

# Strategic Plan Goal 2: Talent

September 15, 2025

Board Presentation



**Every Child,  
Every Day**



**Respectful  
Relationships**



**Excellence  
through  
Integrity**



**Commitment  
to Service**

# DISTRICT SCORECARD

## STUDENT SUCCESS

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



## TALENT

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



## FISCAL RESPONSIBILITY

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

## FAMILY & COMMUNITY ENGAGEMENT

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



# Purpose

1. Highlight Achievements
2. Cultivate and Retain Exceptional Talent
3. Develop Leadership Capacity

# From Challenges to Achievements

## Sept 2024 to Sept 2025

**18**

Custodial  
Vacancies



**1**

**7**

Food  
Services  
Vacancies



**1**

**8**

Bus Driver  
Vacancies



**0**

**21**

Teaching  
Assistant  
Vacancies



**5**

**2**

Teacher  
Vacancies



**0**

**8**

SLP  
Vacancies



**1**

# Talent Acquisition & Retention Strategy



University  
Events



WorkForce  
Partnerships



Pre-Hire  
Agreements



Top 5 Reasons to  
Work & Stay in BISD



# Teacher Cultivation Strategy

8%

of degrees earned in 2024 were in education

01

**Paid Teacher Residency**

Provide opportunities for current teaching assistants working toward teacher certification to remain in their current role while completing their student teaching

02

**Teaching Assistant to Teacher**

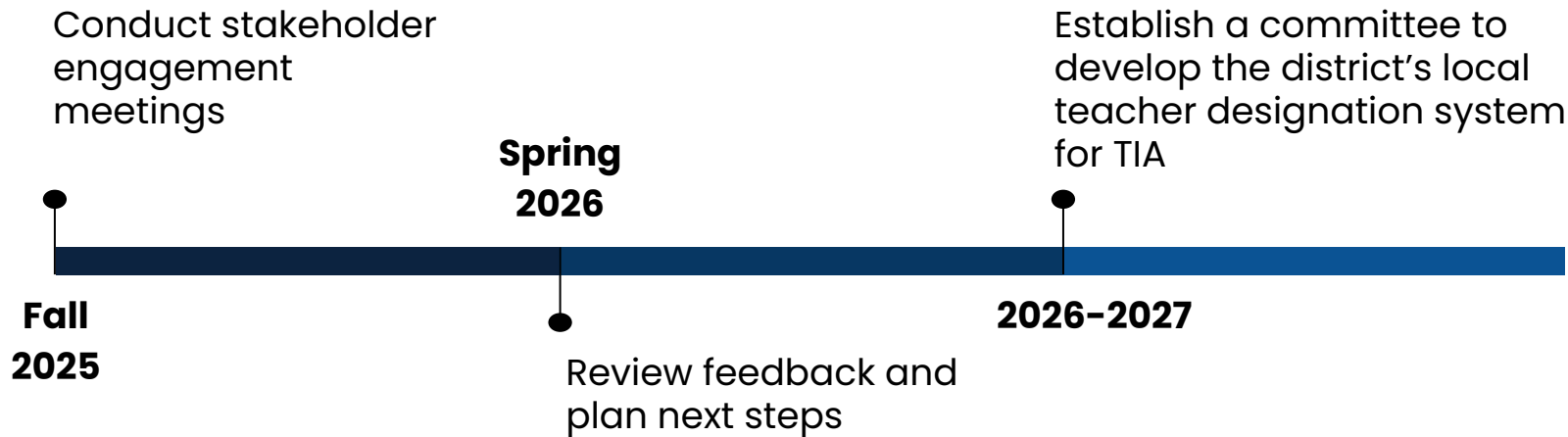
Create partnerships with universities to support teaching assistants who aspire to become teachers

03

**CTE Teacher Pathway Program**

Offer BISD students enrolled in the education pathway program guaranteed opportunities to return to BISD for student teaching and teacher employment upon graduation and certification

# Explore Interest in TEA's Teacher Incentive Allotment



# Develop Leadership Capacity

## BISD Aspiring Leaders Academy

**Build** a leadership pipeline aligned with district vision

**Strengthen** instructional leadership capacity

**Build** coaching and mentoring skills

**Design** authentic leadership experiences

**Support** career pathway clarity and readiness





# DISCUSSION

