



LA VEGA ISD

CHARTING THE COURSE
STRATEGIC PLAN | 2025-2030

Dear La Vega ISD Community,

Throughout the 2024-2025 school year, La Vega ISD has devoted itself to a transformative examination of its district systems and practices. Guided by the mission to prepare every student to thrive as productive contributors to an ever-evolving society, this year-long journey has involved a deep dive into core curricula, instructional materials, and assignments. Classroom observations and heartfelt conversations with students, staff, and parents have enriched our understanding, shaping a profound analysis of our systems.

Through the Texas Strategic Leadership process, we have established Board Goals that will chart the course for the next five years. Focusing on mathematics, English language arts, and College, Career, and Military Readiness, these goals aim not just to meet but to exceed state performance levels, ensuring every student graduates from La Vega ISD equipped with diverse opportunities to succeed.

Our unwavering commitment is to create an environment where each student feels physically, socially, and emotionally safe and supported, inspired by passionate, caring, and effective educators and staff. This year-long process has revealed our strengths, especially the impactful “Grow Your Own” program, which offers a paid student-teacher residency experience for aspiring educators. This initiative not only nurtures future teachers who understand our high expectations and vibrant culture but also strengthens our educational community. Furthermore, by participating in the Teacher Incentive Allotment, we are investing in the recruitment and retention of high-caliber teachers whose students shine academically.

Every day, our students receive personalized support aimed at helping them succeed in the classroom and beyond, with countless opportunities to explore their interests and passions. La Vega ISD is unwavering in its dedication to providing high-quality instructional materials that cater to each student's unique academic needs. With a broad array of extracurricular activities—including soccer, softball, baseball, track, powerlifting, volleyball, rowing, eSports, BBQ team, and football—through the University Interscholastic League and locally, we empower our students to become well-rounded individuals.

Moreover, La Vega ISD focuses on delivering relevant and rigorous instruction, crafting exceptional educational experiences that lead to graduation and preparing our students for a bright future in higher education, the military, and the workforce. With programs like Early College High School (ECHS) and Pathways in Technology Early College High School (P-TECH), students are offered the incredible opportunity to earn associate degrees and certifications, all at no cost to them or their families.

In the next three to five years, we are committed to achieving the goals outlined in our strategic planning process. Our primary objective is to ensure that every student in La Vega ISD is thoroughly prepared for success in their careers or college experiences.

I am eager to collaborate with you on this impactful journey.

A portrait of Dr. Sharon M. Shields, a Black woman with long dark hair, wearing a dark blazer over a patterned scarf and large hoop earrings. She is smiling and looking towards the camera.

Dr. Sharon M. Shields
Superintendent of Schools



ABOUT US

OUR VISION

Making Excellence a Tradition.

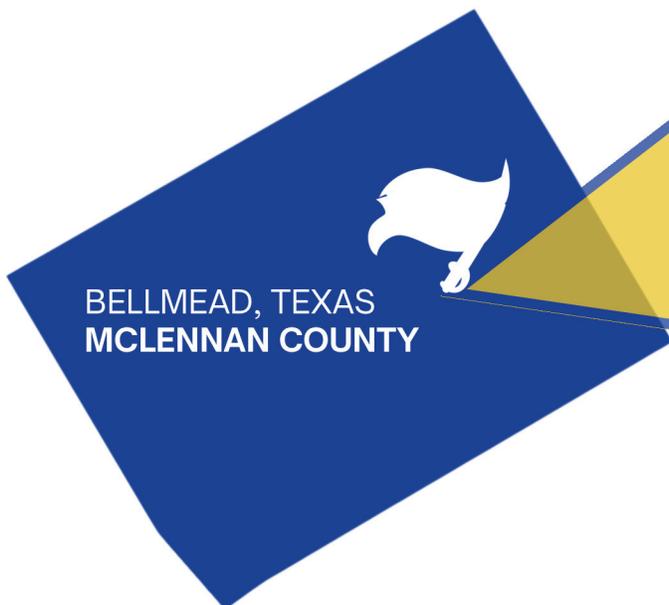


OUR MISSION

To provide a needs-satisfying environment where everyone can produce successfully, with the understanding that learning adds quality to life. Preparing each student to contribute to an ever-changing, interdependent society is our commitment.

OUR DISTRICT

2023-2024



CAMPUSES

LA VEGA **PRIMARY SCHOOL**
PHIL BANCALE CAMPUS
498 STUDENTS

LA VEGA **ELEMENTARY SCHOOL**
672 STUDENTS

LA VEGA **INTERMEDIATE SCHOOL**
H.P. MILES CAMPUS
634 STUDENTS

LA VEGA **JUNIOR HIGH SCHOOL**
GEORGE DIXON CAMPUS
438 STUDENTS

LA VEGA **HIGH SCHOOL**
876 STUDENTS

STAFF

195 CLASSROOM TEACHERS
132 AUXILIARY
105 EDUCATIONAL AIDES
42 PROFESSIONAL
28 ADMINISTRATION

502 EMPLOYEES



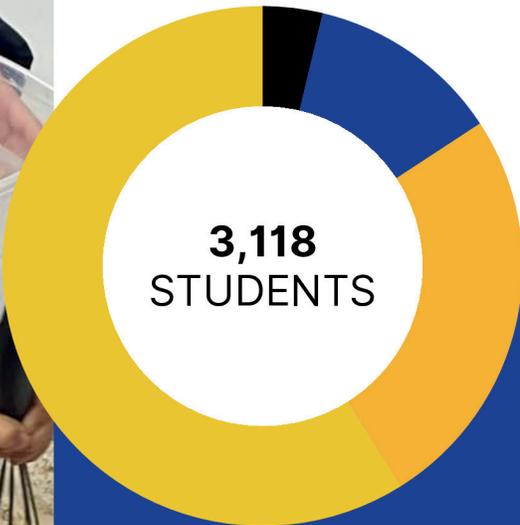
ABOUT OUR STUDENTS



DEMOGRAPHICS

2023-2024

Two Race or More	3.7%	
White	12%	
African American	25.2%	
Hispanic or Latino	58.7%	



Economically Disadvantaged	 91.9%
At-Risk	 68.7%
Emergent Bilingual	 25%
Special Education	 11.2%
Gifted & Talented	 4.4%

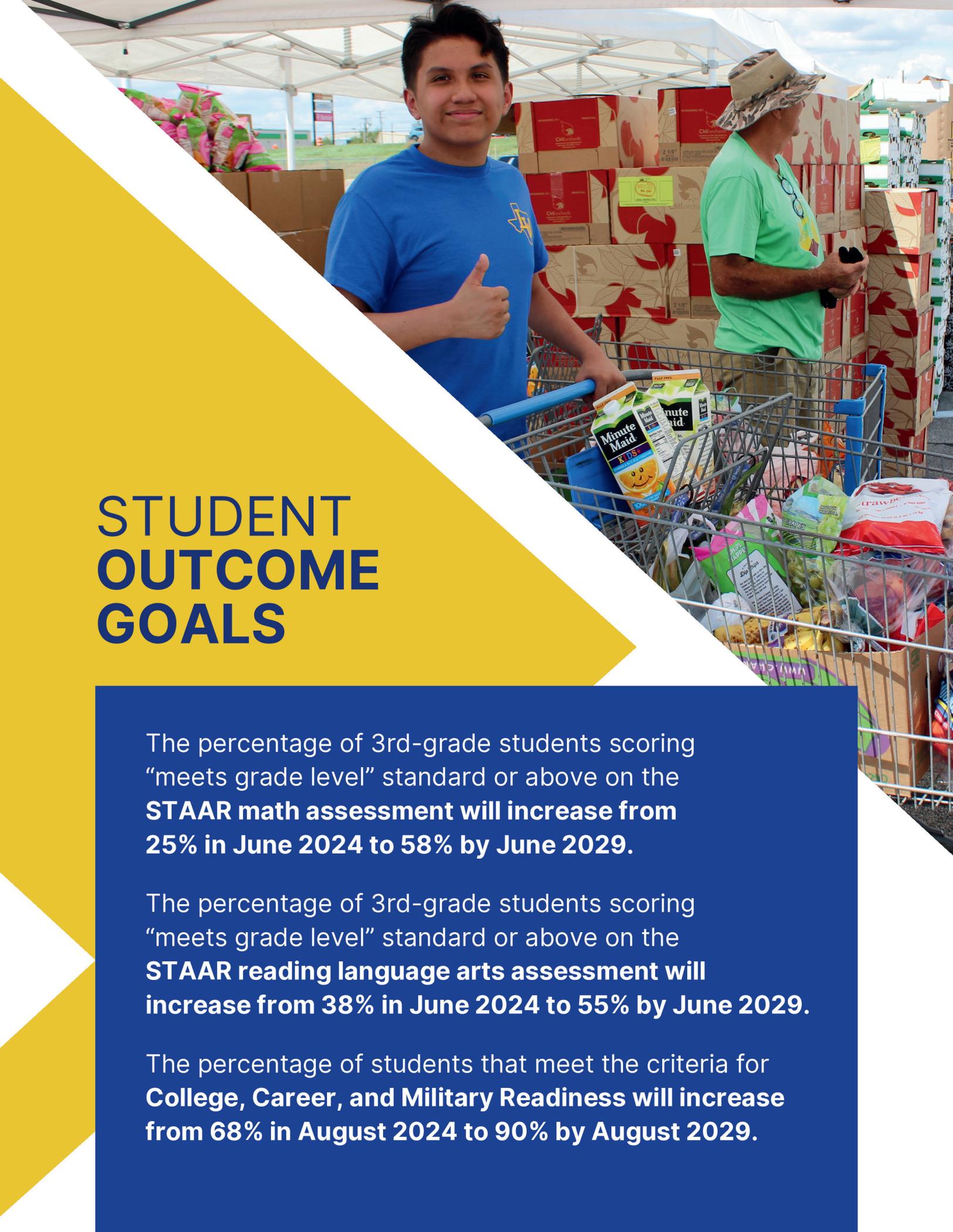


ENVISIONED STUDENT EXPERIENCE STATEMENTS

Every day, each student will **experience an environment that is physically, socially, and emotionally safe** and supportive; guided by passionate, caring, and effective educators and staff.

Every day, each student will receive **personalized support to help them succeed** in the classroom and beyond, including opportunities to pursue their interests and passions.

Every day, each student will receive **relevant and rigorous instruction to pursue quality educational experiences**, leading to graduation and preparing for post-secondary, military, and workforce opportunities.



STUDENT OUTCOME GOALS

The percentage of 3rd-grade students scoring “meets grade level” standard or above on the **STAAR math assessment will increase from 25% in June 2024 to 58% by June 2029.**

The percentage of 3rd-grade students scoring “meets grade level” standard or above on the **STAAR reading language arts assessment will increase from 38% in June 2024 to 55% by June 2029.**

The percentage of students that meet the criteria for **College, Career, and Military Readiness will increase from 68% in August 2024 to 90% by August 2029.**



OUR STRATEGIC PLAN

TIMELINE

June 2024

Texas Strategic Leadership (TSL) Superintendent Kick-Off in San Antonio, Texas, to learn about the process.

July - August 2024

District Steering Committee was formed and introduced to the TSL process.

September - November 2024

Education Service Center Region 12 TSL team completed a landscape analysis to analyze district systems using stakeholder feedback, district artifacts, assessment data, and campus walkthroughs.

November 2024

District administrators attended the TSL Learning Lab in Fort Worth, Texas, to gain insights from other districts regarding curriculum, talent, and College, Career, and Military Preparation. The landscape analysis was revealed to the District Steering Committee.



December 2024

District Steering Committee worked together to create Envisioned Student Experience Statements.

January 2025

District Steering Committee identified Student Outcome Goals and strategic priorities based on results of the landscape analysis.

February - March 2025

Aligned initiatives were chosen based on the Effective District Framework to guide the work of the district. Key actions were identified to ensure a focused outline of what the district wants to accomplish in the next five years.

April - May 2025

Refined the strategic plan and ensured alignment of resources to move the plan forward.



STRATEGIC PRIORITIES & ALIGNED INITIATIVES



INTEGRATED STUDENT SUPPORT SYSTEMS

La Vega ISD will prioritize clear expectations for campus culture, student readiness, school-wide procedures, and behavior management. This will ensure staff is properly trained to engage parents, communicate academic progress, and foster partnerships for student success.

SCHOOL-WIDE CULTURE, BEHAVIOR, AND SAFETY

La Vega ISD will establish strong school-wide systems that promote a positive school culture, support effective behavior management, and ensure student safety.

KEY ACTIONS

- Identify and address teacher training needs in areas such as de-escalation strategies, understanding biases and triggers, and recognizing behavioral manifestations. Ensure appropriate staff receive targeted training and ongoing support in these areas.
- Facilitate collaborative meetings to strengthen relationships between teachers and support systems (reset rooms, behavior aides, safety agents, etc).
- Develop and distribute a comprehensive handbook that defines expectations and includes both preventive and responsive strategies.
- Ensure all staff sign an agreement outlining safety practices.
- Establish district-wide procedures for Behavior Threat Assessments, bullying allegations, and related concerns, along with clear processes for monitoring implementation and use.
- Provide teacher training on available programs and their objectives to ensure full awareness and effective support for our students.
- Survey parents and families to identify topics of interest to develop new activities, training, and support needed in our community.
- Organize a Community Partner Fair to familiarize staff with the resources available to support student success.
- Develop district-wide methods to communicate available supports to meet students' needs, and establish a designated space on each campus where students can easily communicate their needs.



STRATEGIC PRIORITIES & **ALIGNED INITIATIVES**



ACADEMIC EXPERIENCE

La Vega ISD will prioritize a research-based instructional framework for core subjects to support all learners. This will ensure teachers utilize high-quality materials that fully align with state standards. We will also establish monitoring systems to track implementation, guide professional development, and support instructional planning.



TIER 1 INSTRUCTIONAL STRATEGIES

La Vega ISD will establish an instructional framework rooted in research-based Tier 1 instructional strategies aligned with core content areas. Staff will be oriented to this framework, designed to promote memory retention, deeper learning, and support for all learners.

KEY ACTIONS

- Ensure all math and reading language arts staff members receive training in Research-Based Instructional Strategies.
- Create instructional frameworks for each core content and develop a plan to communicate frameworks to necessary stakeholders.
- Develop a standardized toolkit for each core content that includes instructional strategies, a lesson planning cycle, and guidance for internalizing each lesson.



QUALITY TIER 1 MATERIALS ACCESS AND USE

La Vega ISD will ensure teachers have access to and utilize high-quality instructional materials that fully cover state standards, are aligned to research-based instructional strategies, and support the diverse needs of all students.

KEY ACTIONS

- Ensure all appropriate staff attend product academies or receive training from each High-Quality Instructional Materials (HQIM) curriculum provider.
- Develop a calendar for conducting HQIM Learning Walks to monitor effective curriculum implementation and identify areas for improvement.
- The district and campus will collaborate to create an implementation plan that ensures the adopted curriculum is implemented and closely monitored for fidelity.

MONITORING FOR ALIGNMENT

La Vega ISD will establish routine monitoring systems to ensure campuses implement district-adopted materials, follow aligned internalization and instructional planning practices, and adhere to the required scope and sequence as well as aligned assessments. The district will use this data to drive professional development and job-embedded coaching and collaboration strategies.

KEY ACTIONS

- Monitor the implementation and use of HQIM and district-approved curriculum and materials.
- Create clearly articulated, teacher-facing curriculum maps to support the consistent and effective implementation of the curriculum.

STRATEGIC PRIORITIES & **ALIGNED INITIATIVES**



INSTRUCTIONAL LEADERSHIP AND CAPACITY BUILDING

La Vega ISD will prioritize a yearlong professional development plan with targeted strategies for key roles, providing continuous support for instructional leaders through observation and feedback cycles. This will ensure alignment with high-quality instructional practices and facilitate progress tracking over time.



PRIORITIES & INITIATIVES | INSTRUCTIONAL LEADERSHIP & CAPACITY BUILDING

YEARLONG DEVELOPMENT AND COACHING PLAN

La Vega ISD will develop a yearlong professional development and coaching plan with targeted strategies for each critical role, ensuring alignment with the desired student experience.

KEY ACTIONS

- Design and implement a yearlong district professional development and coaching plan that includes detailed calendars, schedules, and associated artifacts to ensure implementation with fidelity.
- Establish a system for managing the coaching assignment roster.
- Implement authentic Collaborative Team Meeting (CTM)/Professional Learning Community (PLC) practices supported by clear documentation and aligned monitoring systems.
- Implement research-based mentoring best practices.
- Create a six-week monitoring calendar to track the implementation and effectiveness of coaching and CTM/PLC activities.



PRIORITIES & INITIATIVES | INSTRUCTIONAL LEADERSHIP & CAPACITY BUILDING

OBSERVATION AND FEEDBACK

La Vega ISD will provide ongoing, job-embedded support and calibration for instructional leaders and coaches to implement observation and feedback cycles aligned with high-quality instructional materials and effective teaching practices. Action step trackers will be used to promote clarity and monitor progress over time.

KEY ACTIONS

- Conduct ongoing Texas Teacher Evaluation and Support System (T-TESS) calibrations aligned with the appraisal calendar to ensure continued alignment and equity in evaluations.
- Conduct observation and feedback cycles, using the Bambrick-Santoyo model.
- Establish a system for using coaching calendars and schedules to track action steps and monitor progress.
- Schedule classroom observations to monitor lesson internalization and provide modeling and/or co-teach lessons where needed.



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Connect With Us



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