

How to shape your district in 100 days!



BEEVILLE Independent School District | TASB SLI

June 16, 2017

Inspiring Bold Innovative leaders

It starts with teamwork!



Unified
Board

No
Personal
Agendas



*Efforts and
courage are not
enough without
purpose and
direction.*

- John F. Kennedy



7 unanimous board members

+


1 like-minded superintendent

=

Transformation



What we did in
100 days



32 board-
related
activities



We created conditions for student achievement

- ✓ PK-12 Computer Science initiative
(1st in United States!)
- ✓ \$250,000 for districtwide technology refresh project
- ✓ Hired new HS principal





We increased district morale

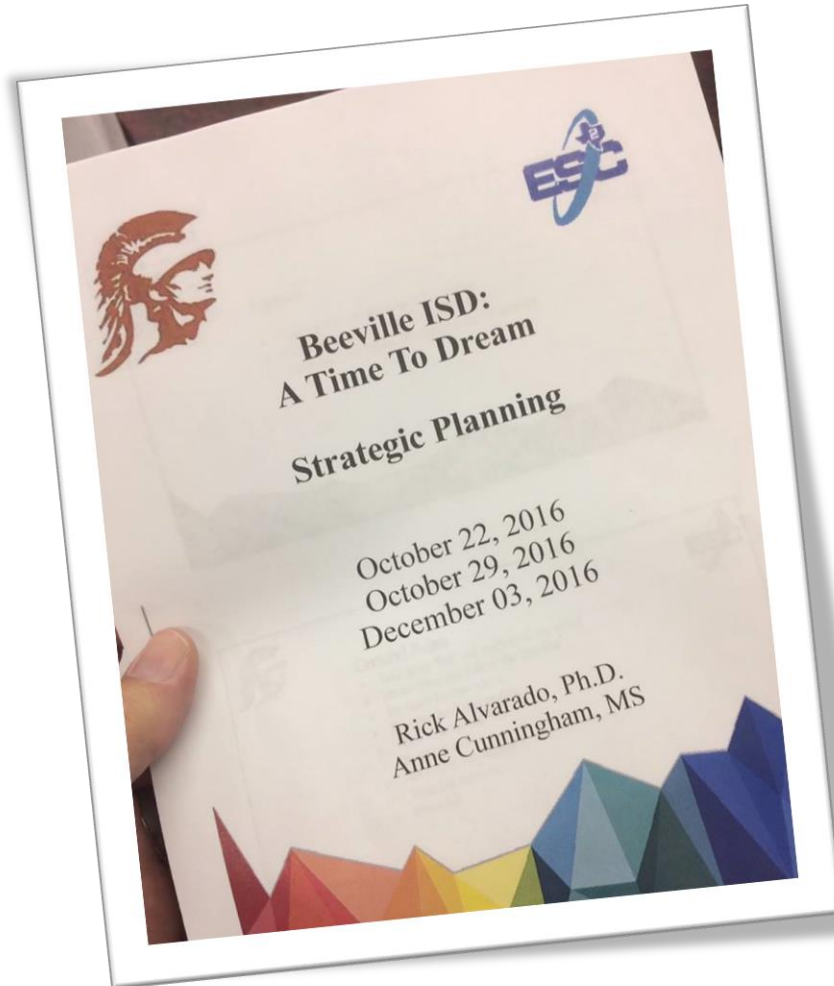
- ✓ Highest single salary bump for teachers in Texas=\$5,000
- ✓ Established Mighty Trojan Award!
- ✓ Created BISD Meet & Greet!



We increased local control


- ✓ Passed District of Innovation resolution
- ✓ Passed TRE in Oct. \$1,000,000 per year, without a tax increase

We kicked-off first strategic planning process in the history of Beeville ISD!






Vision



Inspiring bold
innovative
leaders.

Mission



Together, we
empower today's
students to be
tomorrow's
leaders.



Values



Integrity



Innovation



Positive
Attitude



Leadership



Achievement



High
Expectations



Growth
Mindset



What we now
know

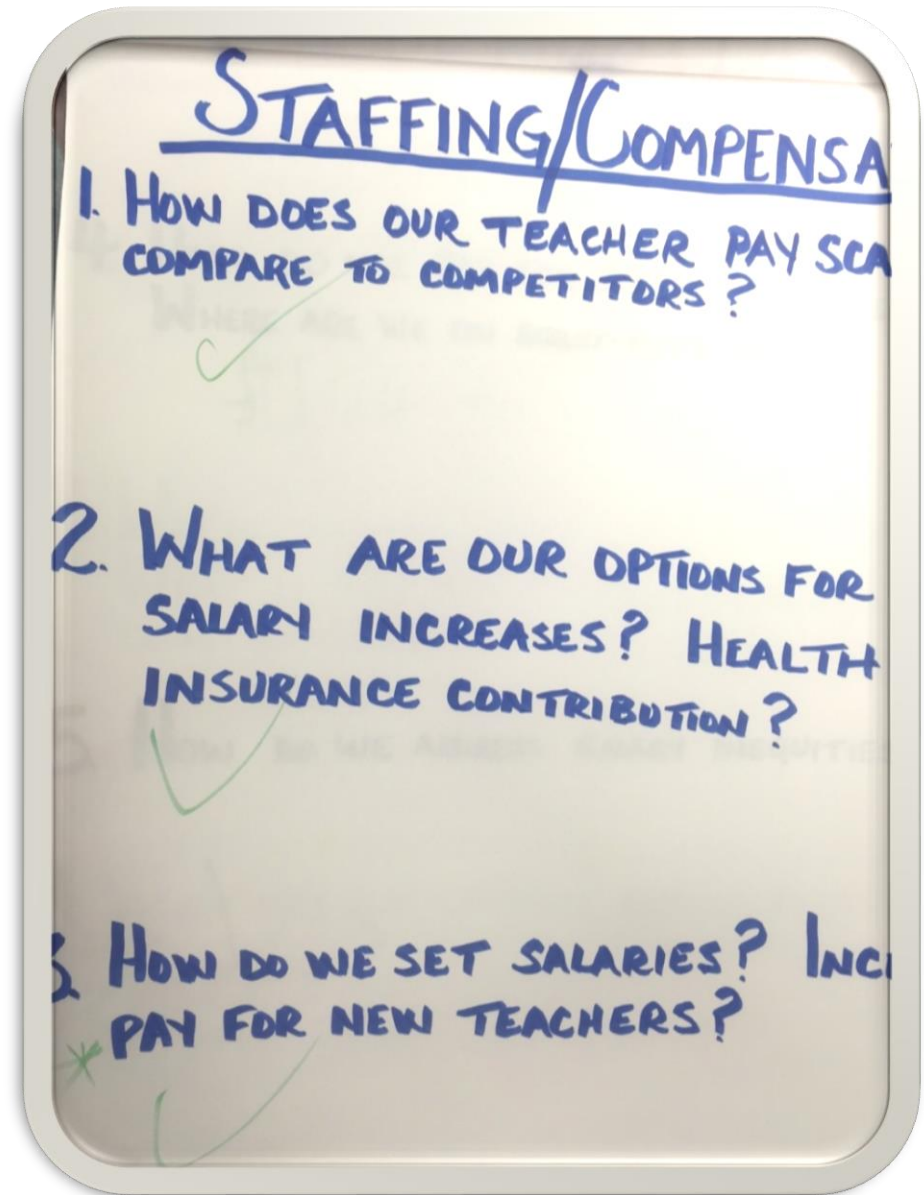
*“There are **known knowns**.*



*These are things that
we know we know.*

There are *known unknowns*.

*That is to say
there are things
that we know we
don't know.*



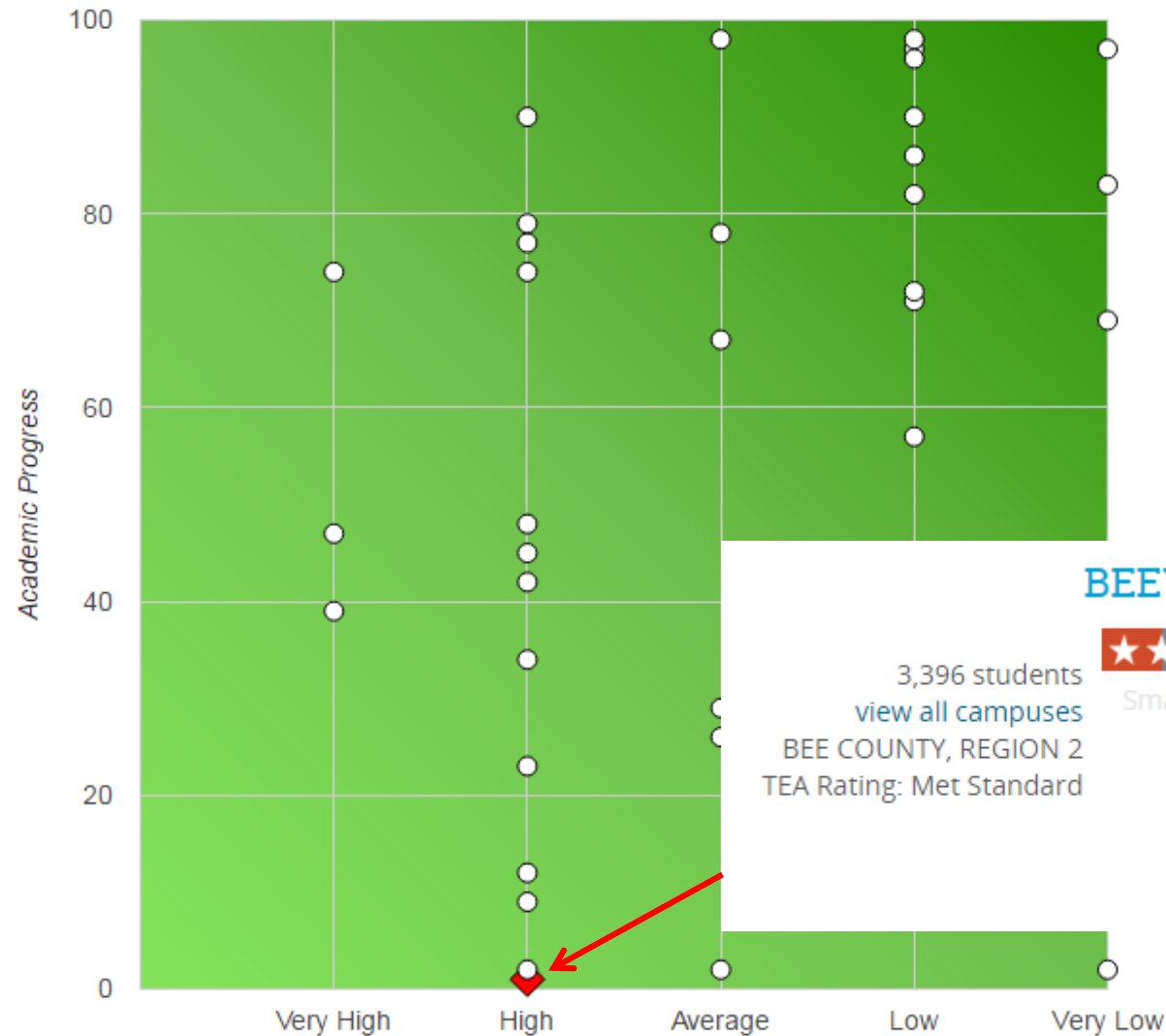


But there are also unknown
unknowns.

These are things we don't know
we don't know."

~Donald Rumsfeld

Spending Index vs. Academic Progress



BEEVILLE ISD



Smart Score


3,396 students
[view all campuses](#)
BEE COUNTY, REGION 2
TEA Rating: Met Standard

Very Low Academic Progress
at or above 1% of all districts

High Spending compared to fiscal
peers

\$9,199.67 cost-adjusted spending
per pupil

Academic Return on Investment



Toolkit



Plan to Execute:

- ✓ **Goal setting process**—all must trustees be present.
- ✓ Create/revisit/revise **Board Operating Procedures**.
- ✓ **Set training expectations**—it's all about learning.
- ✓ **Manage your perceptions**—know what messages you are sending at the board meeting.
- ✓ **Evaluate superintendent**—formative evaluation and review superintendent job description.
- ✓ **Evaluate thyself**—complete annual board assessment.



Find out the unknown unknowns:

- ✓ What is our system for ensuring student mastery of the TEKS?
- ✓ What are our STAAR/EOC projections?
- ✓ What is our system for RTI?
- ✓ What are our staffing guidelines? Position control process?
- ✓ What do our staffing ratios look like?
- ✓ What are our budget assumptions?
- ✓ What is our system for internal controls?
- ✓ How much is a 1% increase in attendance worth our district?
- ✓ What does our organizational chart look like? It is efficient?
- ✓ What are our building utilization numbers?



QUESTIONS?