

Belton Independent School District

Workshop Meeting Minutes

Board Workshop Meeting, May 12, 2025 - 5:00 p.m.

Dragon Room, 400 N. Wall Street, Belton TX, 76513

Board Members Present:

Manuel Alcozer
Chris Flor
Erin Bass
Janet Leigh

Rucker Preston
Jeff Norwood

Board Members Absent:

Suzanne McDonald

1. Call to Order:

Manuel Alcozer, Board President, called the workshop meeting of the Belton Independent School District Board of Trustees to order at 5:00 p.m., noted that Ms. Suzanne McDonald was absent, that the meeting had been duly called and 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:

3.A. Goal 3 Update: Onboarding & Leadership Pipeline

Dr. Malinda Golden introduced Todd Schiller, Assistant Superintendent of Human Resources, who led the conversation about Belton ISD's onboarding system developed to ensure new staff have support in place to be successful in Belton ISD. This work is directly connected to the Goal 3 Key Progress Measure: 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. Mr. Schiller reviewed new hire survey data and staff feedback that has helped continuously improve the onboarding process.

Dr. Golden introduced the Leadership Pipeline and the "why" behind the purpose of developing a leadership pipeline. Mr. Schiller shared District Talent Assessment data that included responses from teachers, teacher leaders, assistant principals and principals and presented Leadership Definition descriptions and the focus on the competencies of building culture, empowering people, and pursuing excellence. Denise Sharp, Executive Director of Elementary Leadership, went into great detail on Belton ISD School Leader Level Profile, Ready Leader Criteria, and an example timeline for developing assistant principals. Dr. Malinda Golden concluded the conversation by discussing long-term goals for the onboarding and leadership pipeline process.

Adjourn: There being no further business, the meeting was adjourned at 5:58 p.m.

Manuel Alcozer, Board President

Erin Bass, Board Secretary