



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 April 15, 2024, beginning at 5:00 PM in the Dragon 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 the meeting notice.

- 1. Call to Order**
- 2. Public Comments**
- 3. Board Workshop:**
 - A. Goal 4 Update - Develop a District-wide Culture of Value, Support, and Growth Amongst All Students and Staff 2
- 4. Adjourn**

Goal 4 Update

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BELTON ISD BOARD OF TRUSTEES

Board Workshop

April 15, 2024



Purpose

Discuss key progress and action toward Goal 4 Key Progress Measures

Goal 4 Workshop

- Goal 4 Discussion
- 2023-2024 KPM Update:
 - 75% of teachers will report learning opportunities were provided to support their growth and development by June 2024.
 - Primary barriers for participation in athletic, fine arts, clubs, and organizations will be identified and an action plan developed to address the barriers by January 2024
- Update: Behavior Framework Implementation



Goal 4

Develop a District-Wide Culture of Value,
Support, and Growth Amongst
All Students and Staff



2023-2024 Key Progress Measure #1

75% of teachers will report learning opportunities were provided to support their growth and and development by June 2024.

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Strategies

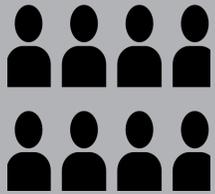
Build and implement a comprehensive system of professional learning that is informed by adult learning standards and driven by expectations for high quality teaching and learning.

100% of professional learning will be aligned to either the instructional framework, or behavioral framework or world class employee competencies.

Create an ongoing structure to obtain feedback:

- ~Survey feedback
- ~Focus groups
- ~Needs assessment
- ~Learning feedback

Professional Learning Structures



Community Wide and Role Alike
Beginning of Year Groundworks



Choice Learning Sessions
After School
Recharge



Learning Cohorts
Yearlong Book Study
Short Term Series



Behavior Framework Update

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Prevention

- Training for Students
- Training for All Teachers
- Training for Interventionists, Special Education Teachers, Counselors and Campus Administrators
- Recharge



Intervention

- Tier 1 Behavior Supports
- Behavior Flowchart (Decision-Making Tree)
- 23/24 Behavior Support Request Form
- Teacher PLCs with Emergent Tree Coaches
- Revision of the Multi-Tiered Support System



Discipline

- **Revision of Consistency Guidelines by Level**
- **Implementation & Training of Consistency Guidelines**
- **Data Analysis & Evaluation Process**
- **Monthly follow-up with Assistant Principals**



Social Emotional Learning

- Embedded and consistent learning opportunities at every grade level.
- Curriculum Year at a Glance - Alignment of learning to Journey of a Graduate
- Teacher and Student Feedback Loops

"Great learning strategies, perfect way to de-escalate situations to use for students, each other, and with parents"

"Would love to have short professional learning which are just-in-time and recorded in order to go back and view."
New Teacher

"Great useful techniques and tips along with thinking through situations."

"Some of the most impactful learning I have experienced this year is collaborating with my team." New Teacher

Highlights

Attendance and response in choice sessions

Growing on-going learning cycle

Alignment to guiding beliefs

Data informed practices

93%

Opportunities to Grow

Increase just-in-time choice learning with follow up support

Access for all

Clarity of learning system

New to Profession and New to BISD Learning



2023-2024 Key Progress Measure #2

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Primary barriers for participation in athletics, fine arts, clubs, and organizations will be identified and an action plan developed to address the barriers by January 2024

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Strategy 1

Refine and implement a dashboard that measures the involvement of each and every student at every campus involved in extracurricular activities, enrichment, clubs and organizations.

Dashboard Summary (Fall 2023)

- **High School Connectedness** 72.86%
 - Athletics, Fine Arts, CTE, Clubs, & Student Organizations
- **Middle School Connectedness** 84.71%
 - Athletics, Fine Arts, CTE, Clubs, & Student Organizations
- **Elementary Connectedness (3-5)** 22.20%
 - Clubs and Student Organizations
- **BISD Connectedness (3-12)** 61.59%
 - Athletics, Fine Arts, CTE, Clubs, & Student Organizations

Strategy 2

Evaluate program opportunities available at each campus and identify system inequities and barriers that exist to offerings including extracurricular activities, fine arts, enrichment, clubs and organizations.



Focus Groups

Top Barriers

- Transportation
- Lack of Offerings
- Outside Commitments
- Communication / Information
- Resources

Strategy 3

Develop strategies with action, time frames, and a communication plan for addressing and removing top barriers based on ease of implementation and feasibility.

Initial Strategies

Transportation

Stipends &
Funding

Club &
Organization
Fairs

Student Voice

Master
Schedule

Family
Communication

Discussion

