



**BELTON ISD**

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## Evaluation Report

### SECTION 1: DISTRICT GOALS AND KEY PROGRESS MEASURES

The Belton ISD Board of Trustees reviewed district goals and approved the key progress measures for each goal in May 2025. The key progress measures represent our highest leverage work (defined by the administration and approved by the Board), which will help push our organization toward our goals. This section of the evaluation focuses on progress toward the adopted goals and key progress measures.

### GOAL 1: STRENGTHEN AND SUPPORT THE ENGAGEMENT OF ALL STAKEHOLDERS IN PURSUIT OF THE BISD VISION

**Key Progress Measure:** Establish at least one new strategic partnership between each campus/department and a community organization, business, industry leader, or institution of higher education by January of 2026.

#### Evidence toward Key Progress Measure:

- 

#### Reflection:

*(insert reflection)*

Evaluation:	<input type="checkbox"/> Complete	<input type="checkbox"/> In Progress	<input type="checkbox"/> Not Started
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## GOAL 2: ENSURE EXCEPTIONAL LEARNING EXPERIENCES FOR EACH AND EVERY STUDENT

**Key Progress Measure 1:** Increase the percentage of students demonstrating critical thinking, with an emphasis on asking questions and evaluating arguments from 47% to 55% in alignment with the Journey of a Graduate Competency Rubric by May of 2026.

Meet all House Bill 3 Goals

### Evidence toward Key Progress Measure:

- 

**Reflection:**

*(insert reflection)*

Evaluation: <input type="checkbox"/> Complete <input type="checkbox"/> In Progress <input type="checkbox"/> Not Started
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## GOAL 3: ATTRACT, RETAIN, AND SUPPORT A WORLD-CLASS TEAM OF EMPLOYEES

**Key Progress Measure:** Achieve 80% staff participation in creating and pursuing a professional learning goal aligned with the BISD leadership definition by May 2026.

### Evidence toward Key Progress Measure:

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**Reflection:**

*(insert reflection)*

Evaluation: <input type="checkbox"/> Complete <input type="checkbox"/> In Progress <input type="checkbox"/> Not Started
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## GOAL 4: DEVELOP A DISTRICT-WIDE CULTURE OF VALUE, SUPPORT, AND GROWTH AMONGST ALL STUDENTS AND STAFF

**Key Progress Measure:** Implement Hope Squad at 100% of campuses as measured by active Hope Squad teams with trained students and advisors at each campus, and conduct a minimum of one Hope Squad event by May 2026.

**Evidence toward Key Progress Measure:**

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**Reflection:**

*(insert reflection)*

Evaluation:    ____ Complete                      _ In Progress                      ____ Not Started
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## GOAL 5: MAXIMIZE OUR USE OF RESOURCES FOR BOTH CURRENT PRIORITIES AND PLANS FOR THE FUTURE

**Key Progress Measure:** Implement Teacher Incentive Allotment systems of support across 100% of designated campuses by May 2026.

**Evidence toward Key Progress Measure:**

**Reflection:**

*(insert reflection)*

Evaluation:    _ Complete                      _ In Progress                      _ Not Started
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**Feedback to Superintendent on Section 1 - District Goals and Key Progress Measures:**

## SECTION 2: OTHER LEADERSHIP AND MANAGEMENT DUTIES

Policy BJA(LOCAL) describes the duties of the superintendent. This section includes Educational Leadership, District Management, and Board and Community Relations sections which are all found in the policy. Each bulleted item is a sample taken of the superintendent duties found in policy. The following ratings will be used for Section 2:

- |   |  |
|---|--|
| E | Exceptional - Performance exceeds expectations             |
| M | Met - Performance met expectations                         |
| N | Needs Improvement - Performance does not meet expectations |

**Educational Leadership:** Provide leadership and direction for the development of an educational system that is based on the needs of students, on standards of excellence and equity, and on community goals. The following items are a sample of items found in Board Policy BJA(LOCAL) Superintendent Qualifications and Duties.

- Establish effective mechanisms for communication to and from staff in instructional evaluation, planning, and decision making.
- Oversee annual planning for instructional improvement and monitor for effectiveness.
- Oversee student services, including health and safety services, counseling services, and extracurricular programs, and monitor for effectiveness.
- Stay abreast of developments in educational leadership and administration.

**Evidence of Educational Leadership:** The following items are examples of ways I have demonstrated Educational Leadership during the past year:

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Rating \_\_\_\_\_

Feedback to the Superintendent on Educational Leadership:

Areas of Focus for Next Year in Educational Leadership:



**District Management:** Demonstrate effective planning and management of District administration, finances, operations, and personnel. The following items are a sample of items found in Board Policy BJA(LOCAL) Superintendent Qualifications and Duties:

- Implement and oversee a planning process that results in goals, targets, or priorities for all major areas of District operations, including facilities maintenance and operations, transportation, and food services.
- Monitor the effectiveness of District operations against appropriate benchmarks.
- Oversee a budget development process that results in recommendations based on District priorities, available resources, and anticipated changes to district finances.
- Organize District staff in a manner consistent with District priorities and resources and monitor administrative organization at all levels for effectiveness and efficiency.

**Evidence of District Management:** The following items are examples of ways I have demonstrated District Management during the past year:

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Rating \_\_\_\_\_

Feedback to the Superintendent on District Management:

Areas of Focus for Next Year in District Management:

**Board and Community Relations:** Maintain positive and professional working relationships with the Board and the community. The following items are a sample of items found in Board Policy BJA(LOCAL) Superintendent Qualifications and Duties:

- Keep the Board informed of significant issues as they arise, using agreed upon criteria and procedures for information dissemination.
- Provide recommendations and appropriate supporting materials to the Board on matters for Board decision.
- Direct a proactive program of internal and external communication at all levels designed to improve staff and community understanding and support of the District.
- Established opportunities for community and business involvement in the schools and encouraged participation.

**Evidence of Board and Community Relations: Communication and community engagement has been a priority for me.** The following items are examples of ways I have demonstrated Board and Community Relations during the past year:

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Rating \_\_\_\_\_

Feedback to the Superintendent on Board and Community Relations:

Targets for Next Year in Board and Community Relations:

## SECTION 3: REPORT ON ACADEMIC PROGRESS

The Board of Trustees have adopted specific academic progress goals associated with House Bill 3 requirements (adopted in July). This section of the superintendent evaluation focuses on the academic progress of the school district according to these specific goals in early childhood literacy, early childhood math, and college, career, and military readiness.

***HB 3 Early Childhood Literacy Goal: The percent of 3<sup>rd</sup> grade students that score “meets grade level” or above on STAAR Reading will increase from 50% (2025) to 60% by June 2030.***

Key Progress Measure:

*The percent of 3<sup>rd</sup> grade students that score meets grade level or above on STAAR Reading will increase from 50% (2025) to 52% by June 2026.*

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**Evidence towards Key Progress Measure:**

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**Reflection:**

*(insert reflection)*

Evaluation:    ____ Met Target                      ____ In Progress                      ____ Not Met
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***HB 3 Early Childhood Math Goal: The percent of 3<sup>rd</sup> grade students that score “meets grade level” or above on STAAR Math will increase from 38% (2025) to 48% by June 2030.***

Key Progress Measure: *The percent of 3<sup>rd</sup> grade students that score meets grade level or above on STAAR Math will increase from 38% (2025) to 40% by June 2026.*

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**Evidence towards Key Progress Measure:**

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**Reflection:**

*(insert reflection)*

Evaluation:    ____ Met Target                      ____ In Progress                      ____ Not Met
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***HB 3 CCMR (College, Career, and Military Readiness) Goal: The percentage of graduates that meet the criteria for CCMR will increase from 94% (2024 graduates) to 98% by June 2030 (2028 graduates).***

Key Progress Measure: *The percentage of graduates that meet the criteria for CCMR will increase from 94% (2024 Graduates) to 95% (2025 Graduates) by June 2026.*

**Evidence towards Key Progress Measure:**

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**Reflection**

*(insert reflection)*

Evaluation:    ____ Met Target                      ____ In Progress                      ____ Not Met
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**Feedback to Superintendent on Section 3: Report on Academic Progress:**

**Final Comments to Superintendent for All Sections:**