Beeville ISD
Strategic Action & Engagement

- **Students have unlimited potential and access to a variety of supports for academic, as well as social/emotional needs, so that they may take ownership of their actions in a way that ensures educational success.**
- **Parents and Families are true partners who are welcomed, valued and engaged in a way that supports our staff and students.**
- **Faculty and Staff are passionate educators and life-long learners who lead with authenticity, grace and humility to support our students in both the classroom and activities.**
- **Campus Leaders are active listeners and communicators who hold themselves and others to high expectations in a way that fosters a positive learning environment.**
- **The Superintendent and Central Office staff are servant leaders who exhibit professionalism and establish systems that support equity and fairness for students and staff.**
- **Board members are active, visible and supportive in the community and school events in a way that clearly demonstrates a desire for fiscal responsibility and student success.**

STRATEGIC ACTION & ENGAGEMENT

Cornerstones

Beeville ISD places focus on these four foundational cornerstones to move the needle for our students and staff

Cornerstone 1
Student Achievement

Cornerstone 2
Faculty and Staff Recruitment, Retention, Professional Development, Health, Wellness, and Workplace Satisfaction

Cornerstone 3
Stakeholder Engagement and Satisfaction

Cornerstone 4
Effective and Efficient Operations and Strong Financial Stewardship

Beeville ISD is focused on providing the best opportunities and tools for our students and teachers with the goal of graduating bold innovative leaders who are ready to embrace the world with confidence.

To do this work, we must have clarity in our direction. This clarity comes from discussion, evaluation, revisiting our goals and strategic plan, and continuous planning, so that we can adjust our path, recalibrate our roadmap, to reach our desired destination for each and every one of our students.

Mission
Empowering students to achieve their unlimited potential.

Vision
Inspiring Bold Innovative Leaders.

STRATEGIC ACTION & ENGAGEMENT

Cornerstones

Beeville ISD places focus on these four foundational cornerstones to move the needle for our students and staff

CRITICAL SUCCESS FACTORS SNAPSHOT

1

Cornerstone 1
Student Achievement

- **1.1** Every student grows every year
- **1.2** Annually Increase the Percentage of Students Who Are College and/or Career and/or Military Ready
- **1.3** Increase Student Engagement and Performance in Extracurricular and Co-Curricular Activities
- **1.4** Student Safety and Well-Being (SEL)

2

Cornerstone 2
Faculty and Staff Recruitment, Retention, Professional Development, Health, Wellness, and Workplace Satisfaction

- **2.1** Comprehensive Recruitment and Retention Plan
- **2.2** Continuous Development and Training for Faculty and Staff
- **2.3** Faculty & Staff Engagement and Satisfaction
- **2.4** Competitive Compensation for Faculty and Staff

3

Cornerstone 3
Stakeholder Engagement and Satisfaction

- **3.1** Annually Increase Student Engagement and Satisfaction
- **3.2** Annually Increase Family Engagement and Satisfaction
- **3.3** Annually Increase Community Engagement and Satisfaction

4

Cornerstone 4
Effective and Efficient Operations and Strong Financial Stewardship

- **4.1** Coherent Budget Development, Adoption, and Management Processes
- **4.2** Operational Effectiveness and Efficiency
- **4.3** Communication of Critical Success Factors of Financial Stewardship
- **4.4** District-wide Safety and Security Planning
- **4.5** Comprehensive Facility Management Planning

Cornerstone 1

Student Achievement

1.1

Critical Success Factor	Key Strategic Actions	Progress Measures	Outcomes
1.1 Every Student Grows Every Year	1.1.A Ensuring Guaranteed Viable Curriculum through systematic progress monitoring 1.1.B Refine our Professional Learning Communities (PLC) and ensure fidelity	1.1.A.1 Reporting Period Assessment (RPA's) Results 1.1.A.2 Learning Walks Provide Insight into Curriculum Alignment (Moving to align with T-TESS in 2022-2023) 1.1.A.3 Targeted Professional Development (PD) Plans, research based, job embedded, and sustained over time 1.1.B.1 Targeted PLC Plans will educate and inform, and will be research based, job embedded, and sustained over time 1.1.B.2 Refine our Professional Learning Communities (PLC) and ensure fidelity 1.1.B.3 Targeted PLC Plans will educate and inform, and will be research based, job embedded, and sustained over time 1.1 B.4 Ensure 100% of grade level/department 1.1 B. 5 Dedicated time for PLC that is structured, built into an identified time	Increase State of Texas Assessments of Academic Readiness STAAR/EOC by progressing from a C rated District to a B rated District by 2023-2024 and continue to increase annually to reach the goal of an A rated District by 2026. Increase District Reading STAAR/EOC scores from 69% to 72% at least by 2023 and continue to increase annually to reach the goal of 80% by 2026. Increase District Math STAAR/EOC scores from 62% to 65% at least by 2023 and continue to increase annually to reach the goal of 75% by 2026. Increase District Science STAAR/EOC scores from 70% to 74% at least by 2023 and continue to increase annually to reach the goal of 80% by 2026. Increase the District Social Studies STAAR/EOC scores from 62% to 65% at least by 2023 and continue to increase annually to reach the goal of 75% by 2026. Increase Amplify (Reading) K-2 District scores from 79% growth to 84% growth at least by 2023 and continue to increase annually to reach 95% growth by 2026.

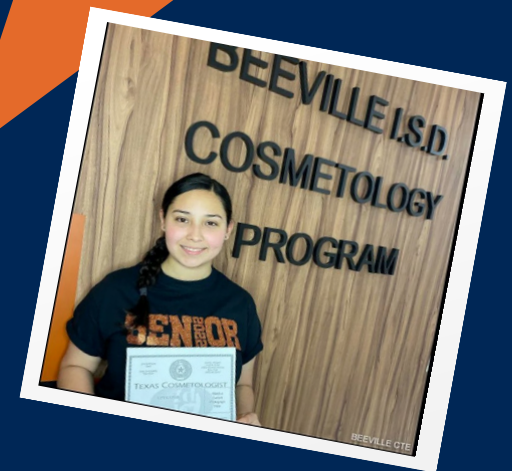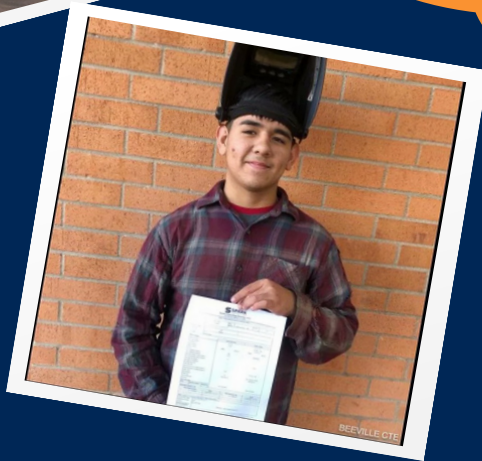| Critical Success Factor	Key Strategic Actions	Progress Measures	Outcomes
1.1 Every Student Grows Every Year (CONTINUED)	1.1.C . Implementing and sustaining Instructional coaching and classroom environment aligning to T-Tess 1.1.D Develop Portrait of a BISD Classroom	1.1.C.1 Learning Walks with "Look Fors" which Align with T-TESS and Portrait of a BISD Classroom 1.1.C.2 Provide *Sibme* Coaching Training to campus instructional leaders to improve student outcomes 1.1.C.3 Providing training and ensuring T-TESS certification to all T-TESS appraisers 1.1.D.1 Learning Walks provide insight into alignment of a Portrait of a BISD Classroom	Increase Children's Learning Institute (CLI) Engage (Math/Reading) District PK scores (Data from HMD coming soon) Research and Implement a Math Universal Screener for K-2 with annual growth reports and track growth overtime to reach a goal by 2026 Create one-page document with Portrait of BISD Classroom and communicate districtwide Learning Walks become part of learning culture in BISD 100% of T-TESS appraisers certified and implementing for the 2022-2023 academic school year *State Accountability is being recalibrated by the state regularly. Adjustments will be made based on TEA's updates to Accountability

1.2	Critical Success Factor	Key Strategic Actions	Progress Measures	Outcomes
	1.2 Annually Increase the Percentage of Students Who Are College and/or Career and/or Military Ready	1.2.A Provide PSAT and SAT to all students 8th - 12th grade 1.2.B Provide Texas Success Initiative Assessment (TSIA) Testing to students starting spring of 8th grade year 1.2.C Develop and implement a four/six year planning process with defined accountability structure 1.2.D Improve annual evaluation of Career & Technology Education (CTE) Programs of Study for industry alignment at local, state, and national level	1.2.A.1 Effectively utilize purchased test prep program 1.2.B.1 Ensure all 8th graders have dedicated time to TSIA test 1.2.C.1 Provide training and support to campus leadership to ensure communication and implementation of four/six year plans to all stakeholders 1.2.D.1 Annual review of CTE programs by the CTE Advisory Committee and Instructors to determine alignment with workforce data	Increase enrollment in level 3 & 4 CTE classes Increase CTE Program of Study Completers Increase CTE Industry Based Certification completion Increase College, Career, Military Readiness (CCMR) Increase TSIA Collect National Clearinghouse Data to set baseline

"We have so many opportunities in BISD. I am enrolled in the Culinary Arts program and I love sharing the new things I have learned cooking for my friends and family!"
~BISD Student

"I send my child to Beeville ISD because they care about what happens to our children, even after they graduate. My son had trouble deciding what he wanted to do, but once he learned about all of the programs and certifications that he could earn, he found his path. It means everything to me as a parent, knowing that he has hope and a plan for the future."
~BISD Parent

1.3

Critical Success Factor	Key Strategic Actions	Progress Measures	Outcomes
1.3 Increase Student Engagement and Performance in Extracurricular and Co-Curricular Activities	1.3.A Recruit students to join clubs/organizations at all levels that students are interested in participating 1.3.B After school opportunities (Afterschool Centers on Education (ACE) and Learners to Leaders) to provide scripted tutorials and enrichment activities for students	1.3.A.1 Provide opportunities for clubs/organizations to motivate and increase student involvement leading to higher student attendance 1.3.B.1 Provide opportunities for after school programs to motivate and increase student academic achievement leading to higher student success	Collection of data for baseline information gathered in 2022-23 regarding student engagement Collection of data for baseline information gathered in 2022-23 regarding student academics, specifically for students participating in extra-curricular activities, who have made the A or A/B Honor Roll Collection of data for baseline information gathered in 2022-23 regarding student attendance

1.4

Critical Success Factor	Key Strategic Actions	Progress Measures	Outcomes
1.4 Student Safety and Well-Being Social Emotional Learning (SEL)	1.4.A Counselors provide 1:1 and/or small group meetings with students at secondary level at least once per year (academic, character traits, and SEL check). 1.4.B Counselors provide 1:1 and/or small group lessons to elementary students (SEL & character traits)	1.4.A.1 Provide and utilize 9th period or in school scheduled tutorials to facilitate and increase 1:1 and/or small group counseling sessions for all secondary students 1.4.B.1 Provide and utilize in school designated time to facilitate and increase 1:1 and /or small group counseling sessions for all elementary students	Increase academic and SEL support by counselors to individual students Allow students to have a clear point of contact to help with their needs Increase Character Trait and SEL support by counselors to elementary students Develop Counselor/Student relationships

1.5

Critical Success Factor	Key Strategic Actions	Progress Measures	Outcomes
1.5 Ensure Safety and Security for Students and Staff	See 4.4 for details		

Cornerstone 2

Faculty and Staff Recruitment, Retention, Professional Development,
Health, Wellness, and Workplace Satisfaction

2.1

Critical Success Factor	Key Strategic Actions	Progress Measures	Outcomes
2.1 Comprehensive Recruitment and Retention Plan	2.1.A Annually increase the percentage of teachers remaining part of the Beeville ISD team 2.1.B Recruitment 2.1.C Developing an education in training program (grow your own)	2.1.A.1 Provide an annual employee satisfaction survey for all faculty and staff to complete 2.1.A.2 Decrease turnover rates 2.1.A.3 Provide training and support to new teachers (up to 3 years) through our BISD mentor program and continue tri-annual meetings with mentors/teachers 2.1.B.1 Attend and Host Job Fairs (State, National and International) 2.1.C.1 Grow our *Bee Ready Institute* 2.1.C.2 Develop and maintain CTE Education training program 2.1.C.2 Increase awareness and participation in the Employee Tuition Reimbursement Program	Increase retention of teachers (Using the baseline of the national attrition average of 15% and decreasing from our current rate of 18% to percentage equal to national average or lower by 2026) As a result of annual surveys, 1 - 3 year teachers indicated there was workplace satisfaction in BISD As a result of annual surveys, 1-3 year teachers indicated they had adequate support and mentoring opportunities

2.2

Critical Success Factor	Key Strategic Actions	Progress Measures	Outcomes
2.2 Continuous Development and Training for Faculty and Staff	2.2.A Collaboratively develop a professional learning system focused on growth for all staff members 2.2.B Align professional learning system goals with T -TESS for teachers	2.2.A.1 Targeted PLC Plans will educate and inform, and will be research based, job embedded, and sustained over time 2.2.B.1 Learning Walks with "Look Fors" which Align with T-TESS and Portrait of a BISD Classroom	Utilize the Coaching Framework, PLC agendas, walkthrough data to determine teacher growth and learning • Coaching Framework (100% of Instructional teachers will receive the Coaching Framework by 2026) • Learning Walks and PLC's Training and Support will be completed by 2026

2.3

Critical Success Factor	Key Strategic Actions	Progress Measures	Outcomes
2.3 Faculty & Staff Engagement and Satisfaction	2.3.A Create and implement annual staff survey 2.3.B Develop and implement Listening and Learning Protocols for annual staff survey 2.3.C Develop and implement Connection and Collaboration Rounding	2.3.A.1 Provide an annual employee satisfaction survey for all faculty and staff to complete 2.3.B.1 Increase teacher retention results 2.3.C.1 District-Level Engagement and Satisfaction Committee	Increase teacher retention rates based on annual staff survey results and on National Center of Education statistics Staff survey results will indicate high ratings for Listening and Learning Forums Survey results from District-Level Engagement and Satisfaction Committee

2.4

Critical Success Factor	Key Strategic Actions	Progress Measures	Outcomes
2.4 Staff Mental Health, Health and Wellness	2.4.A Ensure healthcare is affordable and available to all employees 2.4.B Provide awareness of district resources through the District's Employee Assistance Program (EAP) 2.4.C Implement activities to increase employee wellness	2.4.A.1 Healthcare Enrollment Data 2.4.B.1 Employees will be advised of programs available via EAP during onboarding 2.4.B.2 Employees will be advised of EAP through monthly emails to staff. 2.4.B.3 Employees will learn of external services available to staff and families through district publications and counseling staff 2.4.B.4 Healthcare Provider to supply Lunch & Learns for staff 2.4.C.1 Implement Employee Wellness Day 2.4.C.2 Measure use of BISD staff attendance at Employee Wellness Day through business tracking (punch card)	Sick-Leave Requests Decrease Substitute Teacher Requests Decrease Staff Survey results confirm staff usage and appreciation of EAP Staff use of Employee Wellness Day, and enjoy improved health and wellness, quality of life

Cornerstone 3

Stakeholder Engagement and Satisfaction

3.1

Critical Success Factor	Key Strategic Actions	Progress Measures	Outcomes
3.1 Annually Increase Student Engagement and Satisfaction	3.1.A Provide events/activities that are geared towards student interests 3.1.B Increase student engagement through continued participation in the Barnhart Foundation funded programs and activities 3.1.C Increase student participation in all extra and co-curricular activities and clubs	3.1.A.1 Survey students before events/activities to determine students' interests and plan events based on results 3.1.A.2 Survey students after events/activities to determine students' success and relevance of events based on results 3.1.B.1 Compare participation rates annually to evaluate student engagement in Barnhart funded programs and activities 3.1.C Evaluate student membership rosters	Increased student engagement annually Increased student participation in extracurricular, co-curricular, CTE activities, organizations on campuses Utilize the membership roster data from 2021-2022 to establish a baseline and then measure data for every consecutive year until 2026

3.2

Critical Success Factor	Key Strategic Actions	Progress Measures	Outcomes
3.2 Annually Increase Family Engagement and Satisfaction	3.2.A Increase Parent Liaison sponsored family/community events 3.2.B Implement and sustain Communities In Schools (CIS) support and resources	3.2.A.1 Survey families prior to each community/family event to determine needs and interests and plan events based on results 3.2.A.2 Increase parent attendance and participation by hosting at least two events per year 3.2.A.3 Increase campus and district activities 3.2.A.4 Collaborate with district social workers to create sources of support for families to include: BISD Clothes Closet, Campus School Supply Closet and Campus Food Pantries (Supported by local Food Bank) 3.2.A.5 Increase parental involvement through implementation and growth of the Watch D.O.G.S. Program 3.2.B.1 Increase parental involvement through implementation and growth of the Communities in Schools (CIS) programs	Increased family engagement annually Utilize the event sign-in data from 2021-2022 to establish a baseline and then measure data for every consecutive year until 2026

Critical Success Factor	Key Strategic Actions	Progress Measures	Outcomes
3.3 Annually Increase Community Engagement and Satisfaction	3.3.A Community engagement and satisfaction survey and follow-up actions 3.3.B Increase the number of sponsorships for the Beeville Education Foundation 3.3.C Increase Parent Liaison sponsored family/community events	3.3.A.1 Survey students, parents and community members to determine needs and interests and plan events based on results to increase both student and parent involvement 3.3.A.2 Increase customer service initiatives through enhanced customer service training for district staff 3.3.A.3 Target parents who are not traditionally involved and track their engagement: utilizing phone calls to track student participation; providing educational opportunities for parents in the evenings; increasing events in the evening; connecting via phone calls when student attendance is low; tracking parent liaison data; visiting local non-profits to share district story to increase support where appropriate and/or needed 3.3.B.1 Participation will increase with knowledge of the Beeville Education Foundation's mission, annual giving, and increasing attendance at events 3.3.C.1 Meet the Trojans, Trunk or Treat, Community Engagement Night	Increased community engagement annually

Cornerstone 4

Effective and Efficient Operations and Strong Financial Stewardship

4.1

Critical Success Factor	Key Strategic Actions	Progress Measures	Outcomes
4.1 Coherent Budget Development, Adoption, and Management Processes	4.1.A Provide board updates on the budget development process in order to demonstrate transparency to all stakeholders 4.1.B Implement quarterly reviews of campus and department budgets in order to ensure efficiency and compliance 4.1.C Routinely complete internal audits in order to provide due diligence of public fund oversight 4.1.D Improve public finance understanding with Budget Managers in quarterly meetings • Budget to Actual • Review Expenditure Procurement Plan	4.1.A.1 Ensure timelines for budget preparation are followed 4.1.B.1 Provide feedback on department budgets in a timely manner 4.1.B.2 Engage local vendors and develop relationships 4.1.C.1 Provide feedback to departments with audit summary 4.1.D.1 Provide training and professional development in school finance 4.1.D.2 Continue to adhere to procurement processes outlined in the Financial Accountability System Resource Guide (FASRG)	Annually adopt a balanced budget by August 30th Achieve a high Financial Integrity Rating System of Texas (FIRST) rating Proactively seek opportunities to enhance financial resources Maximize economic possibilities for the district by continuing financial literacy for the district

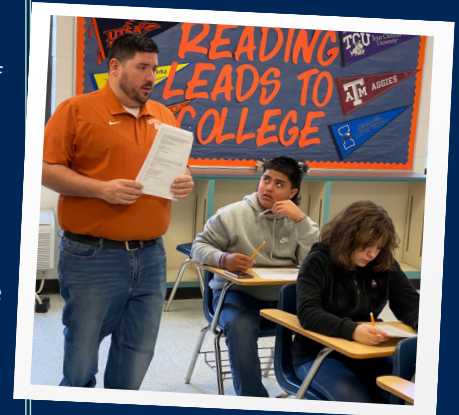| 4.2	Critical Success Factor	Key Strategic Actions	Progress Measures	Outcomes
	4.2 Operational Effectiveness and Efficiency	4.2.A Continually communicate with stakeholders to provide transparency 4.2.B Provide Annual Budget Calendar 4.2.C Ensure Technology Support and Resource Capacity is appropriate and available based on work orders and includes staff appropriate training 4.2.D Decrease Maintenance & Operations (M&O) work request solution time	4.2.A.1 Provide timely updates to all stakeholders regarding district occurrences to streamline operational efficiencies 4.2.B.1 Complete annual budget calendar at the beginning of the fiscal year 4.2.C.1 Facilitate efficiency in Technology Work orders - Mean Time To Resolution (MTTR) 4.2.C.2 Annual Cyber Security Audit, Staffing Assessment and Alignment 4.2.C.3 Ensure appropriate training for staff in technology 4.2.C.4 Technology Committee - Utilize the Voice of the Campus (VOC) 4.2.C.5 Utilize existing ticketing system to obtain feedback and track efficiencies 4.2.D.1 Maintenance & Operations (M&O) Work Orders - Mean Time To Resolution (MTTR) - Include order of priority on requests to end users	Budget calendar updated & consistently reviewed Utilize Technology Plan and survey feedback to provide enhanced service and efficiencies Enhanced efficiency in facility repair work orders

4.3	Critical Success Factor	Key Strategic Actions	Progress Measures	Outcomes
	4.3 Communication of Critical Success Factors of Financial Stewardship	4.3.A Develop & Deploy 5-year maintenance plan 4.3.B Develop Campus budgets to support goals and strategies in order to ensure alignment of Campus Improvement Plan (CIP)/District Improvement Plan (DIP)	4.3.A.1 Collaboration on developing major projects and life spans 4.3.B.1 Provide monthly Board Reports	Completion of Expenditure Procurement Planning (2023-2024) State of the District Presentation

Critical Success Factor	Key Strategic Actions	Progress Measures	Outcomes
4.4 District-wide Safety and Security Planning	4.4.A Ensure up-to-date Safety and Security protocols and practices 4.4.B Ensure continued safety training/ drills/exercises for all BISD staff and students 4.4.C Implementation of proactive safety programs to enhance our approach to security/safety threats 4.4.D Ensure fidelity in physical security measures	4.4.A.1 Hold Quarterly Safety and Security Committee Meetings 4.4.A.2 Continued utilization of the Threat Assessment Teams 4.4.A.3 Conduct District Audit Report (DAR) - Every 3 years 4.4.A.4 Complete Texas Commission on Law Enforcement (TCOLE) Annual Audit and education courses - Beeville ISD Police Department 4.4.A.5 Continued enhancement of Emergency Operations Procedures (EOP) 4.4.A.6 Continue Safe and Supportive School Committee Quarterly Meetings 4.4.B.1 Conduct required drills as per the Texas State School Safety Center (TXSSC) as well as annual attacker drills 4.4.C.1 Enhance and formalize process for See Something, Say Something Program (Crime Stoppers Safe Schools Program) 4.4.C.2 Create and implement community police officer training program 4.4.D.1 Continue the hardening of facilities districtwide (Software updates, door controls, and visitor management software)	Increased trainings/drills/exercise proficiency Increased participation in proactive safety programs Increased hardening of district facilities and physical security Increased awareness and preparedness as indicated in survey results

Critical Success Factor	Key Strategic Actions	Progress Measures	Outcomes
4.5 Comprehensive Facility Management Planning	4.5.A Ensure that a facility preventive maintenance plan is developed and updated annually 4.5.B Improve overall functionality and aesthetics of facilities with appropriate training and professional development 4.5.C Create Community Advisory Committee to lead conversations regarding facilities enhancements and needs	4.5.A.1 Continue and expand Facility Maintenance Schedule 4.5.A.2 Conduct annual Facilities Audit, Assessment 4.5.B.1 Provide annual training for Operations Staff	4.5.A By 2025 BISD will ensure that all facilities are updated based on a continuous evaluation cycle 4.5.B Facility surveys, feedback, and work orders will provide direction for staff training and facilities improvements

Beeville ISD

Inspiring Bold Innovative Leaders

201 North Saint Marys Street
Beeville, TX 78102

www.beevilleisd.net