



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 January 24, 2022, 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 #3: Attract, retain, and support a world-class team of employees
 - B. Continued Update on Goal #4: Develop a district-wide culture of value, support, and growth amongst all students and staff
4. **Adjourn**

Goals 3 & 4 Update

Board Workshop

January 24, 2022



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

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

and

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Goal 4: Develop a district-wide culture of value, support, and growth amongst all students and staff. *(This item is a continuation from our December Workshop Meeting.)*

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

KEY PROGRESS MEASURES

- A REFINED PROFESSIONAL LEARNING SYSTEM WILL BE DESIGNED, COMMUNICATED, AND IMPLEMENTED FOR ALL EMPLOYEE GROUPS BY DECEMBER 2021.
- A MULTIFACETED RECRUITMENT AND RETENTION PLAN WILL BE IMPLEMENTED BY JANUARY 2022.

GOAL 3



- Todd Schiller - Vision and World-Class Employee (WCE)
- Vickie Dean - Professional Learning System/Learner
- Calvin Itz - Recruitment and Retention
- Gabi Nino and Arturo Lomeli - Campus Principals

This is a continuation from last month's workshop on Goal 4.

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

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Why focus on Culture?



Valued, Supported, and Challenged to Grow

Tanya Bane - New Employee Focus Groups (Completed in 12/13/21 Workshop)

- 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
 - Teacher resource allocations



*Inspiring Dreams.
Empowering Futures.*¹⁰