



Strategic Plan Update

August 18, 2025
Board Meeting



Strategic Plan

2023-2028



boerneisd.net/strategicplan

Our Vision

Our community will engage students and adults in a challenging educational environment that inspires creativity and enriches lives for today's realities and tomorrow's possibilities.

Our Mission

The Boerne Independent School District engages, inspires, and enriches our community through innovative learning experiences.

Our Core Values

The Boerne ISD Core Values are the foundation for our success. Taken together, they create the BISD culture and community by defining what it means to be BISD. They are:



Every Child,
Every Day



Respectful
Relationships



Excellence
through Integrity



Commitment
to Service

1. Student Success

By 2028, **100% of Boerne ISD students** will engage in innovative learning experiences so they are college, career and/or military ready.

2. Talent

By 2028, **100% of the Boerne ISD employee experience** will prioritize opportunities to perform at or aspire to the highest level of professional performance and growth.

Our Goals

3. Fiscal Responsibility

By 2028, Boerne ISD will maximize funding and efficiencies so our **budget funds 100% of identified needs**.

4. Engagement

By 2028, **100% of Boerne ISD family and community** stakeholders will be a part of a culture of trust where they feel engaged and valued.

Multi-Tiered Systems of Support (MTSS) & Progress Monitoring

Guaranteed Viable Curriculum

Classroom Walk-Throughs - Collection of Teacher Data for Growth

leadward - AVID



Data-Driven Decision Making

Rigor, Relevance, Engagement

Fundamental 5

Professional Learning - PLCs, Instructional Coaching, CMS, TXLS

SMART Goals

for 2025-2026

1. Student Success

- **Maintain** the yearly student retention rate for advanced courses and programs such as (Honors, On Ramps, Dual Credit, Advanced Placement, P-Tech) and all aspects of being College Ready at 96%
- **Increase** the number of reported Completers with credentials by 10%, or 815 by Summer 2026.
- **Increase** the percentage of K-2 students scoring at Benchmark or above on EOY Universal screeners in Reading and Math from 82% to 83% by 2026.
- **Use** MTSS processes to increase the percentage of students who make academic growth in STAAR Reading & Math by 6 on the Domain 2A component/raw score by 2026. (74 to 80)
- **Increase** the percentage of students sustaining at the Masters Level to 85%; students sustaining at the Meets level to 85% by 2026.
- **Maintain** the UIL eligibility participation rate at 95% as determined by the 3rd grading cycle.

2. Talent

- **Refine** the district's Grow Your Own Initiative to focus on building an internal teacher pipeline offering paid teacher residencies to current teaching assistants and partnering with CTE to support high school students enrolled in the teacher pathway program.
- **Maintain** a comprehensive recruitment and retention plan, including job fair participation and targeted social media campaigns, striving for full staffing at all campuses and within all departments by the first day of school.
- **Conduct** stakeholder engagement to explore opportunities for enhanced teacher compensation through the Teacher Incentive Allotment program by June 2026.
- **Develop and implement** an Aspiring Leaders Academy to identify and support BISD staff who aspire to assistant principal or instructional coaching roles by June 2026.
- **Foster** a culture of excellence, connection, and pride through a monthly recognition program to recognize a staff member (campus or department) who exemplifies BISD's Core Values in Action.

3. Fiscal Responsibility

- **Maintain and adjust** a 10-year capital replacement plan. Allocate available funds from prior year budget surpluses over fund balance goals annually.
- **Review and evaluate** various programs of the District and incorporate the results of those reviews into the budget process.
- **Meet or exceed** the Average Daily Attendance (ADA) percentage used to set the budget for the 25-26 school year by June 2026.
(Budgeted 25-26: 94%; Actual 24-25: 94.1%)
- **Convene** Long Range Facility Planning Committee to study the needs of the district and report findings to the board in Spring 2026.

4. Engagement

- **Embed** family engagement as a core instructional strategy by ensuring that 100% of campuses implement at least one professional learning session focused on family-school partnerships and their impact on student achievement by June 2026.
- **Establish** a Family-to-Family Support Network at 100% of campuses, with each site identifying and training at least 3 family leaders to serve as mentors or peer navigators for other families by June 2026.
- **Develop and launch** an expanded Community Resource Hub that connects families with essential services—including mental health, housing, food assistance, and academic support—by partnering with at least 25 local organizations by June 2026.
- **Develop and launch** an online Family University video library featuring at least 10 multilingual, on-demand videos focused on academics, social-emotional learning, digital literacy, or school-home partnerships by June 2026.
- **Strengthen** civic capacity by actively engaging CLA and BSAC alumni with timely, consistent quarterly updates and meaningful opportunities to stay informed, connected, and involved in serving Boerne ISD.
- **Launch** ParentSquare to increase communication between parents and the district and begin process of moving campuses to ParentSquare for the 2026-27 school year in response to NSPRA audit findings.
- **Launch** Boerne ISD Connections to engage community members, invite non-parents into district communications, and create a 2-way communication stream.

HB3 Goals

- **Early Childhood Literacy:** The percent of 3rd grade students that score meets grade level or above on STAAR Reading will increase from 74% to 75% by August 2026.
- **Early Childhood Math:** The percent of 3rd grade students that score meets grade level or above on STAAR Math will increase from 68% to 70% by August 2026.
- **College, Career, and Military Readiness (CCMR):** The percentage of graduates that meet the criteria for CCMR will increase from 95% to 96% by August 2026.



Engage. Inspire. Enrich.

The **Boerne ISD Strategic Plan** is a roadmap to fulfilling our mission and vision, grounded in our beliefs and core values. It guides our efforts as we work together to deliver upon our promise to **engage, inspire** and **enrich** our students and community.

Strategic Plan: Sharing Progress

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Fall 2025

September

Goals 1 and 2

October

Goals 1 and 3

November

Goals 1 and 4

Spring 2026

February

Goals 1 and 2

March

Goals 1 and 3

April

Goals 1 and 4