

Belton Independent School District

Workshop Meeting Minutes

Board Workshop Meeting, May 13, 2024 - 5:00 p.m.

Dragon Room, 400 N. Wall St. Belton, TX

Board Members Present:

Manuel Alcozer

Erin Bass

Suzanne McDonald

Rucker Preston

Chris Flor

Janet Leigh

Jeff Norwood

Board Members Absent:

1. Call to Order:

Manuel Alcozer called the workshop meeting of the Belton Independent School District Board of Trustees to order at 5:00 p.m. He stated that a quorum of Board Members was present, that the meeting had been duly called, and that notice of the meeting had been posted in accordance with the Texas Open Meetings Act, Texas Government Code Chapter 551.

2. Public Comments:

None.

3. Board Workshop:

A. Goal 3 Update: Onboarding & Leadership Pipeline

Dr. Malinda Golden introduced Todd Schiller, Assistant Superintendent of Human Resources, who provided an update to the Board on Goal 3 and the associated Key Progress Measure. Mr. Schiller engaged the Board in small group discussion regarding the most important aspects of onboarding that have the greatest impact on success for new hires. He elaborated on the following topics:

Onboarding analysis: The District looked closely at 2023 staff survey data, evaluated listening session feedback and strategically addressed feedback with resolutions.

Key Progress Measure Process: A process was developed to gather information regarding what is important to existing employees, obtain feedback from new employees, collaborate with the leadership team, then draft, strengthen and submit final Key Progress Measures. Much of the conversation surrounded the movement of first-year teachers and the implementation of stay interviews and exit interviews that has provided the District with valuable feedback.

Dr. Golden led the conversation regarding the following:

Partnership with Holdsworth: Dr. Golden shared that through this partnership the District has been able to collaborate with cross-industry partners to study leadership pipeline systems and vacancy planning.

Leadership Pipeline: To provide context, an overview of what transitions from the position of Assistant Principal to Principal was provided that included the historical process. Dr. Golden shared that 70% of impactful executive development comes from on-the-job experiences as opposed to courses and training. With this in mind, it is driving change around how the District prepares upcoming leaders for success.

Leadership Definition: A team of leaders developed categories and competencies as they would relate to leadership roles. The Leadership Definition is as follows:

Build Culture

Communicate for impact
Cultivate relationships
Model empathy

Empower People

Promote Growth
Focus on what matters most
Create synergy

Pursue Excellence

Model continuous improvement
Inspire innovation
Manage change

Dr. Golden spoke about how the definition impacts and influences many aspects of Belton ISD. Jeff Norwood asked how outstanding teachers are identified by principals as great candidates for a leadership pathway and Dr. Golden shared that principals are actively seeking those that demonstrate leadership competencies and some teachers come forward on their own.

Adjourn: There being no further business, the meeting was adjourned at 5:55 p.m.

Manuel Alcozer, President

Erin Bass, Secretary