BELTON ISD

DESTINATION 2031

Inspiring Dreams. Empowering Futures.

Board of Trustees Presentation | August 17, 2026

PURPOSE

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Provide an update on our strategic planning process.

FEB-MAR

Establish shared vision and district committments

Board Approved April 2026

APRIL - JUNE

Develop operational roadmaps for how to turn the vision into action

JULY - AUGUST

Establish long-term goals and interim progress checks

ONGOING

Execute, monitor and report progress

VISION, MISSION, VALUES & BELIEFS

BELTON ISD

Inspiring Dreams. Empowering Futures.

Empower each and every learner to pursue their dreams and enrich their communities.

Trust

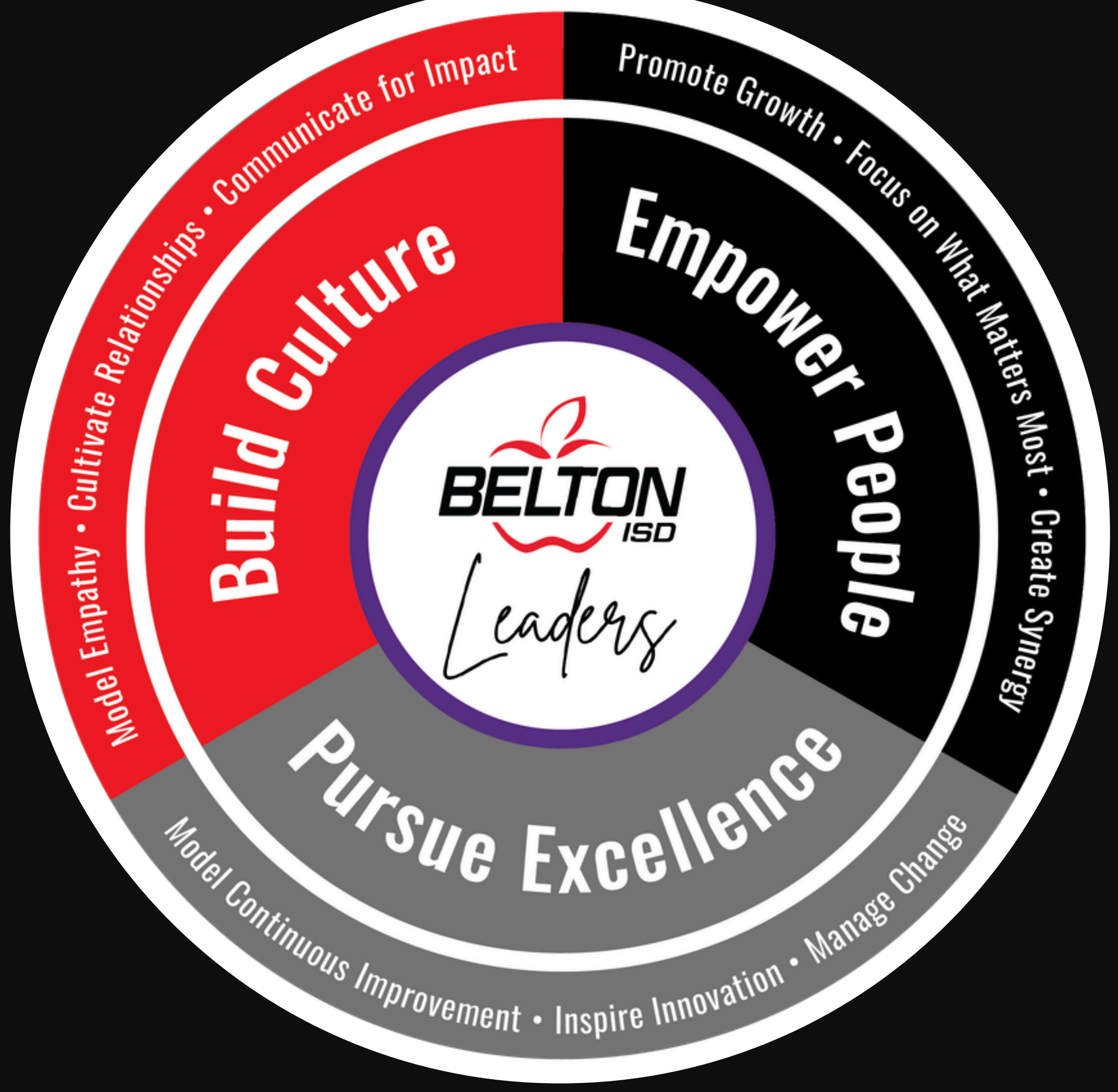
Empowerment

Adaptability

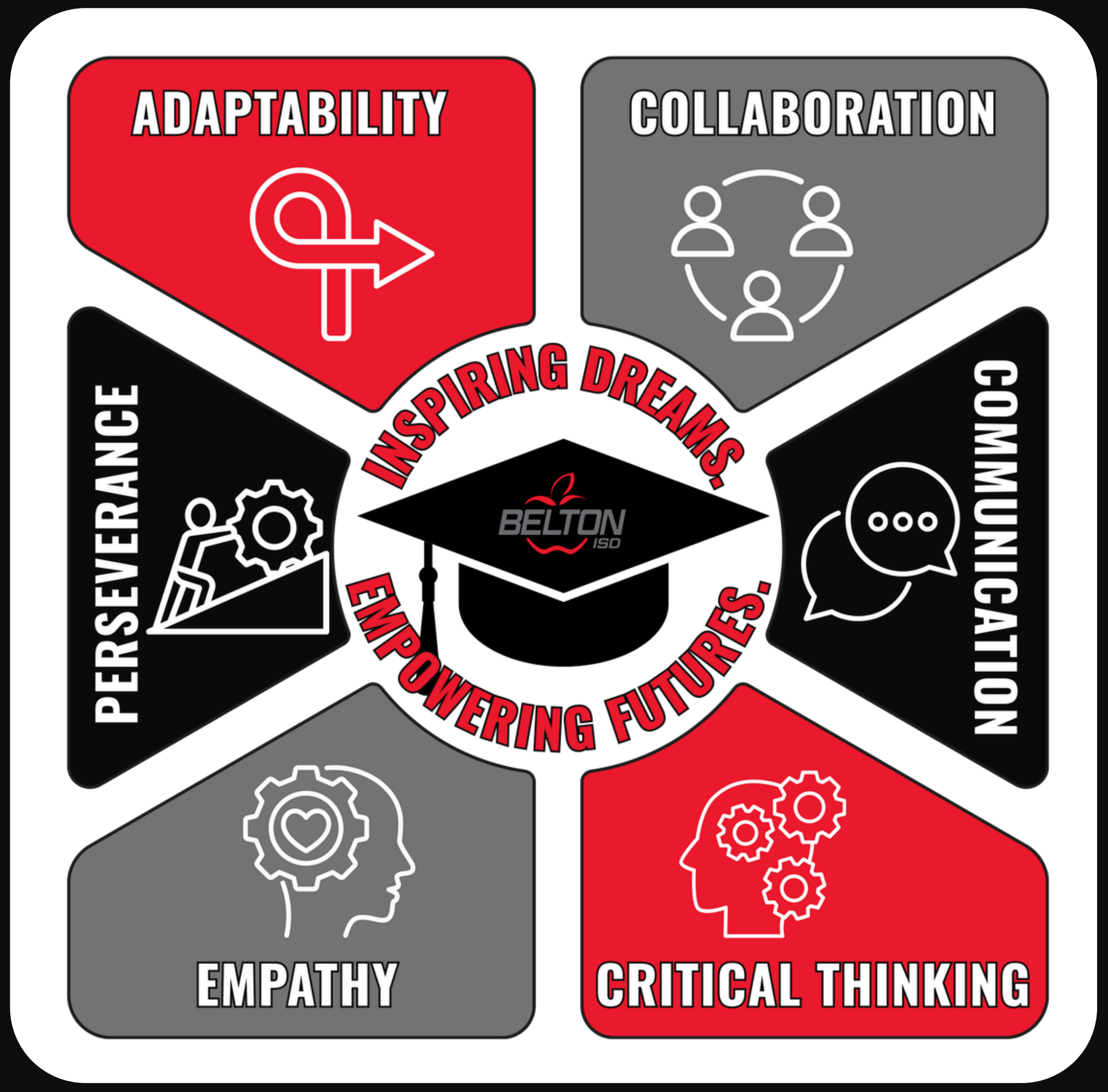
Community

High Expectations

Leadership Definition



Journey of a Graduate



STUDENTS

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Ensure exceptional learning experiences that bring our "Journey of a Graduate" to life for each and every student.

Our Committment.	How we get there.	Progress Checks.	End Goal.
1.1 Accelerate academic achievement by increasing the percentage of students who meet or exceed individual growth targets.	• Refine the Professional Learning Communities process by using standardized protocols to ensure a focus on assessment for learning and evidence of student growth. • Leverage the use of High Quality Instructional Materials to guarantee rigorous, multi-tiered learning experiences that are responsive and timely to student needs. • Implement a district-wide practice of student goal-setting in which students and teachers actively set, monitor, and reflect on their growth toward academic targets.	• Review and calibrate PLC agendas monthly with District and Campus Guiding Coalitions. • Conduct 10 joint PLC observations and feedback sessions per month using the standardized observation tool. • Collaboratively complete two joint HQIM calibration observations and reflection sessions per month with district and campus instructional leaders. • Engage in joint reviews of interim assessment data monthly to deploy targeted coaching and standard interventions to areas at risk of students not achieving grade level mastery.	Increase the percentage of students who meet or master grade level standards as measured by STAAR/EOC from 46% to 80% by 2031. Increase the percentage of students who meet or exceed individual growth targets as measured by STAR Ren from 49% to 80% by 2031.
1.2 Increase the percentage of graduates who earn advanced credentials in college, career, or military readiness.	• Systemically identify and eliminate structural, academic, and financial barriers to Dual Credit and AP coursework. • Implement a PK–12 Math and Literacy intervention and acceleration model that strengthens college readiness through embedded SAT, ACT, and TSIA aligned instruction and targeted response plans. • Strengthen PK-12 partnerships with higher education and local industry to create career-embedded experiences that also provide opportunities to earn industry-based credentialing before graduation. • Standardize the PK-12 advising model to clarify pathways to advanced academics and provide each student with a personalized plan directly connected to their college and career aspirations.	• Audit 6th-grade math performance data bi-weekly to immediately secure barrier-removal resources for 100% of newly flagged high-aptitude students, collaboratively with district and campus academic advising teams. • Conduct targeted outreach each semester to 100% of students and families identified by AP Potential to identify barriers and solutions and ensure access. • Collaboratively review college, career, military readiness indicator data alongside campus leadership teams once per grading cycle to co-create and deploy a targeted response plan for 100% of students identified as off-track for CCMR. • Implement one career exposure and exploration experience per semester at elementary and middle school campuses in partnership with industry partners. • Partner with high school campuses to host aligned informational sessions each quarter focused on Advanced Academics, College Pathways, and Military recruitment.	Increase the percentage of graduates who have earned an advanced degree, certificate or other postsecondary credential of value from __ to __ by 2031. (Pending Finalized Data)
1.3 Ensure safe and supportive learning environments to promote student well-being and academic success.	• Implement a Multi-Tiered System of Support to strengthen school culture, classroom management, and timely responses to student needs. • Develop and implement a job-embedded professional learning plan focused on evidence-based student management strategies, de-escalation, and restorative response protocols. • Adopt and implement a district-wide Social Emotional Learning Framework with dedicated instructional time across all campuses. • Maintain safety practices aligned to local, state, and federal requirements through training, audits, and action plans.	• Implement and document intervention actions within 2 weeks of students who trigger an Early Warning System (AWS) alert. • Provide monthly discipline data to campuses, broken down by district, campus, and teacher levels to support data-informed continuous improvement efforts. • Conduct campus walks to evaluate the implementation of the SEL Framework two times annually. • Monitor % of campuses scoring 100% on the Monthly Safety Requirement Scorecard.	Increase the percentage of parents, students, and staff who report feeling safe from 86% to 90% by 2031.
1.4 Provide students with innovative, flexible learning options that balance digital integration with hands-on, real-world experiences.	• Implement flexible instructional models—such as hybrid models and virtual formats—to provide tailored educational choices. • Implement instructional practices that balance digital tool use with tactile, inquiry-based learning and practical life skills.	• Conduct monthly audits of student pacing and mastery to maintain an 85% course completion rate in the Virtual Learning Academy. • Track the percentage of classrooms demonstrating active tactile, offline, or inquiry-based learning during routine administrative walkthroughs.	Increase the total number of eligible students enrolled in flexible instructional models from 1% to 5% by 2031. Increase the percentage of K-12 classrooms demonstrating a balanced instructional mix—where technology is used actively for student creation alongside visible tactile or inquiry-based learning—from [X% (2027 Baseline)] to [Y%] by 2031.

STAFF

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Attract, support, and retain exceptional educators and staff to ensure every student is guided and supported by an outstanding team.

Our Committment.	How we get there.	Progress Checks.	End Goal.
2.1 Strengthen recruitment and hiring pipelines to ensure a consistent pool of highly qualified candidates.	• Partner with local universities to recruit high performing teaching candidates. • Expand "Grow Your Own" opportunities to prepare high potential support staff for teaching roles. • Implement rigorous interview and hiring processes to ensure high quality hires for all campuses and departments.	• Ensure 100% of highly qualified job fair participants that are certified bilingual or in a foundational course receive a follow-up communication within 48 hours. • Conduct monthly touchbase meetings with GYO and certification candidates to track progress towards program completion. • Audit 20 hiring recommendations submitted to HR each month for reference checks, applications, and interview notes.	Increase the number of certified foundational course teachers from 93% to 100% by 2031.
2.2 Improve staff retention by fostering a supportive environment that prioritizes employee well-being and satisfaction.	• Implement a district-wide system with structured processes to ensure all staff have opportunities to provide feedback. • Establish campus and department based employee recognition and appreciation strategies that recognize exemplary staff. • Create systems and strategies that ensure formal and informal collaboration opportunities between campus and department leaders.	• Log at least 4 specific employee recognitions into the district tracking system per semester for 100% of campus and department leaders. • Conduct 5 "Stay Interviews" per month with current high-performing staff. • Conduct a monthly proactive check in meeting, specifically asking: "What challenges are you experiencing and what suggestions for improvement".	Reduce teacher turnover from 18.4% in 2025 to 13% in 2031.
2.3 Provide relevant professional learning experiences to ensure continuous growth.	• Implement a district wide process for utilizing employee feedback to improve professional learning experiences • Enhance role specific professional learning opportunities that includes job-embedded and self paced learning options. • Strengthen organizational capacity by aligning professional development with our leadership pipeline, directly aligned with our leadership definition, to ensure a high-quality internal talent pool for future opportunities.	• Review session feedback quarterly as a District Professional Learning Team, and formally document/publish adjustments made to upcoming training sessions based on that feedback. • Monitor and analyze the effectiveness of job-specific professional learning opportunities.	Improve the percentage of staff that feel learning is relevant to their position from 86% to 94% by 2031.

COMMUNITY

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Grow meaningful engagement and partnerships with parents, staff, and community members in support of our shared vision for each and every learner.

Our Committment.	How we get there.	Progress Checks.	End Goal.
3.1 Partner with our local community to provide opportunities that benefit our students, staff, and entire district.	• Explore opportunities to leverage and expand community partnerships. • Implement a system for providing ongoing family engagement opportunities. • Engage students and staff in meaningful service and community contributions.	• Include co-designed student-impact benchmark(s) when developing community partnership agreements (e.g., completed mentorship/service hours, student internship placements, early lit mastery, program expansion, attendance increase, resource delivery targets, etc.). • Conduct monthly audits of campus/department Parent Square and website calendars, providing targeted feedback on implementation.	Increase the percentage of parents indicating that they have a variety of ways to be involved at their child's campus from 76% to 90% by 2031.
3.2 Share clear and meaningful communication that builds trust and engagement.	• Implement a multi-tiered communication framework that defines clear expectations for consistent parent engagement across district, campus, and classroom levels. • Develop and implement a communication plan to proactively update the school community on priority topics.	• Conduct quarterly communication audits, providing targeted feedback to staff on alignment to the new framework. • Increase monthly open rates and click-through rates on district-wide communications regarding priority topics (target >50%).	Increase district communication satisfaction from 90% to 94% and campus communication satisfaction from 82% to 90% by 2031.
3.3 Foster a service-oriented environment to build satisfaction and trust.	• Develop and implement service-oriented standards district-wide. • Establish a responsive feedback system where community input directly informs and improves district operations and schools.	• Evaluate one localized data source bi-weekly to define key service needs and build out finalized service priorities by December 15, 2026. • Use the standardized service assessment tool weekly across all departments and campuses to capture data from at least 5% of total customer touchpoints through May 2027.	Increase parent and staff service satisfaction from [X% (baseline established 2027] to [Y%] by 2031.

FINANCIAL MANAGEMENT

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Maximize student experiences through transparent, strategic, and sustainable fiscal management.

Our Committment.	How we get there.	Progress Checks.	End Goal.
4.1 Align capital and facility planning to address current and future needs.	• Update and execute a long range master plan that prioritizes facility needs through a transparent, data driven process. • Utilize learning environments in alignment with evolving instructional models and aspirations of our community.	• Achieve 100% on-time completion of weekly scheduled milestones required to finalize and approve the updated facility master plan, educational specifications and facility technical standards by September 2026. • Execute two campus facility instructional space audits weekly to ensure all instructional spaces are evaluated by December 2026.	Implement an updated long range facility master plan by May 2027 to allocate 100% of available capital funds toward highest-need campus improvements annually through 2031.
4.2 Prioritize allocation of fiscal resources to improve student outcomes.	• Develop and implement a weighted funding formula that prioritizes allocations based on student academic needs. • Develop a strategic staffing and compensation plan to meet areas of high academic need.	• Test multiple high-need campus funding and staffing models —balancing academic growth data with tiered demographic needs—every 9 weeks, resulting in an updated annual allocation model by May 2027.	Increase the weighted per pupil discretionary funding ratio for students identified with high academic needs from \$30 to \$70 by 2031.
4.3 Position the district for long-term financial sustainability.	• Implement a 5 year financial plan that coordinates all available funding sources toward future plans and goals. • Establish a dedicated facility and capital asset reserve fund for capital asset preventive maintenance and mitigation against severe weather or catastrophic events. • Establish sustainable budget structures to neutralize the impact of variable district expenses. • Establish & implement a comprehensive evaluation cycle for all existing and new programs to ensure alignment with mission and fiscal stewardship.	• Forecast 100% of revenue sources and operational, facility, and capital asset uses into a rolling 5-year budget plan by January 1st of each fiscal year. • Identify available funds to transfer from General Fund operating surpluses to a designated Capital Improvement Fund by August 31st of each fiscal year. • Capture and budget 100% of variable operational expenditures into controlled accounts and finalize protocols for their distribution by March 2027. • Evaluate all academic and departmental operational programs to determine cost-effectiveness and impact on district operations & student academic growth to make a decision to continue, modify or discontinue by March 2029.	Adopt a balanced budget over the next 5 years and maintain a fund balance of at least 21% of budgeted expenditures by 2031.

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Discussion