

January 2025 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 July 2024. 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 the 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: 100% of Belton ISD departments and campuses will collect and analyze baseline customer service satisfaction data using the District measurement tool and develop and implement data-driven improvement plans by January 2025.

Evidence toward Key Progress Measure:

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Reflection:

Evaluation: ____ Complete ____ In Progress ____ Not Started
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GOAL 2: ENSURE EXCEPTIONAL LEARNING EXPERIENCES FOR EACH AND EVERY STUDENT

Key Progress Measure 1: Increase the level of critical thinking in Belton ISD as measured by classroom observations using the Journey of a Graduate Competency Rubric from 63% to 70% by May 2025.

Evidence toward Key Progress Measure:

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Reflection:



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Evaluation: ___ Complete ___ In Progress ___ Not Started

Key Progress Measure 2: HB 3 Goals will be updated based on STAAR results and addressed in section three.

GOAL 3: ATTRACT, RETAIN, AND SUPPORT A WORLD-CLASS TEAM OF EMPLOYEES

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.

Evidence toward Key Progress Measure:

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Reflection:

Evaluation: ___ Complete ___ In Progress ___ Not Started

GOAL 4: DEVELOP A DISTRICT-WIDE CULTURE OF VALUE, SUPPORT, AND GROWTH AMONGST ALL STUDENTS AND STAFF

Key Progress Measure 1: By June 2025, the District will increase the number of staff and student recognitions and celebrations by 25%. Baseline data will be established by October 2024.

Evidence toward Key Progress Measure:

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Reflection:

Evaluation: ___ Complete ___ In Progress ___ Not Started

GOAL 5: MAXIMIZE OUR USE OF RESOURCES FOR BOTH CURRENT PRIORITIES AND PLANS FOR THE FUTURE

Key Progress Measure 1: The district's process and tools will be used to evaluate two primary programs for improvement and resource optimization by June 2025.

Evidence toward Key Progress Measure:

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Reflection:

Evaluation: ___ Complete ___ In Progress ___ Not Started

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 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.



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Evidence of Board and Community Relations: 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 3rd grade students that score “meets grade level” or above on STAAR Reading will increase from 47% (2024) to 57% by June 2029.

Key Progress Measure:

The percent of 3rd grade students that score meets grade level or above on STAAR Reading will increase from 47% (2024) to 49% by June 2025.

- *The percent of kindergarten students who are "on-track" in reading as measured by the STAR Renaissance Early Literacy assessment will increase by 3% from the beginning of year baseline.*
- *The percent of 1st grade students performing "on-track" in STAR Renaissance Early Literacy assessment will increase from 57% to 59% by June 2025.*
- *The percent of 2nd grade students performing "on-track" in STAR Renaissance Reading based on the state benchmark will increase from 39% to 41% by June 2025.*

Reflection:



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Evaluation: ___ Met Target ___ In Progress ___ Not Met

HB 3 Early Childhood Math Goal: The percent of 3rd grade students that score “meets grade level” or above on STAAR Math will increase from 41% (2024) to 51% by June 2029.

Key Progress Measure: *The percent of 3rd grade students that score meets grade level or above on STAAR Math will increase from 41% (2024) to 43% by June 2025.*

- *The percent of 1st grade students performing "on-track" in STAR Renaissance Math based on the state benchmark will increase from 29% to 31% by June 2025.*
- *The percent of 2nd grade students performing "on-track" in STAR Renaissance Math based on the state benchmark will increase from 36% to 38% by June 2025.*

Reflection:

Evaluation: ___ Met Target ___ In Progress ___ Not Met

HB 3 CCMR (College, Career, and Military Readiness) Goal: The percentage of graduates that meet the criteria for CCMR will increase from 76% (2023 graduates) to 96% by June 2029 (2028 graduates).

Key Progress Measure: *The percentage of graduates that meet the criteria for CCMR will increase from 76% (2023 Graduates) to 84% (2024 Graduates) by June 2025.*

Reflection:

Evaluation: ___ Met Target ___ In Progress ___ Not Met

Feedback to Superintendent on Section 3: Report on Academic Progress:

Final Comments to Superintendent for All Sections: