



## **Agenda of Workshop Meeting**

### **The Board of Trustees Belton Independent School District**

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A Workshop Meeting of the Board of Trustees of Belton Independent School District will be held May 13, 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 3 Update: Onboarding & Leadership Pipeline 2
4. **Adjourn**

# Goal 3 Update: Onboarding & Leadership Pipeline

Belton ISD Board of Trustees  
Board Workshop  
May 13, 2024



**Engage the Board of Trustees in discussion regarding on our efforts toward Goal 3: Attracting, Retaining and Supporting a<sub>3</sub> World-Class Team of Employees.**



**100% of campuses and departments will design and implement an onboarding plan for new staff by June 2024.**

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## Questions to Consider

**What made your first year journey on the team successful?**

**What were your challenges in transitioning that first year?**

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**What do you wish your supervisor, team or district would have done differently to improve your first year journey?**



**Introducing a new employee to an organization and integrating them into their new role and responsibilities.**

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# Why Onboarding?

- **2023 staff survey**
- **Listening session feedback**
- **Impact on attracting, retaining and supporting**

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- **Learning**
- **Conversation with new employees**
- **Leadership team collaboration**
- **Draft plan reviews**
- **Guidance to strengthen plans**
- **Submit final plans**



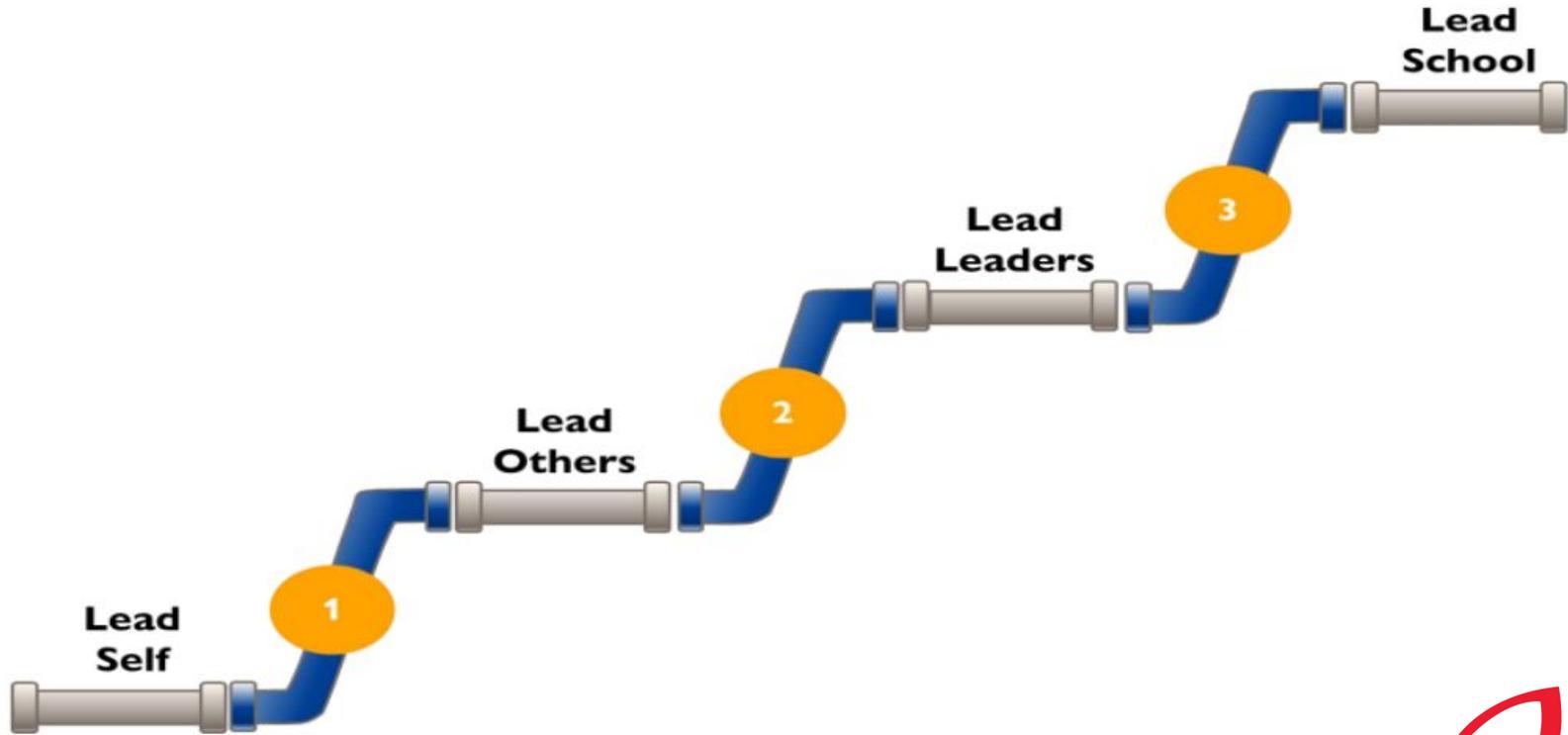
# Leadership Pipeline



- **Partnership with Holdsworth**
  - **Leadership pipeline**
  - **Leadership definition**
  - **Vacancy planning**



# Leadership Pipeline



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3 TYPES OF EXPERIENCES THAT

# IMPACT EXECUTIVE DEVELOPMENT

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from  
**COURSES**



from  
**OTHER PEOPLE**



from **ON-THE-JOB**  
**EXPERIENCES & CHALLENGES**

Using the findings from CCL's original Lessons of Experience (LOE) research, Bob Eichinger and Mike Lombardo coined this formula.

 Center for Creative Leadership®

# Leadership Definition

Category	Competency	Description
Build Culture	Communicate for impact	Actively listen and strategically articulate thoughts and ideas effectively using multiple modes of communication.
	Cultivate relationships	Develop a culture of value, support and growth amongst stakeholders.
	Model empathy	Demonstrate sensitivity, concern and respect towards others' feelings and experiences.
Empower People	Promote Growth	Embrace opportunities for learning in pursuit of better results for each and every.
	Focus on what matters most	Strategically prioritize work that positively impacts student success.
	Create synergy	Promote the mindset that we can achieve more collectively than we can individually.
Pursue Excellence	Model continuous improvement	Engage in reflection, refinement, and implementation of systems and processes.
	Inspire innovation	Demonstrate and ignite creativity, forward thinking, and a willingness to explore new ideas and approaches.
	Manage change	Adapt actions to support others while implementing change to achieve sustainable improvement.

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# Leadership Definition



