



BELLVILLE INDEPENDENT SCHOOL DISTRICT

518 SOUTH MATHEWS STREET | BELLVILLE, TX | 77418 | PH: (979) 865-3133 | WWW.BELLVILLEISD.ORG

GOAL 3: CULTURE

CREATE A CULTURE THAT ATTRACTS, DEVELOPS, AND RETAINS EXCEPTIONAL INDIVIDUALS TO BE PART OF OUR DISTRICT AND COMMUNITY..

MAY 2021

STRATEGIC ACTION STEPS:

DEVELOP CULTURE

- Working at each campus Spring 2021-Fall 2021 to identify core beliefs and develop a “Culture Playbook”
- Leadership Workshops, Campus Team Workshops, and Leadership ECT Meetings focused on Culture

ATTRACT EXCEPTIONAL INDIVIDUALS

- 11 of our 29 positions are currently filled.
- Recruitment on:
 - Facebook
 - TASA
 - Region 6
- Current Openings:
 - BHS Science (2 Openings)
 - BHS Brahmadoras
 - BJHS Receptionist
 - BJHS Technology/ELAR
 - BJHS Science
 - BJHS RISE Teacher
 - BJHS PE/JV Baseball
 - OBI/OBP RISE Aide
 - OBP Teacher (K/1) (4 Openings)
 - OBP Special Education
 - OBP Special Education Aide
 - WE Teacher

DEVELOP EXCEPTIONAL INDIVIDUALS

- Teacher Leaders- 2020-2021 ECT Meetings
- Instructional Design Team 2020-2021 Schlechthey Cohort 1
- Teacher Leaders-2021-2022 Schlechthey Cohort 2
- BISD Leadership Academy-Coming in 2021-2022
- BISD Professional Learning Summer 2021 w/ Campus Off-Site Retreats

RETAIN EXCEPTIONAL INDIVIDUALS

- 2020 Staff Turnover Rate: 12.3%
- 2021 Reasons for Turnover:
 - 3- Internal transitions
 - 4- Leaving education
 - 3- Another district: home/family
 - 1- Another district: higher pay
 - 1-Another district: promotion
 - 1-Another district: unknown
 - 1-Health/medical reasons
 - 3-Retirement
 - 2- District Initiated

BELLVILLE BRAHMAS
LEARNERS TODAY. LEADERS TOMORROW.