

BALANCED SCORECARD

Priorities 2 and 3 Update

November 11, 2024



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.



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2024-2025

BALANCED SCORECARD (BSC)

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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

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





PRIORITY 2

**BUILDING AND SUSTAINING A CULTURE OF FACULTY AND
STAFF COMMITMENT**

PRIORITY 2: PERFORMANCE OBJECTIVES

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



2.1 FACULTY AND STAFF COMMITMENT KEY

STRATEGIC ACTIONS

- 2.1.1 Enhance systematic culture building – seek feedback from faculty and staff regularly and follow-up.
 - Conducting Stronger Connections Staff Climate Survey (pre, post in Spring)
 - Data will be shared once window closed and analytics complete
- 2.1.2 Create and implement a robust recruitment plan that is supported by a comprehensive onboarding process.
 - Revamp of New Teacher Orientation to make more interactive and less computer-based
 - Utilizing onboarding to ensure new staff are prepared with resources and district support for start of year – frequent communication before start date
 - Outside the Box – utilize current staff to support custodial shortages
- 2.1.3 Increase staff retention by cultivating a culture of collaboration and appreciation with opportunity for growth and development.
 - Established district convocation for staff connectedness
 - Regular opportunities for building capacity in Executive Leadership focused on organizational climate
 - Expanded support and professional development for department chairs and lead teachers focused on leadership capacity building



2.2 CAPACITY BUILDING FOR ALL FACULTY AND STAFF

KEY STRATEGIC ACTIONS

- 2.2.1 Support teachers through walkthroughs, feedback, and coaching that values explicit instruction and best instructional practices.
 - Increased training and collaboration by administration to ensure we are aligned to the TTESS Rubric and providing adequate feedback – regular calibration
 - Standardization of pre-conference expectations to support conversations regarding data, instruction, and best practices
- 2.2.2 Provide professional development opportunities aligned to student outcomes.
 - Academic Tuesdays with Campus Administration
 - Data analysis support through PLCs
- 2.2.3 Support a comprehensive mentor program that supports new teachers and new to district teachers.
 - Revamp of the CATS Academy to align to suggestions from previous cohorts
 - More “just in time” professional development for new teachers



2.3 COMPETITIVE COMPENSATION FOR FACULTY AND STAFF

KEY STRATEGIC ACTIONS

- 2.3.1 Annually review and prioritize strategic opportunities to align staff pay to market rates and equitably adjust accordingly.
 - 2023-2024 completed TASB Salary Analysis
 - 2024-2025 will complete PASA Demographic Study to align staffing to projected enrollment
- 2.3.2 Review and consider revisions to staff benefits annually.
 - Implementation of new Health Insurance - Curative
- 2.3.3 Engage in the Teacher Incentive Allotment to promote and foster continuous growth.
 - Approved plan in place for Year 1
 - Consistently reviewing plan and making adjustments to focus on growth – student and teacher
 - Planning for year 2 which will expand number of teachers eligible





PRIORITY 3

INCREASING COMMUNITY ENGAGEMENT AND COMMITMENT

PRIORITY 3: PERFORMANCE OBJECTIVES

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



3.1 PARENT AND FAMILY ENGAGEMENT

KEY STRATEGIC ACTIONS

- 3.1.1 Provide opportunities for parents to share feedback and provide input; follow up
 - Conducting Strong Connections Parent/Guardian Climate Survey
 - Data will be shared once window closed and analytics complete
- 3.1.2 Enhance opportunities and promote two-way communication with parents and families.
 - First Annual Parents as Partners Conference – December 7th
 - Board Brief
 - Development of district newsletter – quarter 2 release
 - Conversion to new webpage platform for increased functionality and ease of use
 - ParentSquare implementation
- 3.1.3 Develop opportunities for parent participation on committees.
 - Expanding number of parents on District Education Improvement Council (DEIC)
 - Development of CISD Ambassador Program to include parent and community
 - Stronger Connections Grant Advisory



3.2 COMMUNITY ENGAGEMENT AND COMMITMENT

KEY STRATEGIC ACTIONS

- 3.2.1 Connection and collaboration opportunities for the community (listen and learn).
 - Opportunities for learning embedded on new website
 - Strengthened partnerships with local media to share CISD successes
- 3.2.2 Provide opportunities for the community to share feedback and provide input; follow up
 - Community school perception survey in development for spring release
- 3.2.3 Develop opportunities for community partner participation on committees.
 - Development of CISD Ambassador Program to include community partners with the intention of developing advocates for CISD



3.3 COMMUNITY PARTNERSHIPS

KEY STRATEGIC ACTIONS

- 3.3.1 Continue and enhance partnership with the Calallen Education Foundation
 - Support of mini and standard grants
 - Support fund raising opportunities (State of District and Spring Event)
- 3.3.2 Establish and expand relationships with Career and Technical Partners.
 - Expansion and restructure of the CTE Advisory Committee
 - Inclusion of dual credit and community partners
 - Alignment of CTE Advisory Committee to Texas Workforce data and market needs – what future pathways need consideration
- 3.3.3 Utilize and leverage available community resources that support district initiatives.
 - Development of CISD Ambassador Program to include parent and community
 - Bond informational updates and videos



Because. Kids.

