



Boerne ISD Strategic Plan 2023-2028

Vision Statement:

Our community will **engage** students and adults in a challenging educational environment that **inspires** creativity and **enriches** lives for today's realities and tomorrow's possibilities.

Engage. Inspire. Enrich.

Mission of BISD:

The Boerne Independent School District **engages, inspires, and enriches** our community through innovative learning experiences.

BISD BELIEVES	Goals	Strategies	Action Plans	Progress				
<p><u>BISD BELIEVES</u></p> <ul style="list-style-type: none"> All students have talents and gifts and deserve the highest quality education. All students should have opportunities to achieve high levels of success. Children matter to the community and should experience a sense of belonging. Children grow best with family and community nurturing. All students must be post-high school ready to enter the workforce and/or higher education. In educating the whole child by addressing not only academics but social/emotional needs Education is a partnership involving students, families, community, and the district. In fostering an atmosphere of open communication In a culture of collaboration and respect of all stakeholders In the importance of community partnerships Our staff is student-centered and dedicated to excellence. Continuous development of staff is essential to student success. In attracting and retaining the highest quality staff In being good stewards of the taxpayers' dollars In providing safe and secure schools for students and staff3.6 	<p><u>Student Success</u> By 2028, 100% of Boerne I.S.D. students will engage in innovative learning experiences, so they are college, career, and/or military ready.</p>	<p>1 - Enhance the district-wide system for rigorous and relevant instruction to ensure all students are college, career, and/or military ready.</p>	<p>1.1 - Ensure equitable access to rigorous relevant instruction. 1.2 - Review and refine current MTSS protocols, including staffing needs. 1.3 - Revise the Professional Learning Plan to continually incorporate rigorous and relevant instruction. 1.4 - Align high-quality instructional materials and assessments to standards for English language arts, languages other than English, Math, Science, and Social Studies. 1.5 - Update high-quality instructional materials and assessments for all career-technical education opportunities. 1.6 - Create tools to support advising students for advanced academic courses.</p>					
	<p><u>Customer Service</u> By 2028, 100% of Boerne I.S.D. stakeholders will be a part of a culture of trust where they feel engaged and valued</p>	<p>2 - Enhance the district-wide system which enriches the relationships and collaboration among all stakeholders to inspire trust.</p>	<p>2.1 - Define customer service roles for all stakeholders. 2.2 - Implement plans to engage all stakeholders in customer service initiatives. 2.3 - Finalize guidelines and structure for Boerne I.S.D. Customer Service Guidelines document. 2.4 - Create a Customer Service Flowchart and FAQ in English and Spanish. 2.5 - Create a marketing initiative for the Customer Service Flowchart, FAQ, and rollout staff training. 2.6 - Create systems for welcoming new students and families, including emerging bilingual families.</p>					
	<p><u>Human Capital</u> By 2028, 100% of the Boerne I.S.D. employee experience will prioritize opportunities to perform at and aspire to the highest level of professional performance and growth.</p>	<p>3 - Create a district-wide system to maximize quality staffing, professional learning, and growth.</p>	<p>3.1 - Develop and implement Career Pathways to promote longevity in assignment and employment 3.2 Redesign the Boerne I.S.D. Mentor Program 3.3 Update the Boerne I.S.D. recruitment and retention plan. 3.4 Develop a marketing plan for the menu of services offered by the Human Resources Department.</p>					
	<p><u>Fiscal Responsibility</u> By 2028, Boerne I.S.D. will maximize funding and efficiencies so our budget funds 100% of our identified needs.</p>	<p>4 - By 2028, Boerne I.S.D. will maximize funding and efficiencies so our budget funds 100% of our identified needs.</p>	<p>4.1 - Write and communicate Capital Replacement Standards and expectations. 4.2 - Create a capital asset replacement shared drive. 4.3 - Create needs assessment template and gather campus and department data. 4.4 - Review and prioritize district needs.</p>					
	<p>5 - Refine the district-wide system to review and evaluate programs and processes to prevent overlap and promote efficiency, efficacy, and fiscal responsibility.</p>	<p>5.1 - Establish a timeline for annual audit review of programs and establish owners for all programs used in the district. 5.2 - Review equity and standardization across the district and create a district-wide inventory tool. 5.3 - Analyze effectiveness; identify redundancies and low usage programs. 5.4 - Recommend programs for elimination and development.</p>						