2024-2025 Key Progress Measures Report

BELTON ISD BOARD OF TRUSTEES
REGULAR BOARD MEETING
June 16, 2025

Report on the final status of the 2024-2025 District Key Progress Measures.

Goal 1
Strengthen and support the engagement of all stakeholders in pursuit of the BISD vision.

Key Progress Measure

100% of Belton ISD departments and campuses will collect and analyze baseline customer service satisfaction data using the District measurement tool and develop and implement data-driven improvement plans by January 2025.

>> **Met KPM**

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Goal 1 KPM

BASELINE DATA
1188 RESPONDENTS | OCTOBER 2024

85%

Overall Interaction Experience
Satisfaction Rate

4 out of **5** people

Recommend BISD

Goal 2

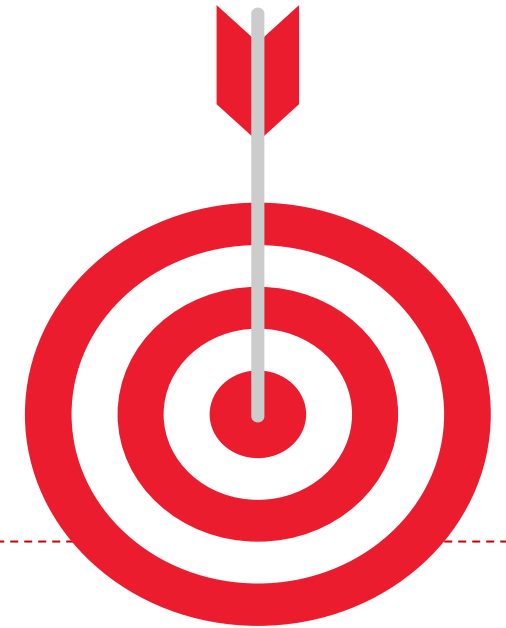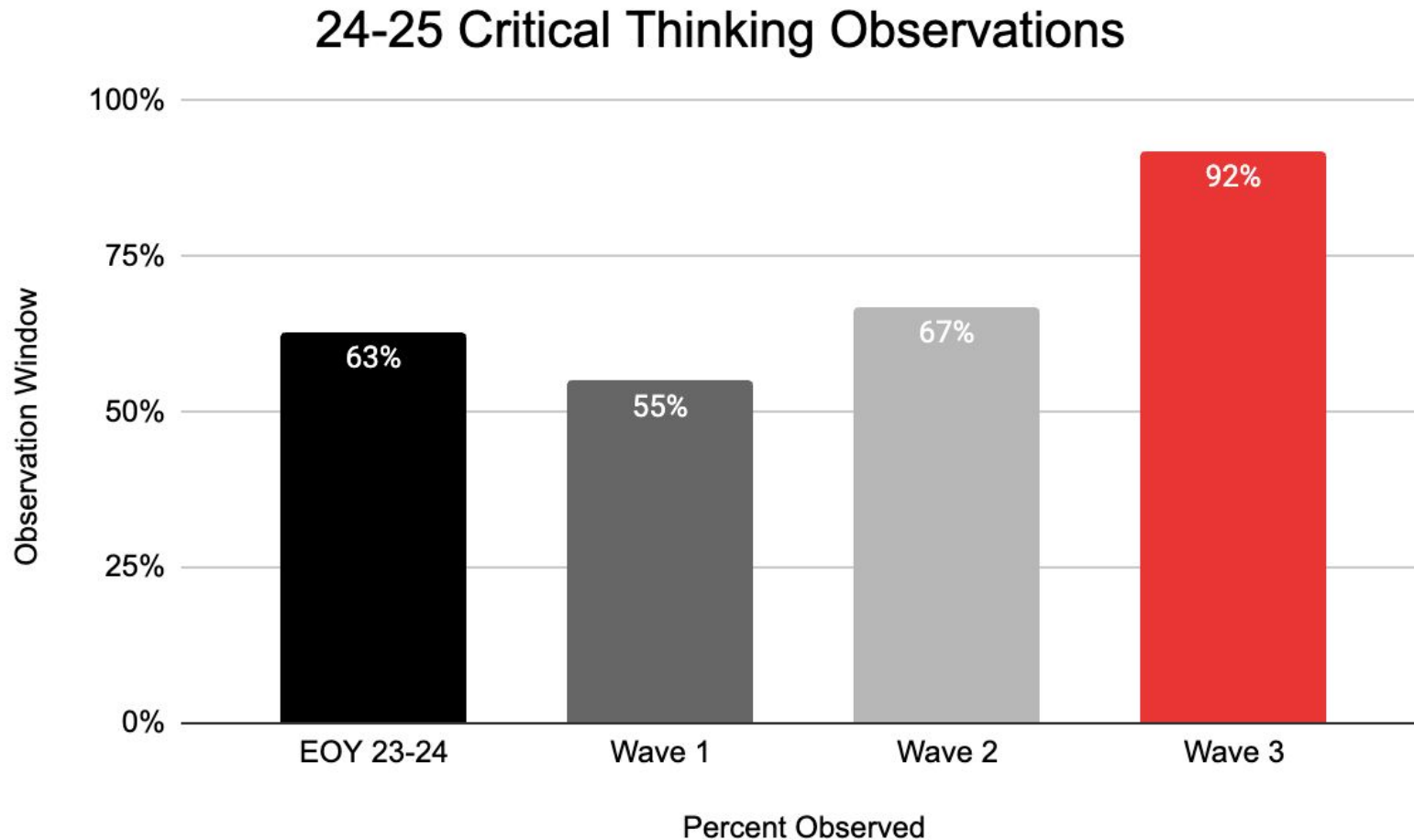Ensure exceptional learning experiences for each and every student.

Key Progress Measure

1. Increase the level of critical thinking in Belton ISD as measured by classroom observations using the Journey of a Graduate Competency Rubric from 63% to 70% by May 2025.
2. HB 3 Goals will be updated based on STAAR results.

Met KPM

Goal 2 KPM

24-25 Critical Thinking Observations

Bar chart — Observation Window (y-axis) vs Percent Observed (x-axis):
- EOY 23-24: 63%
- Wave 1: 55%
- Wave 2: 67%
- Wave 3: 92%

Critical Thinking

Increase the level of critical thinking in Belton ISD as measured by classroom observations using the Journey of a Graduate Competency Rubric from 63% to 70% by May 2025.

Goal 3

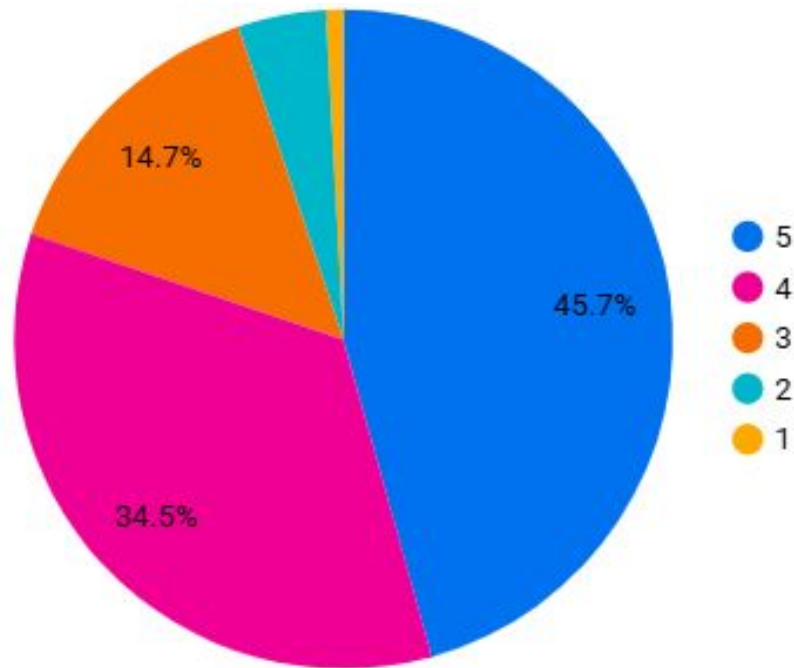Attract, retain and support a world class team of employees

By June 2025, 100% of new employee onboarding plans will be formally assessed at 30, 60 & 90 days post-hire and year end, with documented feedback used to identify and implement improvements.
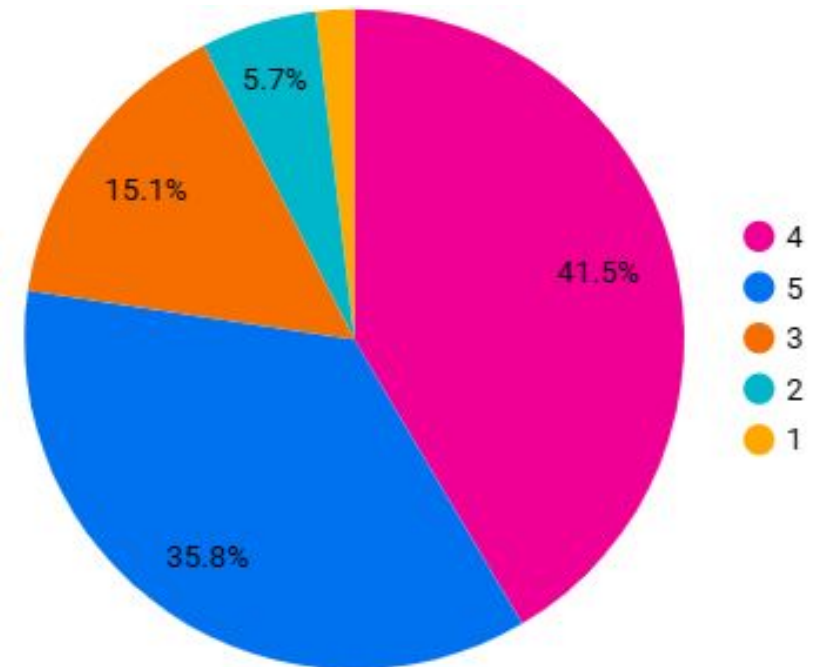
Met KPM

Goal 3 KPM

Onboarding Experience: All Staff
End of the year assessment
Experience ranked from 1 to 5 (5 is the highest)

45.7% — 5
34.5% — 4
14.7% — 3

Legend:
- 5
- 4
- 3
- 2
- 1

Onboarding Experience: Teachers
End of the year assessment
Experience ranked from 1 to 5 (5 is the highest)

5.7%
41.5%
15.1%
35.8%

Legend:
- 4
- 5
- 3
- 2
- 1

Source: 2024-2025 Onboarding Survey - End of Year Responses

Goal 4

Develop a district-wide culture of value, support and growth amongst all students and staff.

Key Progress Measure

By June 2025, the District will increase the number of staff and student recognitions and celebrations by 25%. Baseline data will be established by October 2024.

>> **Met KPM**

Goal 4 KPM

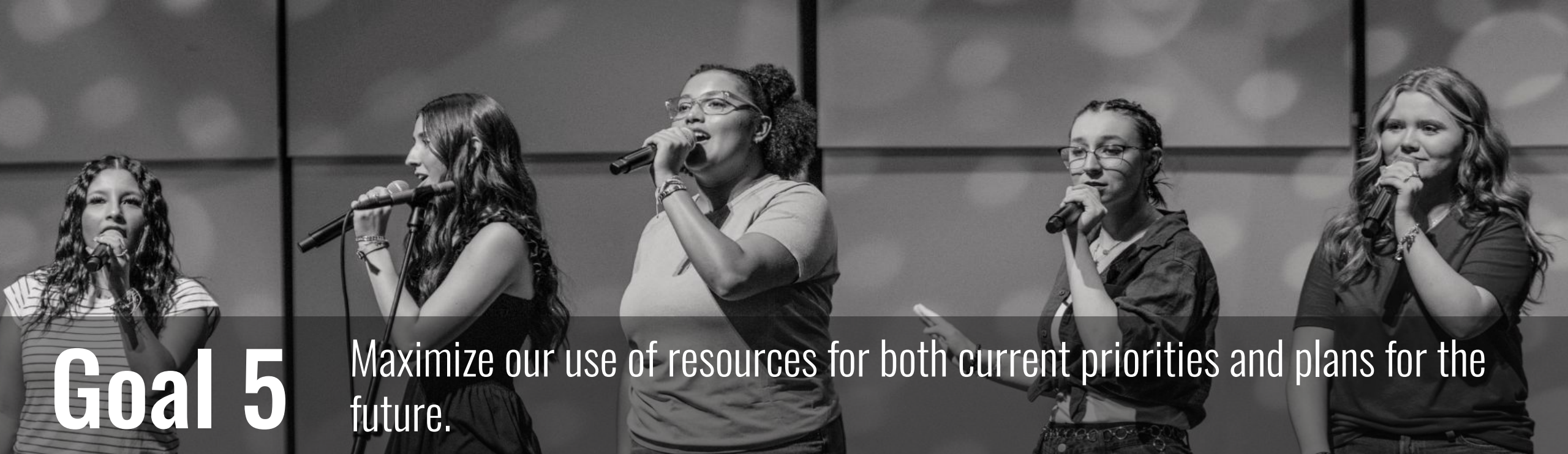**Is this recognition or celebration new to your campus or department for the 2024-2025 school year? (750 Responses)**

Yes
42.9%

322 Instances

428 Instances

No
57.1%

I feel valued as an employee:

2023-2024
67%

2024-2025
73%

+ 6%

I feel supported as an employee:

2023-2024
65%

2024-2025
72%

+ 7%

Source: Campus & Department Celebration / Recognition Tracking Form (Oct 2024-May 2025); 2024 Staff Engagement Survey; 2025 Staff Engagement Survey

Goal 5

Maximize our use of resources for both current priorities and plans for the future.

Key Progress Measure

The District's process and tools will be used to evaluate two primary programs for improvement and resource optimization by June 2025.

Met KPM

Goal 5 KPM

Special Programs

Special Education & General Education Collaboration

Consistent Quality of Inclusion Support

Determination of Services & Scheduling

Schoology

Transition Elementary to Google Classroom

Pilot Google Classroom for Secondary

Training & Technical Support

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