they choose the best path forward to be "life-ready" after high school.

Parents & Families

are accountable partners in education, advocating for the best interest of their children, while remaining open to feedback in support of their child's learning and academic needs.

Faculty and Staff

are highly qualified and innovative professionals that foster positive relationships while focusing on student growth and achievement.

Campus Leaders

are culture-builders that encourage innovative instructional practices, risk-taking, and collaboration.

Superintendent & Administrators

prioritize the needs of students, while maintaining a supportive learning and working environment, based on trust, transparency, and effective communication.

Board of Trustees

are strategic and transparent decision-makers that work as a unified team, in service and support of the Calallen ISD community.



PRIORITY 1:

Building and sustaining a culture of performance and preparedness for life beyond high school.



1.1 Academic Achievement and Growth

- 1.1.1 Enhance strategic curriculum alignment, including ensuring the fidelity of written, taught, and assessed curriculum in alignment with district developed Math and RLA Frameworks.
- 1.1.2 Ensure PLCs focus on the four guiding questions and respond to student performance.
- 1.1.3 Ensure interventions are designed and provided for all students through development and implementation of a district RtI Handbook.

1.2 College, Career, and Military Readiness

- 1.2.1 Create pathways that incentivize students to explore potential college interests
- 1.2.2 Annually increase the number of students participating in coursework leading to an industry-based certification.
- 1.2.3 Increase exposure and awareness of Armed Forces post-secondary opportunities.

1.3 Student participation in activities, clubs to build well-rounded citizens

- 1.3.1 Establish a consistent way to collect and monitor engagement success data of student participation.
- 1.3.2 Increase outreach and awareness of available options for student participation on campus.
- 1.3.3 Examine methods to annually increase the attendance rate by 0.5%.

1.4 Student Safety and Well-Being

- 1.4.1 Stronger Connections Grant Goal Achievement
- 1.4.2 Implement a sustainable character education program across the district.
- 1.4.3 Provide opportunities for stakeholder development around student well-being and mental health.

PRIORITY 2:

Building and sustaining a culture of faculty and staff commitment.



2.1 Faculty and Staff Commitment

- 2.1.1 Enhance systematic culture building – seek feedback from faculty and staff regularly and follow-up.
- 2.1.2 Create and implement a robust recruitment plan that is supported by a comprehensive onboarding process.
- 2.1.3 Increase staff retention by cultivating a culture of collaboration and appreciation with opportunity for growth and development.

2.2 Capacity Building for all Faculty and Staff

- 2.2.1 Support teachers through walkthroughs, feedback, and coaching that values explicit instruction and best instructional practices.
- 2.2.2 Provide professional development opportunities aligned to student outcomes.
- 2.2.3 Support a comprehensive mentor program that supports new teachers and new to district teachers.

2.3 Competitive Compensation for Faculty and Staff

- 2.3.1 Annually review and prioritize strategic opportunities to align staff pay to market rates and equitably adjust accordingly.
- 2.3.2 Review and consider revisions to staff benefits annually.
- 2.3.3 Engage in the Teacher Incentive Allotment to promote and foster continuous growth.

PRIORITY 3:

Increasing community engagement and commitment.



3.1 Parent and Family Engagement

- 3.1.1 Provide opportunities for parents to share feedback and provide input; follow up.
- 3.1.2 Enhance opportunities and promote two-way communication with parents and families.
- 3.1.3 Develop opportunities for parent participation on committees.

3.2 Capacity Building for all Faculty and Staff

- 3.2.1 Connection and collaboration opportunities for the community (listen and learn).
- 3.2.2 Provide opportunities for the community to share feedback and provide input; follow up.
- 3.2.3 Develop opportunities for community partner participation on committees.

3.3 Community Partnerships

- 3.3.1 Continue and enhance partnerships with the Calallen Education Foundation.
- 3.3.2 Establish and expand relationships with Career and Technical partners.
- 3.3.3 Utilize and leverage available community resources that support district initiatives.

PRIORITY 4:

Ensuring effective and efficient operations.



4.1 Strong Financial Stewardship

- 4.1.1 Reinforce internal financial control policies and procedures.
- 4.1.2 Improve staff knowledge of financial management practices.
- 4.1.3 Expand financial transparency communication.

4.2 Improve Operational Efficiencies and Processes

- 4.2.1 Ensure facilities support a safe, healthy, and productive learning environment for students.
- 4.2.2 Establish strategic alignment of resources.
- 4.2.3 Improve operational offerings to align with customer needs.

4.3 Safety and Security

- 4.3.1 Implement and continuously train, review, and utilize adopted safety protocols
- 4.3.2 Seek and obtain TCOLE licensing to establish CISD Police Department.
- 4.3.3 Implement innovative solutions to safety concerns, including physical structure.