

Bellville Independent School District

**DISTRICT
STRATEGIC
ACTION PLAN**

LEARNERS TODAY. LEADERS TOMORROW.

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“Our job as teachers, leaders, and parents is not to prepare kids for something; our job is to help our kids prepare themselves for anything.”

A.J. Juliani

MOTTO

Learners Today. Leaders Tomorrow.

VISION

We learn through work and experiences that are purposeful, meaningful, and challenging to improve ourselves and our abilities to positively contribute to the world around us.

MISSION/PURPOSE:

BISD, as the center of public education in our community, partners with students, staff, parents, and community to cultivate relevant learning experiences so that each individual is empowered by their unique gifts and interests.

THE BELLVILLE WAY

Bellville is often described as being “different” from other places. The “difference” is always felt to be something good and comforting.

In Bellville we:

- Have Heart.
- Show Respect.
- Work Hard.
- Support Each Other.
- Honor Tradition.
- Value Progress.
- Are family.

PORTRAIT OF A BISD GRADUATE

It is our aim, that every Bellville ISD student:

- Knows their strengths and interests.
- Is a capable and adaptable learner.
- Dreams big and works hard.
- Values and accepts themselves and others.
- Has a strong sense of ethics.
- Positively contributes to the world around them.

District Goals

GOAL 1:

Develop and attain local standards for high levels of integrated learning and performance. [LEARNING]

GOAL 2:

Foster a connected, collaborative, strategic approach to continuous improvement for the district. [LEADERSHIP]

GOAL 3:

Create a culture that attracts, develops, and retains exceptional individuals to be part of our district and community. [CULTURE]

GOAL 4:

Cultivate connections in our schools and community to ensure all feel safe, valued, and engaged in meaningful ways. [COMMUNITY]

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STRATEGIC PLAN

There is a highly effective balance that can be found between the power of intentionality and the potential of emergence.

LEARNING

OBJECTIVE	2019-2020 ACTIONS	2020-2021 ACTIONS	2021-2022 ACTIONS	2022-2023 ACTIONS	2023-2024 ACTIONS
Individuals are connected to strengths & interests.					
Identify the skills sets, knowledge, characteristics, and traits desired for all BISD Graduates.	<ul style="list-style-type: none"> • Seek student, staff, and community input on traits of a BISD Graduate • Develop a Portrait of a BISD Graduate • Communicate with our Community Regarding the BISD Portrait of a Graduate 	<ul style="list-style-type: none"> • Develop a Rubric for a vertically aligned • Develop a community-based accountability system designed around the BISD Portrait of a Graduate 	<ul style="list-style-type: none"> • Develop an electronic framework for Student Portfolios aligned with the established Portrait of a BISD Graduate 	<ul style="list-style-type: none"> • Continue to concentrate our purpose and design of educational experiences around the BISD Portrait of a Graduate 	<ul style="list-style-type: none"> • Continue to concentrate our purpose and design of educational experiences around the BISD Portrait of a Graduate
Create coherent programs of study culminating in industry-certifications, internships, and college and career readiness.	<ul style="list-style-type: none"> • Survey students and parents to determine areas of interest for future course offerings. • Prepare to expand course offerings aligned to areas of student/parent/local-industry interests • Prepare to transition to 6-12 Block Schedule 	<ul style="list-style-type: none"> • Successfully Implement Block Scheduling 6-12 • Create Industry-Based Advisory Panels for Programs of Study. • Investigate early college infrastructure & develop an early college implementation plan. 	<ul style="list-style-type: none"> • Prepare to align core content with Programs of Study • Host "adopt-a-class" with elementaries and Career Days PK-8 • Implement Cornerstone Projects with Industry Panelists. • Partner students with industries for internships • Implement early-college plan including support for BISD teachers to become eligible to serve as adjunct professors. 	<ul style="list-style-type: none"> • Prepare to align core content with Programs of Study • Expand cornerstone projects with industry panelists to Elem. & JH. • Implement an early college plan. 	<ul style="list-style-type: none"> • Offer Academic Pathways aligned to College/Career Programs of Study-Student Interest • Support staff in pursuing bachelor's degrees/other: Grow Your Own Programs.
Enhance technology infrastructure, devices, and instructional integration	<ul style="list-style-type: none"> • BISD Technology Committee of Stakeholders- Develop Tech Plan 	<ul style="list-style-type: none"> • Incorporate technology instruction K-6 • Build out 1:1 device-student ratio PK-12 • Take action on EBS • Research, select & Train on LMS system & Single Sign-on System 	<ul style="list-style-type: none"> • Implement LMS & Single Sign-on System • Support Teachers in Creating Content 	>>>	>>>
Provide educational opportunities that allow students to expand their horizons.	<ul style="list-style-type: none"> • Take students on learning trips • Convene Field Trip Committee 	Develop Field Trip Plan: K-3: Local/Regional 4-5: State 6-8: Nation 9-12: World	Implement Field Trip Plan	Implement Field Trip Plan	Implement Field Trip Plan
Provide educational opportunities that allow staff to expand their horizons or awareness.	<ul style="list-style-type: none"> • Take staff on learning trips. 	<ul style="list-style-type: none"> • Engage in administrative leadership and teacher leadership PLC's • Engage in Transformational Leadership Work with Schlechty Center 	<ul style="list-style-type: none"> • Continue Transformational Leadership Work & Engagement By Design with Schlechty Center • Encourage and support teachers participating in state learning conferences. 	<ul style="list-style-type: none"> • Continue Transformational Leadership Work & Engagement By Design with Schlechty Center • Encourage and support teachers participating in national learning conferences. 	Encourage and support teachers presenting at state and national conferences.

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OBJECTIVE	2019-2020 ACTIONS	2020-2021 ACTIONS	2021-2022 ACTIONS	2022-2023 ACTIONS	2023-2024 ACTIONS
Individuals have accountable ownership of purposeful work.					
Implement a systemic approach to fostering social and emotional well-being and positive decision making among students and staff		<ul style="list-style-type: none"> SEL Professional development and Morning Meetings Implementation K-5/ Secondary SEL 7th Grade Class + Athletics Engage in Guided Reflection to Create Culturally Responsive Campuses & Classrooms 	SEL Professional Development, Restorative Practices, & Peer Mediators K-8	>>>	>>>
Enhance Student Voice in our learning design and reporting processes	BHS Student Advisory Panel	K-12 Superintendent Student Advisory Panel	Students included in: Curriculum Planning & Hiring	Student Led Conferences & Corner Stone Projects	Student presentations at state conferences
Establish effective collaborative teams among staff.	<ul style="list-style-type: none"> Host regular collaborative team meetings with Principals, Sped, counselors, & AP's. 	<ul style="list-style-type: none"> Teacher leadership PLC; Host regular collaborative team meetings with Principals, Sped, counselors, AP's, Nurses, & Librarians 	<ul style="list-style-type: none"> Teacher lead PLC's with teaching teams/Dept. 	>>>	>>>
Create a robust, vertically aligned BISD curriculum framework and instructional resources PK-12 housed in an LMS	Host opportunities for vertical collaboration	<ul style="list-style-type: none"> Host vertical & horizontal curriculum planning workshops; Research, train, and create content in an LMS; Build out Team Drive w/ instructional resources, 	>>>	>>>	>>>
Enhance the BISD GT Program K-12	Training with Dr. Juntune X	<ul style="list-style-type: none"> Training w/ Dr. Juntune; GT Parent Advisory Panel and updated BISD GT Plan Enhance K-5 GT Program 	<ul style="list-style-type: none"> Enhance 6-12 GT Program; Continue Parent Advisory Group; Incorporate Student Voice 	>>>	>>>
Create an approach to professional development for staff in BISD that is relevant and cutting-edge.	<ul style="list-style-type: none"> BISD Professional Learning Handbook Mid-Year Mini Conference 	<ul style="list-style-type: none"> August 2020 PD 	<ul style="list-style-type: none"> Enhance teacher-led PD; Add Lunch-n-Learn Opportunities Get and give direct feedback on PD effectiveness and satisfaction from participants 	>>>	>>>
Implement rigorous and effective instructional design and delivery practices		<ul style="list-style-type: none"> Introduce BISD Instructional Model Toolbox 	<ul style="list-style-type: none"> Get and give direct feedback on instructional effectiveness inclusive of admin & peer observation & student voice 	>>>	>>>
Create opportunities for students to contribute to the local economy: through opportunities farm-to-table, market days, a student-run store.		<ul style="list-style-type: none"> Develop plans for Farm-to-Table Concept Develop Market Plan for Student-Run Store 	<ul style="list-style-type: none"> Obtain space for BISD Student-Run Store on the Square 	<ul style="list-style-type: none"> Open BISD Student-Run Store on the BISD Square 	>>>

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Individuals receive timely and meaningful feedback.					
Establish data-based metrics to monitor progress toward academic achievement goals and an effective responsive intervention program.	<ul style="list-style-type: none"> Identify specific attainable goals for attainment on standardized tests across student groups, content areas, and grade levels in accordance with the state's accountability system Investigate effective models for RTI tiered structures, benchmarks/progress monitoring, and intervention programs 	<ul style="list-style-type: none"> Implement a tiered pull-out program K-5 to serve students needing additional instruction in a small-group pullout Train in effective utilization of Aimsweb K-8 Reading & Math Assessment Tool for universal screening, benchmarks, and progress monitoring 	<ul style="list-style-type: none"> Design and implement a systemic approach to RTI and test-prep with students in grades 6-12 	>>>	>>>
Develop effective structures for grading periods, guidelines for weight & re-do's, and effective grade reporting practices	<ul style="list-style-type: none"> Convene grading committee to determine district standards for grading cycles, quantity of grades, grade weights, re-do's, etc. 	<ul style="list-style-type: none"> Implement updated grading guidelines and 9 week grading cycles. 	<ul style="list-style-type: none"> Develop an electronic framework for Student Portfolios that captures evidence of students' work and progress throughout their educational journey PK-12 Develop plans for student-led conferences 	<ul style="list-style-type: none"> Implement PK-12 electronic student portfolios; Implement PK-8 Student led conferences; Research & prepare to transition to standards-based grading 	<ul style="list-style-type: none"> Standards based grade reporting in place PK-12

Education

is not the learning of facts, but the training of the mind to think.

-Albert Einstein

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LEADERSHIP

OBJECTIVE	2019-2020 ACTIONS	2020-2021 ACTIONS	2021-2022 ACTIONS	2022-2023 ACTIONS	2023-2024 ACTIONS
Establish a strategic and collaborative approach to continuous improvement in all areas of the district's operations and academics.	<ul style="list-style-type: none"> Develop Board Goals and Board and Superintendent evaluation tools to monitor progress toward goals. Develop Board Operating procedures. Collaboratively develop innovation plans, improvement plans, technology plans, business operations Develop BISD Strategic Plan X 	<ul style="list-style-type: none"> BISD Operational Guidelines Convene regularly with the DAC, Capital Improvement Team, Parent Advisory Committee, Student Advisory Committee, SHAC, etc. Diversify representation within advisory groups. Conduct workshops & annual retreats with the board, district leaders, & teacher leaders, to train and update on leadership practices, protocols, procedures, goals, and initiatives. Develop BISD Strategic Plan 	>>>	>>>	>>>
Ensure BISD facilities are equipped to effectively support district operations and learning.	<ul style="list-style-type: none"> Convene a capital improvement committee Conduct a capital assessment Create a capital improvement plan available through local resources Communicate with our community regarding capital improvements See: www.bellvilleisd.org 	<ul style="list-style-type: none"> Expand the capital improvement committee to include representation of all stakeholder groups served. Select an architectural partner for long-range planning Develop a long-range facilities plan Develop a real-estate management & investment plan 	<ul style="list-style-type: none"> Take action to address long-term facilities needs beyond current local resources. 	<ul style="list-style-type: none"> Respond to 2021-2022 Actions 	<ul style="list-style-type: none"> Respond to 2021-2022 Actions
Maintain superior financial standing and efficient fiscal management	<ul style="list-style-type: none"> Develop a strategic approach to management of the district's fund balance. 	<ul style="list-style-type: none"> Continue to improve upon local budgeting processes and transparency to ensure efficient fiscal management at all levels within the system. Conduct BISD Demographic study and develop long-range staffing plans in alignment with student:teacher ratios and academic programming Act upon all necessary information from the Texas legislature and TEA to ensure attainment of maximum eligible funding for BISD 	<ul style="list-style-type: none"> Continue to ensure BISD Compensation Plan is competitive with our region; Continue to develop and implement a formulaic approach for salary determinations Continue to train budget managers on effective and appropriate financial management practices 	>>>	>>>

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LEADERSHIP

OBJECTIVE	2019-2020 ACTIONS	2020-2021 ACTIONS	2021-2022 ACTIONS	2022-2023 ACTIONS	2023-2024 ACTIONS
Promote connectedness between leaders and the work of the district.	<ul style="list-style-type: none"> Conduct monthly board-walks at campuses and departments across the district. Conduct monthly department and campus spotlights and BISD Board meetings. Engage board members and leaders with multiple stakeholders in decision-making committees. 	>>>	>>>	>>>	>>>
Be intentional in ensuring all work of the District supports the established vision, goals, and policies of the BISD Board of Trustees.	<ul style="list-style-type: none"> Link all Board Agenda Items to an Identified Board Policy and Board Goal via Cover Sheets for Board Action Items 	<ul style="list-style-type: none"> Solidify and communicate BISD Vision, Goals, & Strategic Plan. Structure Board Meetings to align with priorities and focus of the district 	<ul style="list-style-type: none"> Intentionally and regularly reference Board Self-Evaluation, BISD Strategic Plan, and BISD Goals for progress monitoring and action. Audit Board Agendas for alignment with established goals and priorities. 	>>>	>>>



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CULTURE

OBJECTIVE	2019-2020 ACTIONS	2020-2021 ACTIONS	2021-2022 ACTIONS	2022-2023 ACTIONS	2023-2024 ACTIONS
Ensure all staff feel valued and appreciated.	<ul style="list-style-type: none"> Continue traditions of beginning of the year supply gift certificates, one-time mid-year stipends, turkey certificates, holiday treats, Christmas luncheons, etc Seek and respond to input from staff regarding the ways in which they want to be valued (benefits packages, pay, acts of appreciation, etc.) X 	<ul style="list-style-type: none"> Ensure all feel safe and have the resources to be successful amidst COVID-19. Seek and respond to input from staff regarding the ways in which they want to be valued (benefits packages, pay, acts of appreciation, etc.) Continue seasonal acts of appreciation 	<ul style="list-style-type: none"> Ensure BISD Compensation Plan is appropriate relative to market competition for our region and relative to internal equity, roles, and responsibilities. 	>>>	>>>
Effectively recruit, hire, onboard, train, and retain exceptional individuals to be part of the BSID team.	<ul style="list-style-type: none"> Update BISD job descriptions for new postings; Expand avenues for publicizing open positions; Enhance and customize our interview process; Include parents and staff on all hiring committees. Streamline and enhance our onboarding processes 	<ul style="list-style-type: none"> Provide ongoing guidance and support to mentors and new team members. Continue to develop plans and pilot incorporation of students in our hiring processes. Develop measurable goals for evaluating the effectiveness of our efforts to recruit and retain quality employees. Gather employee input on job satisfaction 	<ul style="list-style-type: none"> Continue to enhance our efforts in recruitment, training, and retention. Respond to data trends related to this objective. 	>>>	>>>
Create an organizational structure that effectively supports the learning and work of the district.	<ul style="list-style-type: none"> Add capacities for Chief Talent Officer and Chief Academic Officer to the BISD Organizational Structure. Ensure all campuses are equipped with the positions necessary to operate effectively: OBI-Principal, OBI-Counselor, BJHS/BHS Academic Pathways, etc. Implement efficient processes to receive, consider, and respond to staffing needs and requests. 	<ul style="list-style-type: none"> Develop a 3 year staffing plan responsive to demographic projections, student:teacher ratios, and academic programming Develop hiring schedule updates and adjustments for 21-22 	<ul style="list-style-type: none"> Continue to absorb where able in response to enrollment and commit staffing positions for build-out of academic pathways 	>>>	>>>

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CULTURE

OBJECTIVE	2019-2020 ACTIONS	2020-2021 ACTIONS	2021-2022 ACTIONS	2022-2023 ACTIONS	2023-2024 ACTIONS
Foster a culture of collaboration and learning.	<ul style="list-style-type: none"> • Invite input through campus through multiple modes including surveys, committees, and campus input sessions. • Develop leaders' ability to listen and respond to input in a way that creates trust and honesty. 	<ul style="list-style-type: none"> • Develop leaders' ability to listen and respond to input in a way that creates trust and honesty. • Ensure leaders are capable and empowered to respond to input received • Host Teacher Leader PLC's 	<ul style="list-style-type: none"> • Incorporate student voice in curriculum planning and decision making committees, and hiring processes. • Support teacher leaders in hosting PLC's with teaching teams. • Expand forums for input and collaboration 	>>>	>>>
Ensure all staff feel inspired and supported in pursuit of personal and professional goals and growth.	<ul style="list-style-type: none"> • Conduct a leadership workshop series with assistant principals. • Develop a local appraisal and development system to grow all BISD employees through personal goal setting and coaching 	<ul style="list-style-type: none"> • Conduct a leadership workshop series with aspiring leaders; • Implement local growth and appraisal system to support connectedness and pursuit of personal and professional goals 	<ul style="list-style-type: none"> • Seek and respond to feedback on the effectiveness of the district's local growth and appraisal system; • Determine a way to evaluate attainment of this objective. 	>>>	>>>
Establish "The Bellville Way" as a driving movement for unity and development of individual and collective values and character.	<ul style="list-style-type: none"> • Seek input from BISD stakeholders and community to articulate "The Bellville Way" 	<ul style="list-style-type: none"> • Introduce new employees to "The Bellville Way" • Continue to seek to articulate and describe The Bellville Way -Create a video of stories of those who have lived the moments that create the Bellville culture 	<ul style="list-style-type: none"> • Continue to make "The Bellville Way" a driving force and source of pride for our district and community that is known and felt by all students, staff, and parents. 	>>>	>>>

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COMMUNITY

OBJECTIVE	2019-2020 ACTIONS	2020-2021 ACTIONS	2021-2022 ACTIONS	2022-2023 ACTIONS	2023-2024 ACTIONS
Engage district and community stakeholders in meaningful ways.	<ul style="list-style-type: none"> • Convene community-based Advisory Committees: DAC, SHAC, Technology, Capital Improvement, etc. • Include district stakeholders (board, students, parents, etc.) on hiring & decision-making committees. • Engage industry-based experts to serve on advisory boards for development of academic pathways provided at BHS and serve as panelist on student corner-stone projects. 	<ul style="list-style-type: none"> • Continue to engaged with diverse groups of representatives on advisory committees; • Continue to build upon the role of industry experts on our academic pathway committees; • community leaders; • Convene regular advisory meeting with parent and student groups; • Host open input parent-connections 2-4 times per year. 	<ul style="list-style-type: none"> • Determine and develop key partnerships to develop to best meet students needs 	>>>	>>>
Positively contribute to our community.	<ul style="list-style-type: none"> • Host Fall District Day of Service and Spring Community Day of Service • Enhance Communication Tools • Engage with community leaders to support joint efforts: church leaders, business leaders, community organizations, EDC, City Council, Etc. 	<ul style="list-style-type: none"> • Host 3-4 Leadership Luncheons with • Host Fall & Springs Days of Service • Foster a more connected relationship between school leaders-day care-private school, etc. 	<ul style="list-style-type: none"> • Invite daycares and private schools to learn and grow through professional development and teacher collaboration opportunities 	>>>	>>>
Foster support from Bellville ISD Education Foundation & engage Alumni in meaningful ways	<ul style="list-style-type: none"> • Find community leader to take charge of revitalizing the BISSD Education Foundation 	<ul style="list-style-type: none"> • Work with community leader to revitalize the activity of the BISSD Education Foundation; • Develop methods to reach out to and engage BISSD alumni • Develop role, cause, and plan for BISSD Education foundation 	<ul style="list-style-type: none"> • Support work and fundraising for BISSD Education Foundation and implement plan of action for positive impact on students and staff. 	>>>	>>>

“What we all want is to be a valued member of a winning team on an inspiring mission.”

-Graham Weston