Goal 3 Report: Goal Setting & Onboarding

Belton ISD Board of Trustees
Regular Board Meeting
December 15, 2025

Purpose

To provide an update on goal 3 relating to goal setting and onboarding.

Goal 3 KPM

Achieve 80% staff participation in creating and pursuing a professional learning goal aligned with the BISD Leadership Definition by May 2026.

Process

- Deepened understanding of our Leadership Definition competencies

- Communicated expectations for submitted goals to align with a leadership competency

- Established committee to determine language and format of the goal setting document

- Provided communication to all staff regarding goal setting expectations

- Aligned professional learning sessions to our competencies throughout the year

Leadership Definition

Category	Competency	Description
Build Culture	**Communicate for impact**	Actively listens and strategically articulates thoughts and ideas effectively using multiple modes of communication.
	Cultivate relationships	Develops a culture of value, support and growth amongst stakeholders.
	Model empathy	Demonstrates sensitivity, respect, and understanding towards others' feelings and experiences.
Empower People	**Promote growth**	Embraces opportunities for learning in pursuit of better results for *each and every*.
	Focus on what matters most	Prioritizes work that positively impacts student success.
	Create synergy	Promotes the mindset that we can achieve more collectively than we can individually.
Pursue Excellence	**Model continuous improvement**	Engages in reflection, refinement, and implementation of systems and processes.
	Inspire innovation	Ignites creativity, forward thinking, and a proactive approach to exploring new ideas.
	Manage change	Adapts actions to support others while implementing change to achieve sustainable improvement.

Evaluation Instrument - Goal Setting

Employee Goal Evaluation Form in Eduphoria/Strive

Goals
3 Tasks

0/1 **Learning Goal**
Due September 15, 2025

No goals attached.

0/1 **Professional Goal**
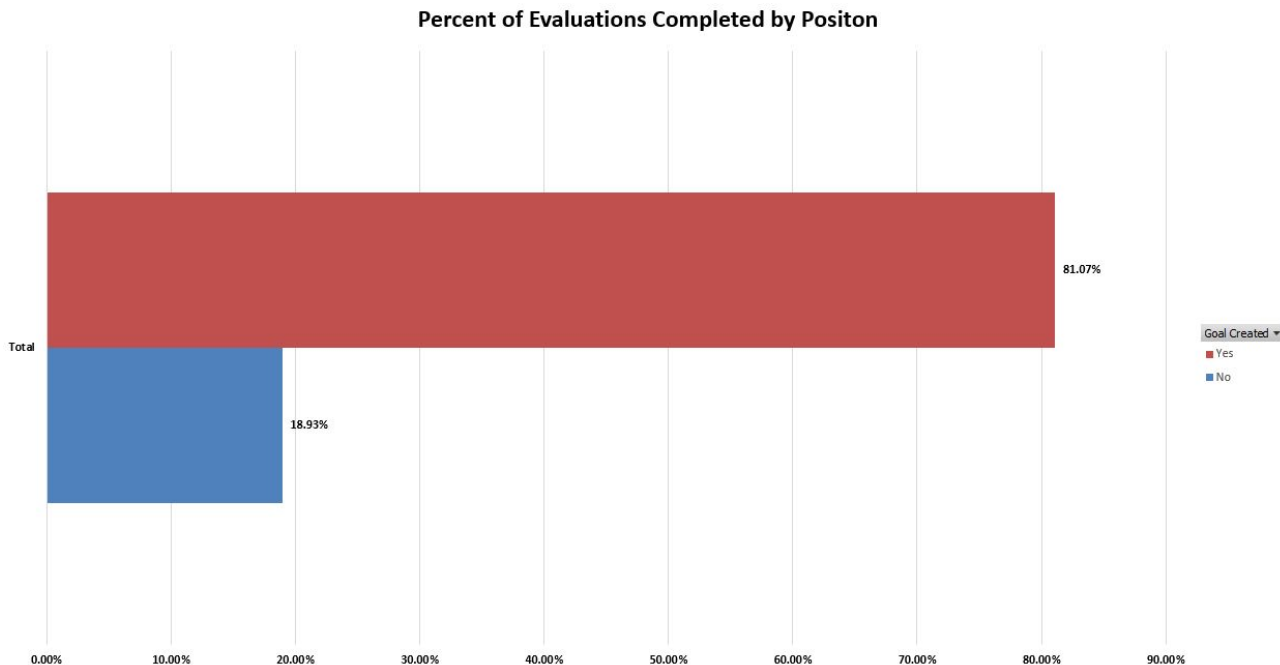Due September 15, 2025

No goals attached.

0/1 **Aligns with Leadership Definition and Competencies**
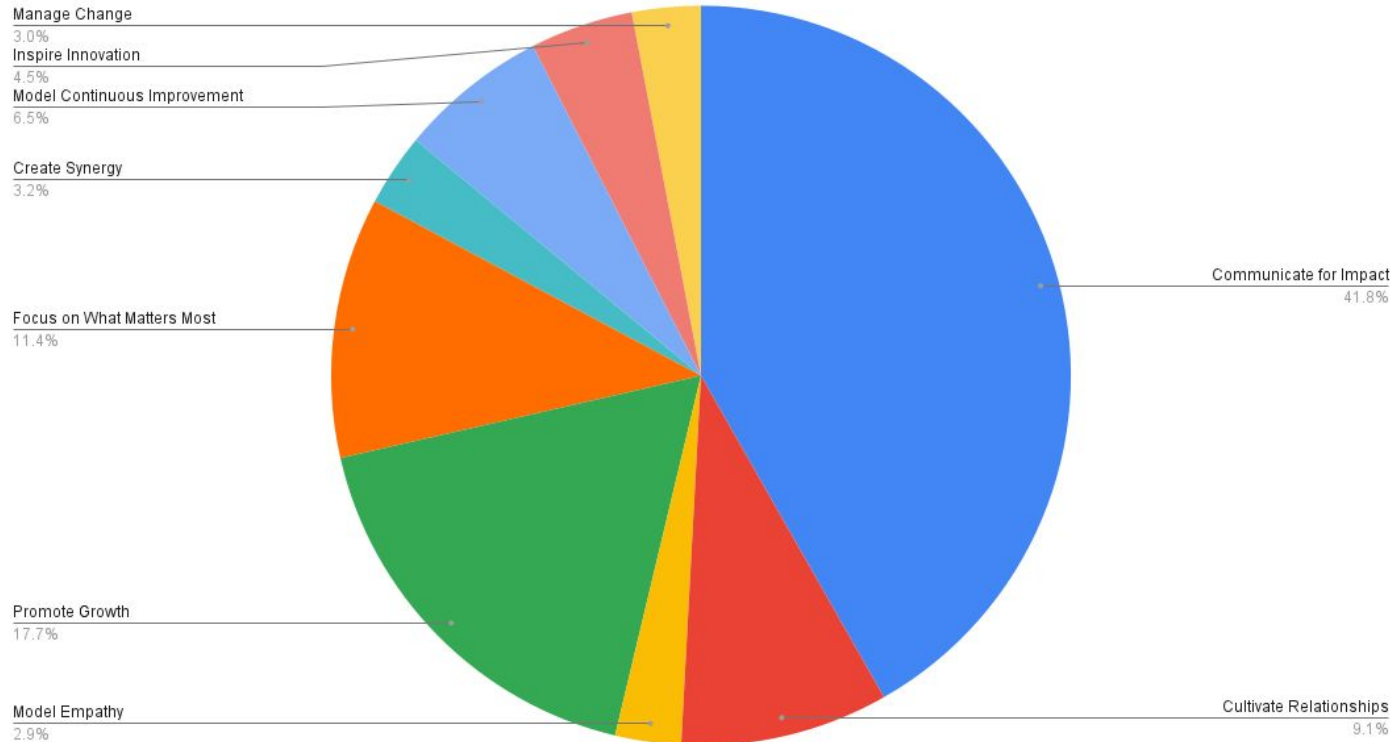Due September 29, 2025

No documents attached.

Goal Setting & Leadership Definition

Percent of Evaluations Completed by Positon

81.07%

18.93%

Total

Goal Created ▼
■ Yes
■ No

0.00%   10.00%   20.00%   30.00%   40.00%   50.00%   60.00%   70.00%   80.00%   90.00%

Note: Data as of December 1, 2025

Goal Setting & Leadership Definition

LEADERSHIP DEFINITION GOALS

Manage Change
3.0%

Inspire Innovation
4.5%

Model Continuous Improvement
6.5%

Create Synergy
3.2%

Focus on What Matters Most
11.4%

Promote Growth
17.7%

Model Empathy
2.9%

Communicate for Impact
41.8%

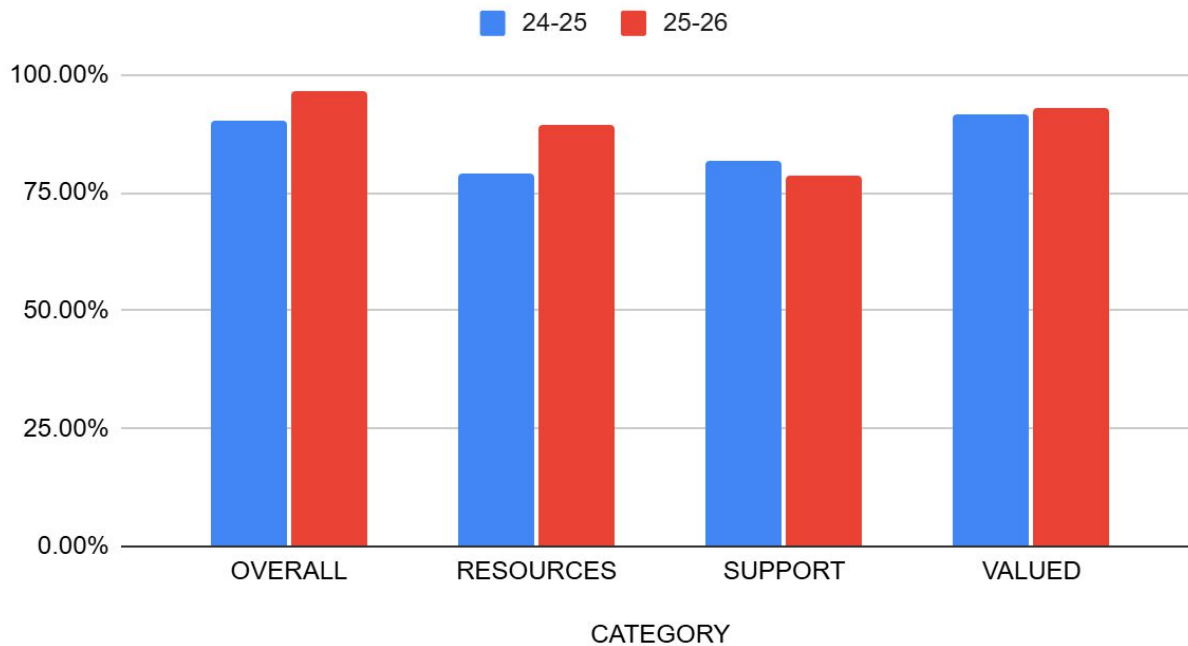Cultivate Relationships
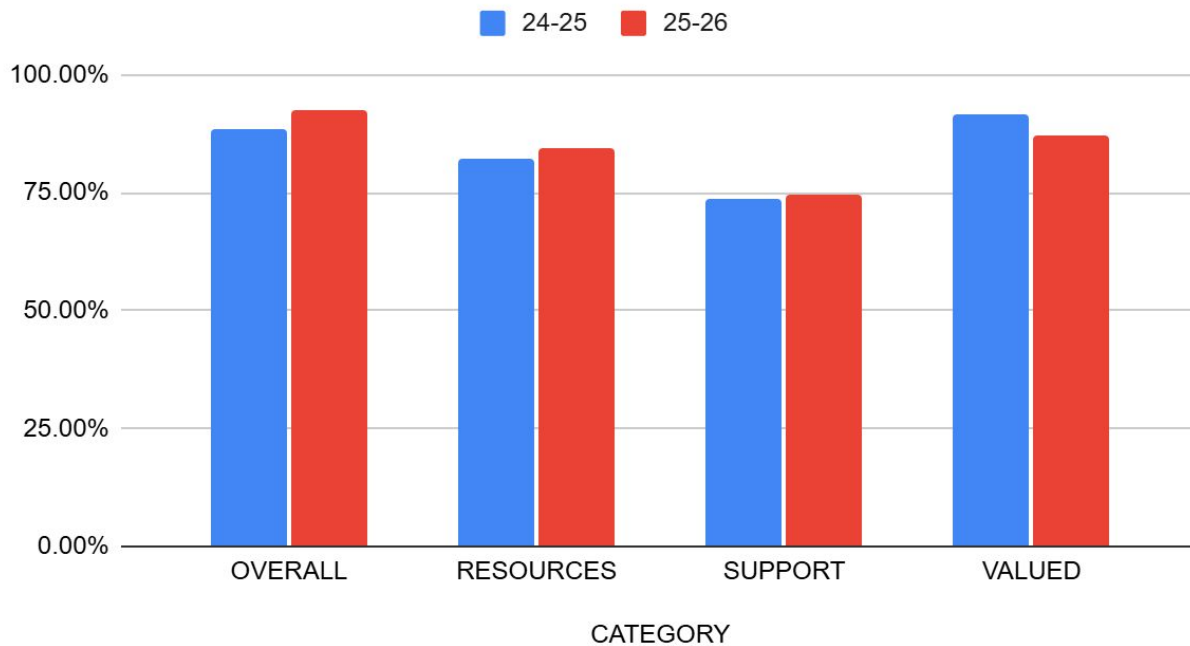9.1%

Onboarding

Onboarding

TEACHER 30 DAY COMPARE

■ 24-25 ■ 25-26

Onboarding

TEACHER 60 DAY COMPARE

Onboarding - Feedback

- Campus Support & Mentorship

- Training & Professional Development

- Workload & Work-Life Balance

Discussion