

Bellville Independent School District

**2020-2021**

**BISD Growth &  
Development**

LEARNERS TODAY. LEADERS TOMORROW.

# Growth & Development Process

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2020-2021

## PURPOSE:

The purpose of the BISD Growth & Development Process is to promote connection between team members, allow two-way contribution to identifying and establishing goals and supports, and provide timely and meaningful feedback throughout the school year.

## PROCESS:

### **Beginning of the Year**

2nd week of school through Fair Break.

- ❑ Employee completion of Beginning of the Year Section of the BISD Growth & Development Tool.
- ❑ 15 minute conference with supervisor to review completed BISD Growth & Development Tool.

### **Middle of the Year**

After Fair Break through Spring Break.

- ❑ Employee completion of Middle of the Year Section of the BISD Growth & Development Tool.
- ❑ 15 minute conference with supervisor to review completed BISD Growth & Development Tool and:
  - Supervisor feedback: 1 “Glow” and 1 “Grow”
  - Supervisory Feedback on any areas of concern and next steps for improvement (if applicable).

### **End of Year**

After Spring Break through End of the Year.

- ❑ Employee completion of End of the Year Section of the BISD Growth & Development Tool.
- ❑ 15 minute conference with supervisor to review completed BISD Growth & Development Tool and:
  - Supervisory Feedback on any areas of concern and next steps for improvement (if applicable).
  - Supervisory overall 1-10 rating of the employee and supporting rationale.
  - Employee response to the information above.

# BISD Growth & Development Tool

Personal Information			
Name:		Campus/Dept:	
Position:		Years in BISD:	
Established Professional Goal:			
Evidence of Goal Progress:			
Beginning of the Year Conference Notes:			
Middle of the Year Conference:			
"Glow":		"Grow":	
Talking Points & Takeaways:			
End of the Year Conference:			
Summative Comments:			

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Employee's Signature & Date

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Supervisor's Signature