

Strategic Plan

Goal 2: Talent

February 23, 2026

Board Presentation



**Every Child,
Every Day**



**Respectful
Relationships**



**Excellence
through
Integrity**



**Commitment
to Service**

DISTRICT SCORECARD

STUDENT SUCCESS

By 2028, 100% of Boerne ISD students will engage in innovative learning experiences so they are college, career, and/or military ready.



TALENT

By 2028, 100% of the Boerne ISD employee experience will prioritize opportunities to perform at and aspire to the highest level of professional performance growth.



FISCAL RESPONSIBILITY

By 2028, Boerne ISD will maximize funding and efficiencies so our budget funds 100% of our identified needs.

FAMILY & COMMUNITY ENGAGEMENT

By 2028, 100% of Boerne ISD stakeholders will be a part of a culture of trust where they feel engaged and valued.



Purpose

Share strategic initiatives to cultivate and retain exceptional talent



Preparing & Retaining Educators Through Partnership (PREP) Allotment

1

Paid Teacher Residency

Establish a year-long, paid teacher residency for up to 10 clinical teaching interns with a focus on bilingual and special education.

2

Grow Your Own

Provide tuition reimbursement to as many as 40 current employees, who are pursuing degrees in education leading to teacher certification.

*Participants must commit to a minimum **three-year teaching commitment** to the district upon completion.*

Paid Teacher Residency



Each candidate must be assigned to a **cooperating (host) teacher** who **meets SBEC qualifications** and is **trained to mentor and support** the resident.



The residency must **span a full academic year**, including the **first and last instructional days**, and total at least 750 hours of clinical experience (minimum of 21 hours per week).



The resident is required to be hired as an **at-will employee** of the school district.



Residency candidates must engage in **co-teaching and lead instruction** for a minimum of 400 hours.

PREP Grow Your Own



Earn a bachelor's degree: Partner with an IHE/EPP to enroll the paraprofessional or other employee in a bachelor's program, so the employee completes their BA and enrolls in an accredited EPP within three (3) years.



Gain early teacher training: Provide the employee with on-the-job training on teaching while in their current role, including opportunities for practice under an effective teacher.



Grow future educators. Implement a high school Education and Training CTE pathway to provide early training and practice opportunities for current students to build interest in the teaching profession.



Receive success funding: PREP Allotment funding flows to the LEA per employee, can be used at the LEA's discretion for program implementation, including for tuition costs, and is tied to the employee's successful bachelor's degree completion.

Future Teachers

BISD Education & Training Pathway

125% Growth Since 2023-2024



Enrollment remained steady at 16 students in 2023-2024 and 2024-2025, then increased to 36 students in 2025-2026 — an increase of 20 students.

Letter of Intent

Signing Ceremony

Honors students graduating from the District's Education and Training Pathway Program as they sign their Letter of Intent securing a guaranteed student-teaching placement and a future teaching position in Boerne ISD upon graduation and successful completion of certification requirements.



Teacher Incentive Allotment

Teacher Incentive Allotment (TIA)

Stakeholder Engagement (Fall 2025)

- Campus staff participated in TIA stakeholder engagement activities
- Resulting in 514 completed surveys

TIA Committee (Spring 2026/Fall 2026)

To gather additional input and guide the decision on whether to pursue a TIA application, Human Resources will establish a TIA Committee comprised of:

- 28 teachers with two representatives from each campus
- At least 1 campus administrator representing each grade span
- 2-3 Teaching and Learning instructional employees

The TIA Committee will recommend whether the district should move forward with implementation of TIA in 2027-28.

Aspiring Leaders

Boerne ISD

Aspiring Leaders Academy

16 participants engaged in leadership development pathways for **Instructional Coach** and **Assistant Principal**, with associated learning experiences.

- Leadership attributes exploration coupled with Gallup StrengthsFinder
- Presenter's Academy
- Coaching and Impact Cycles
- Effective Schools Framework
- PLC Roadshow
- Differentiated observation experiences
- Policy workshop
- Crucial Conversations training
- Résumé workshop with mock interview and feedback



DISCUSSION

