



BELLVILLE INDEPENDENT SCHOOL DISTRICT

518 SOUTH MATHEWS STREET | BELLVILLE, TX | 77418 | PH: (979) 865-3133 | WWW.BELLVILLEISD.ORG

GOAL 3: CULTURE

Cultivate a culture that attracts, develops, and retains exceptional individuals to be part of our district and community.

AUGUST 2026: ANNUAL REPORT

OUTCOME METRICS

- Fill all positions with high quality, certified candidates
- Maintain or increase student enrollment
- 80% of all BISD Teachers are “Recognized” or higher
- Maintain a turnover rate of <10% (Excluding Retirements)
- Maintain 90% Favorable Responses to Entry, Stay, & Exit Surveys

ANNUAL CULTURE REPORT | SUMMATIVE DATA

Fill all positions with high quality, certified Teachers

	TOTAL POSITIONS	CERTIFIED	UNCERTIFIED	CERTIFIED- TEACHING OUT OF FIELD	UNFILLED
TEACHERS	22	20	1	–	1
OTHER PROFESSIONAL	8	8	–	–	–
OTHER	25	–	–	–	2

TOTAL POSITIONS FILLED WITH
CANDIDATES CERTIFIED IN
ASSIGNED FIELD

91%

TOTAL TEACHER
TURNOVER RATE

12%

Maintain or increase student enrollment.

1ST DAY 2025
2302

1ST DAY 2026
2246

BELLVILLE BRAHMAS
LEARNERS TODAY. LEADERS TOMORROW.



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Maintain 90% favorable responses to Exit, Entry, and Stay Surveys

EXIT SURVEYS

Nature of Separation: (MORE THAN ONE OPTION AVAILABLE)

BETTER OPPORTUNITY	50%
BETTER COMPENSATION	27%
HEALTH/FAMILY CIRCUMSTANCES	18%
RETIREMENT	14%
WORKING CONDITIONS	9%
DISATISFACTION WITH SUPERVISOR	9%
CAREER CHANGE	9%
OTHER:	5%

Leaving to Work in Another District:

50%
NO

50%
YES

Top Two Reasons for Selecting New District:
Advancement Opportunity; Other

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EXIT SURVEYS

Ratings of Supervisors

	%	1: Poor	2	3: Neutral	4	5: Excellent
Treated Employees Fairly	55%	2	2	6	4	8
Developed Cooperation & Teamwork	45%	4	2	6	4	6
Provided Recognition on the Job	41%	3	3	7	3	6
Resolved Problems & Complaints	36%	3	4	7	2	6

Ratings of Experience in BISD

	%	1: Poor	2	3: Neutral	4	5: Excellent
Cooperation w/n Campus-Department	59%	2	3	4	5	8
Cooperation b/w Departments	55%	1	2	7	6	6
Communication w/n Department	68%	2	2	3	5	10
Communication w/n District	64%	1	3	4	7	7
Communication b/w Self & Supervisor	45%	2	4	6	2	8
Morale at Campus-Department	41%	4	3	6	4	5
Job Satisfaction	45%	2	2	8	6	4
Training & Information for Job	55%	5	1	4	5	7
Supplies & Equipment for Job	59%	–	5	4	5	8
Employee Benefits	64%	2	1	5	9	5

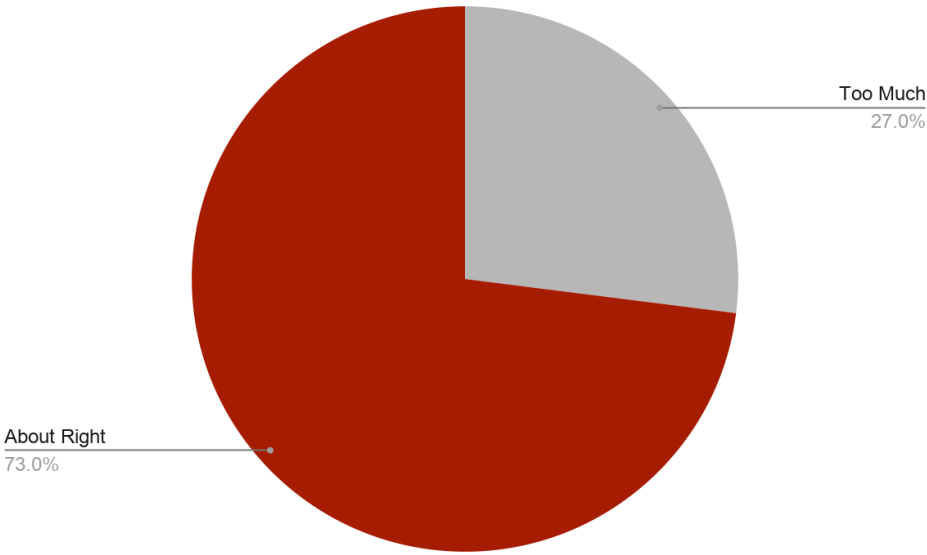
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Workload



Return to Work for the District

Yes, Without Reservation	Yes, Under Different Circumstances	Not at All
63.6%	36.4%	0%

Recommend BISD as a Place to Work

Yes	Yes, With Reservation	No
63.6%	18.2%	18.2%

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Maintain 90% favorable responses to Exit, Entry, and Stay Surveys

ENTRY SURVEYS

Years of Experience in Education

No Prior Experience	1-4 Years	5-9 Years	10-14 Years	15-19 Years	20+ Years
2	2	4	3	5	2

Reasons for Coming to BISD:

REPUTATION OF THE DISTRICT	61%
MISSION/PURPOSE OF THE DISTRICT	50%
PERCEIVED WORKING CONDITIONS	33%
RESIDENT IN BELLVILLE ISD	28%
OPPORTUNITIES FOR PROFESSIONAL LEARNING & GROWTH	28%
LEADERSHIP IN BISD	22%
EFFORTS TO SHOW VALUE & APPRECIATION	22%
COMPENSATION	6%
OPPORTUNITIES FOR ADVANCEMENT	6%
MOVING CLOSER TO HOME	6%
PREVIOUS STUDENT	6%
MOVED TO THE AREA	6%
OTHER	6%

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How did you learn about the job opportunity in Bellville ISD?

Bellville ISD Website	44%
An existing or former BISD employee	33%
Facebook/Social Media	16%

Ratings of Onboarding Experience

	1: Poor	2	3: Neutral	4	5: Excellent
Welcomed by Campus/Dept. Team	–	–	–	2	16
Communication from Campus/Dept	–	1	1	3	13
Communication from District	–	1	11	3	14
Hiring/Contracting Process	–	–	–	2	16
Payroll/Benefits Enrollment Process	–	–	1	2	15
Technology Resources & Training	–	1	1	2	14
Curriculum & Instructional Resources & Training	–	2	2	3	11
Safety Training	–	1	2	1	14
Orientation to the District's Mission & Vision	–	1	1	1	15
New Employee Orientation	–	1	1	1	15
Preparedness for the Start of the School Year	–	1	2	3	12

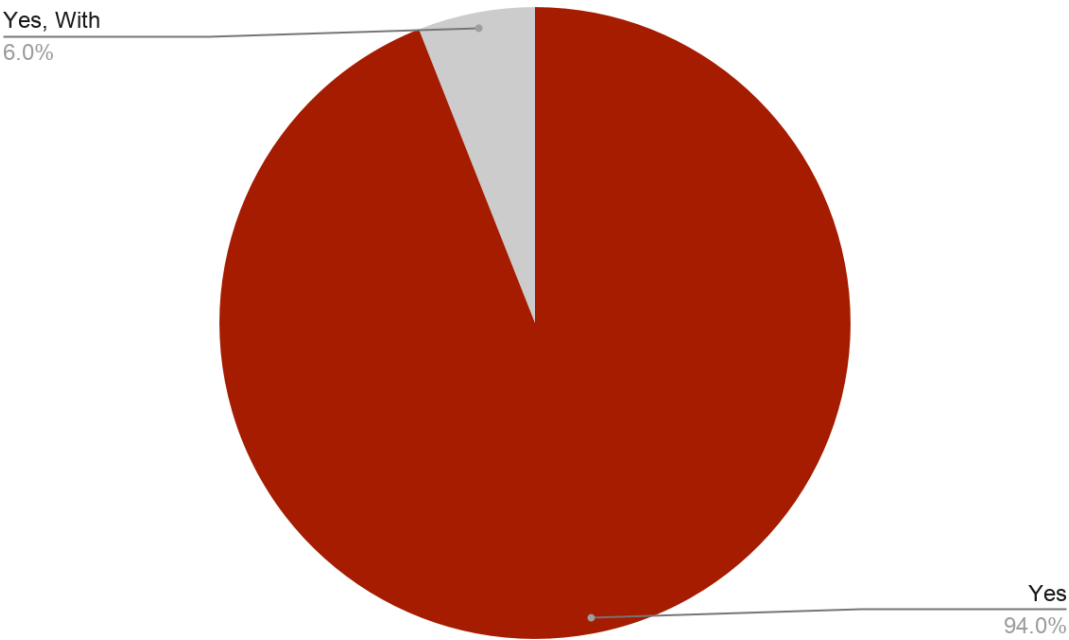
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Has the hiring & onboarding process made you proud to begin your journey as a Brahma?



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STAY SURVEYS

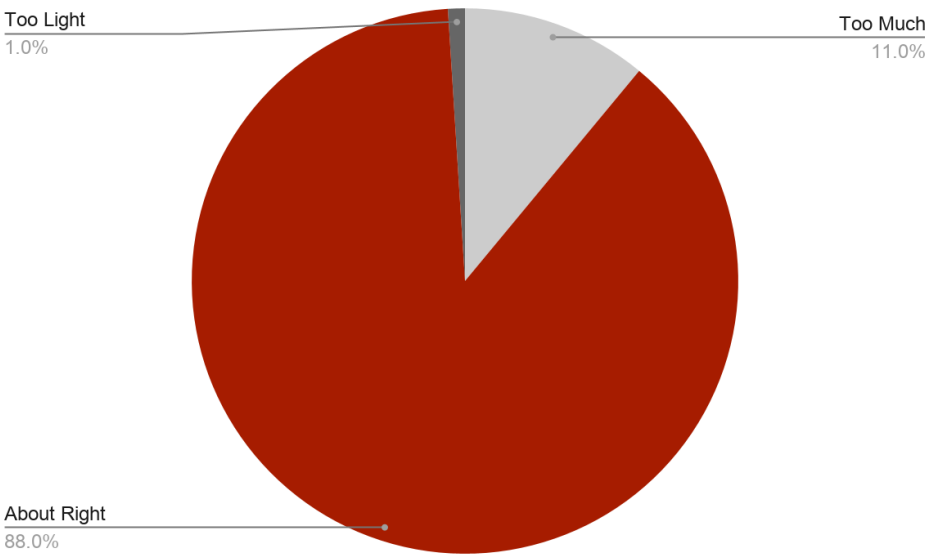
Years of Experience in Education

0-4 Years	5-9 Years	10-14 Years	15-19 Years	20+ Years
23%	15%	12%	19%	32%

Years of Experience in Bellville ISD

1-4 Years	5-9 Years	10-14 Years	15-19 Years	20+ Years
37%	21%	17%	12%	12%

Workload



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Reasons for Staying in BISD:

Relationship with Colleagues	75%
My co-workers care about kids	63%
Supervisor/Someone at work cares about me	60%
Resident in Bellville ISD	55%
Working Conditions	52%
My coworkers are committed to quality work	52%
Reputation of the District	41%
District/Campus Efforts to Show Value & Appreciation	40%
I have the materials and resources I need	39%
Leadership in BISD	38%
Mission/Purpose of the District	36%
Someone Encourages my Development	33%
Opportunities for Professional Learning & Growth	29%
My opinion seems to count	28%
Compensation	9%
Employee Benefits	8%
Other	1%

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Ratings of Experience with the District in the Following Areas:

	1: Poor	2	3: Neutral	4	5: Excellent
Cooperation within your campus/department	–	2	10	28	49
Cooperation between campuses/departments	1	10	26	33	19
Communication within your department	–	6	9	30	44
Communication within the district	1	6	24	30	28
Communication between you & your supervisor	–	2	14	27	46
Morale at your campus/department	–	7	14	33	35
Job Satisfaction	–	4	8	36	41
Training & information to do your job	–	6	17	33	33
Supplies & equipment provided to do your job	2	4	13	37	33
Employee Benefits	2	8	36	26	17

Recommend BISD as a Place to Work

Yes	Yes, With Reservation	No
83%	17%	0%

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