



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.

JULY 2024

STRATEGIC ACTION STEPS:

ATTRACT:

Current Job Openings:

We are currently fully staffed! - We will continue to keep posting open to keep active candidate pools available for the elementary teacher- generalists, bus drivers, food service, custodial, and substitute teachers.

DEVELOP:

Recent, Ongoing, & Upcoming Development Opportunities:

- We're preparing to offer a year-long New Teacher Academy in 2024-2025
- We're also offering a more structured and supportive approach through our mentor program and
- We'll be hosting an open-enrollment book study this year to read Adam Grant's *Hidden Potential*
- We'll kick-off our back-to-school events with staff with our New Employee Orientation August 1-2 and then have a mix of campus work/learning days August 5, 7, 8, 9, & 12 with District Convocation and our District day of professional learning on August 6.

RETAIN:

Value & Appreciation:

- We've developed a year-at-a-glance calendar to outline our value and appreciation efforts. This will be shared with the Board as a designated part of our budget approval. Below is a high level overview of our efforts:
 - August: New Employees \$25 to Cravens, \$25 to Spirit T's; Returning Teachers \$25 to Cravens; All Staff- #CultivatingButterflies T-Shirts; New Teachers- First Day Survival Snack Kick
 - Monthly: 100% Perfect Attendance Treats for Staff
 - October: Halloween Treats for All
 - November: Turkey Gifts Cards and Turkey Lunch Certificates for All
 - December: Loyalty Stipends and Board Hosted Luncheons
 - May/End-of-Year: Employee Appreciation Gift for All- TBD

BELLVILLE BRAHMAS
LEARNERS TODAY. LEADERS TOMORROW.