



**Agenda of Workshop Meeting - The Board of Trustees  
Belton Independent School District  
Monday, January 25, 2021**

A Working meeting of the Board of Trustees of Belton Independent School District will be held Monday, January 25, 2021, beginning at 5:00 PM in the Pittenger Fine Arts Center, 400 N. Wall Street, Belton, TX 76513. One or more trustees may participate via video conference.

1. **Call to Order**
2. **Public Comments**
3. **Board Workshop: Update on Goal #3: Attract, retain, and support a world-class team of employees.** **2**
4. **Board Workshop: Update on Goal #1: Engage the community in setting direction for the future of Belton ISD.** **19**
  - A. Discuss Values and Beliefs Statements
5. **Adjourn**

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*If, during the course of the meeting, discussion of any item on the agenda should be held in a closed meeting, the board will conduct a closed meeting in accordance with the Texas Open Meetings Act, Government Code, Chapter 551, Subchapters D and E or Texas Government Code section 418.183(f). Before any closed meeting is convened, the presiding officer will publicly identify the section or sections of the Act authorizing the closed meeting. All final votes, actions, or decisions will be taken in open meeting. [See BEC(LEGAL)]*

**Belton Independent School District**  
**Board of Trustee Workshop Agenda Item**

*January 25, 2021*

Item: Update on Goal #3: Attract, retain, and support a world-class team of employees.

Presented for: Action  Report Only

Supporting Documents: None  Attached  Provided Later

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**District Goal or Objective Addressed:**

Goal 3: Attract, retain, and support a world-class team of employees.

**Background Information:**

In June 2020, the Board approved five goals. The administration will engage the Board in a discussion, as well as provide an update on efforts and progress towards Goal 3: Attract, retain, and support a world-class team of employees. This discussion will include information on principal coaching and support, professional learning system developments, and work to enhance recruitment and retention efforts.

**Fiscal Implications:**

N/A

**Administrative Recommendation(s):**

N/A

Dr. Malinda Golden

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**Contact Person**



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**Approved by Superintendent**

## Update on District Goal #3:

Attract, Retain and Support a  
World-Class Team of Employees



# PURPOSE

Discuss current progress and next steps for Goal 3:  
attract, retain and support a world-class team of  
employees.

# World-Class Team of Employees



Portrait of an Employee



Professional Learning System



Cultivate Leadership



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Attract. Support. Retain.



# Portrait of an Employee

- World-class employee
- Branding & marketing
- Orientation & mentoring
- HR2U



# Portrait of an Employee

- [Gallup TeacherInsight](#)
- Teacher applicant video



# Professional Learning System

- Think about a time when you engaged in learning for your work.
  - What did you like about it?
  - How might you have improved the experience?
- Think about a time when you engaged in personal learning.
  - How was that experience?





# Professional Learning System

- Learning beliefs
- Ownership of learning
- Establish & support personalized learning goals



# Cultivate Leadership





# Cultivate Leadership

Role of Executive Director of School Leadership:

- To coach
- To align
- To build accountability
- To develop principals as instructional leaders



# Cultivate Leadership

COACHING





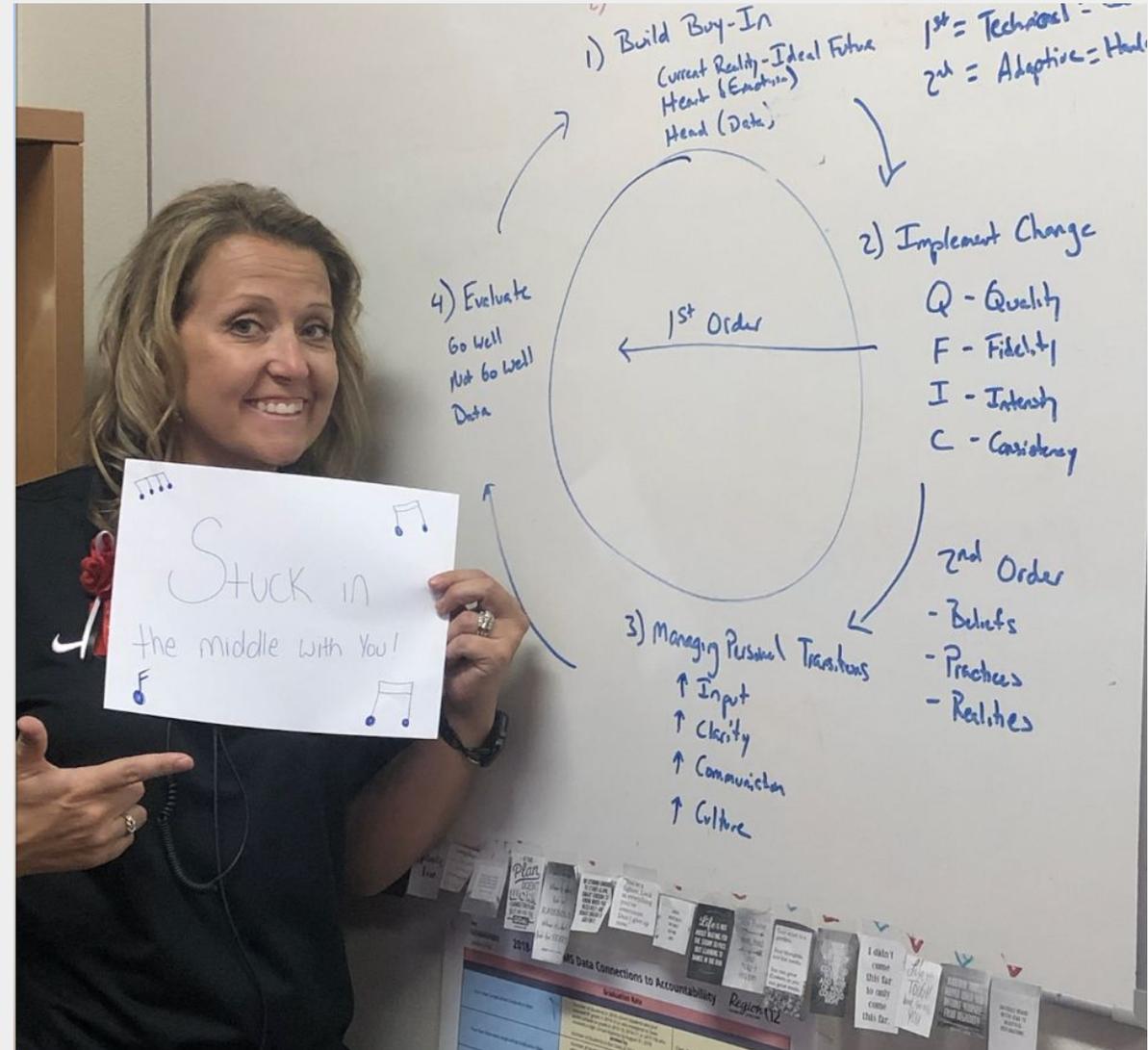
# Cultivate Leadership

How would you describe the role of the principal as instructional leader in creating exceptional learning for each and every student?



# Cultivate Leadership

80%





# Cultivate Leadership

- Allocation of time
- 1:1 coaching visits
- Professional learning systems
- Ownership of learning



# Cultivate Leadership

## Leadership Learning

- Two times per month
- Principal learning and collaboration
- Central administration participation

## AP Learning

- One time per month
- Investment in future principals

# World-Class Team of Employees



Portrait of an Employee



Professional Learning System



Cultivate Leadership



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Attract. Support. Retain.

**Belton Independent School District**  
**Board of Trustee Workshop Agenda Item**

*January 25, 2021*

**Item: Discussion on District Goal #1: Engage the community in setting direction for the future of BISD.**

**Presented for:** Action  Report Only

**Supporting Documents:** None  Attached  Provided Later

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**District Goal or Objective Addressed:**

Goal 1: Engage the community in setting direction for the future of BISD.

**Background Information:**

This workshop discussion will focus on Goal 1: Engage the community in setting direction for the future of BISD. As we discussed in the December 2020 Board Meeting, we plan to work with the Board of Trustees in establishing statements that communicate our values and beliefs in Belton ISD. These statements will serve as a foundation for planning efforts and culture building in our district. Our discussion will build off our work in December and will allow us to draft initial ideas for values and belief statements.

**Fiscal Implications:**

N/A

**Administrative Recommendation(s):**

Engage in discussion and dialogue regarding our current reality and next steps in ensuring exceptional learning experiences for each and every student.

Matt Smith, Ed.D.

**Contact Person**



**Approved by Superintendent**