



Agenda of Workshop Meeting

The Board of Trustees Belton Independent School District

A Workshop Meeting of the Board of Trustees of Belton Independent School District will be held December 13, 2021, beginning at 5:00 PM in the Big Red Room, 400 N. Wall Street, Belton, TX 76513. One or more trustees may participate via video conference.

The subjects to be discussed or considered or upon which any formal action may be taken are listed below. Items do not have to be taken in the same order as shown on this meeting notice.

1. **Call to Order**
2. **Public Comments**
3. **Board Workshop:** **2**
 - A. Update on Goal #1: Strengthen and support the engagement of all stakeholders in the pursuit of the BISD Vision
 - B. Update on Goal #4: Develop a district-wide culture of value, support, and growth amongst all students and staff
4. **Adjourn**

Goals 1 & 4 Update

Board Workshop

December 13, 2021

Board of Trustees Meeting



Engage in a workshop discussion with the Board of Trustees on our efforts toward:

Goal 1: Strengthen and support the engagement of all stakeholders in the pursuit of the BISD Vision.

and

3

Goal 4: Develop a district-wide culture of value, support, and growth amongst all students and staff.

STRENGTHEN AND SUPPORT THE ENGAGEMENT OF ALL STAKEHOLDERS IN THE PURSUIT OF THE BISD VISION

KEY PROGRESS MEASURES

- DISTRICT DEPARTMENTS WILL HAVE STRONG EVIDENCE OF STAKEHOLDER INFORMED TWO-WAY COMMUNICATION BY JANUARY 2022.

GOAL 1
4

COMPLETE IN PROGRESS NOT STARTED

The Communication Challenge

- Information overload
- More information, less comprehension
- Timeliness
- Challenge of “what” in the information age
- Purpose of the communication
- Informed v. Partnership



EXAMPLE LARGE-SCALE EFFORTS

Department Examples of Two-Way Communication

- Vicki Dean - Journey of a Graduate Student Focus Groups
- Dr. Malinda Golden - Bond Exploration Committee
- Gabi Nino & Dr. Cassandra Spearman - Student Voice in the Elementary Design
- Todd Schiller - HR2U & Recruitment and Retention (Goal 3 Workgroup)



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

KEY PROGRESS MEASURES

- FEEDBACK LOOPS WILL REFLECT STUDENTS AND STAFF FEEL SAFE, VALUED, INCLUDED, HAVE HIGH QUALITY OPPORTUNITIES TO GROW, AND FIND MEANING IN THEIR WORK BY JUNE 2022.

GOAL 4





Why focus on Culture?



Valued, Supported, and Challenged to Grow

Tanya Bane - New Employee Focus Groups

- Leadership Team Meetings, Listening Sessions
- Committee exploring staff engagement annual data point
- Goal 4 Improvement Efforts - October, November, December
- Leadership Team Meetings - the Multiplier Effect
- Multiplier book study groups
- Teacher Listening Sessions
 - Facetime
 - Support
 - Legislative Mandates (HB4545 & Reading Academies)
 - Student behavior support

