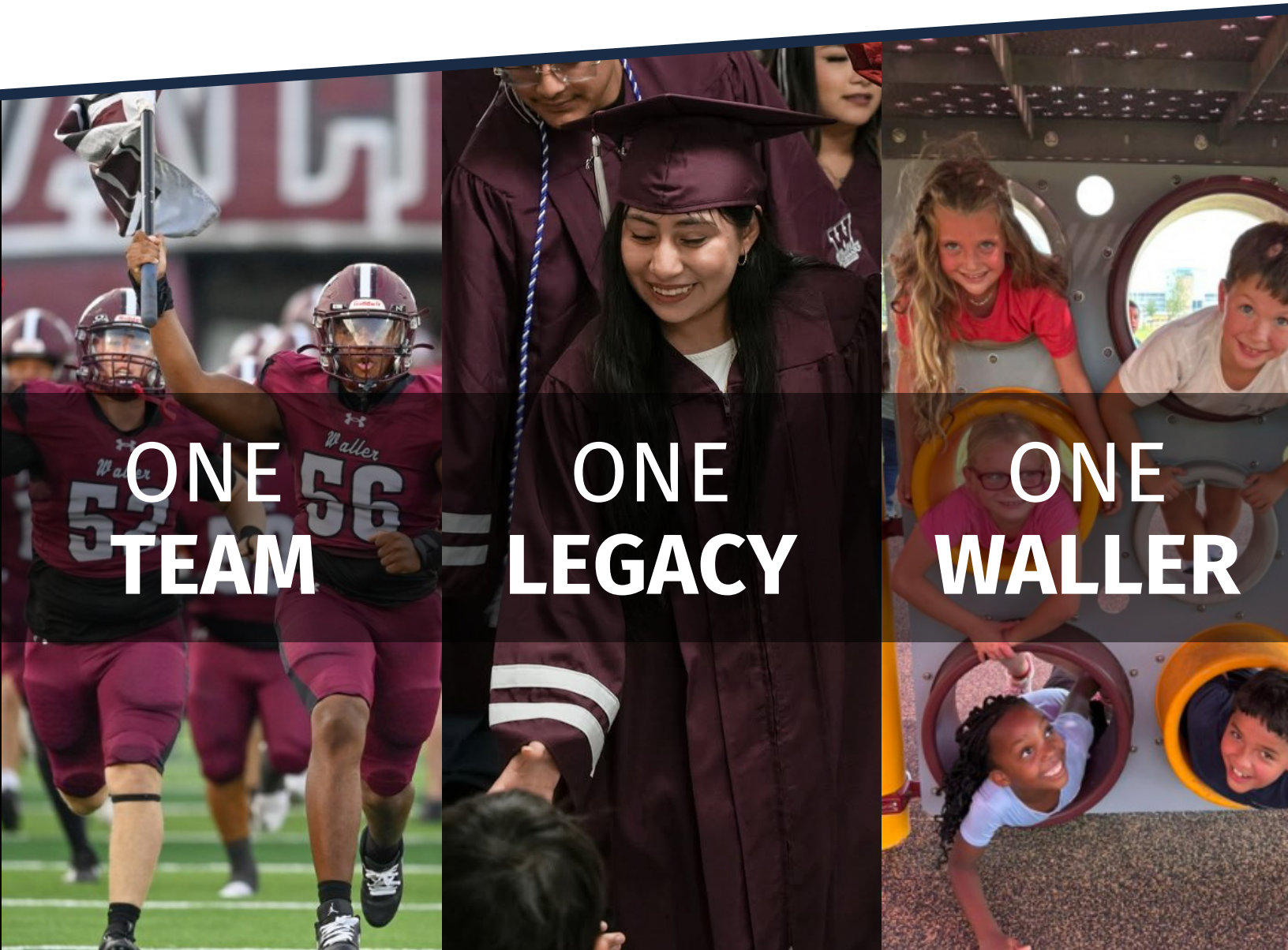


2026–2031

WALLER

INDEPENDENT SCHOOL DISTRICT

ACADEMIC STRATEGIC PLAN



ONE
TEAM

ONE
LEGACY

ONE
WALLER

ONE TEAM. ONE LEGACY. ONE WALLER.

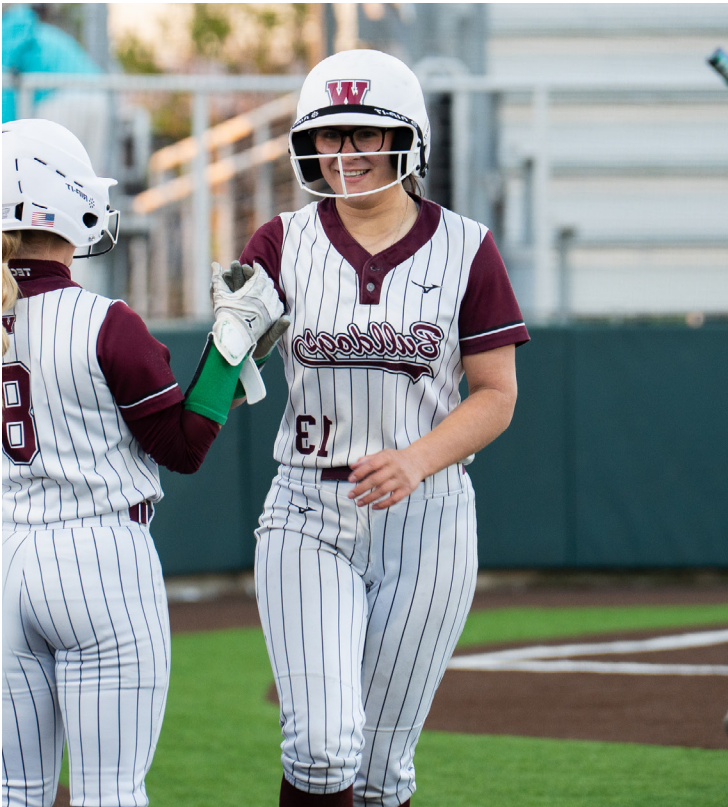




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LETTER FROM THE SUPERINTENDENT

Dear Waller ISD Community,

In June 2025, we launched a meaningful process to develop a clear and intentional strategic plan to guide the future of Waller ISD. From the beginning, it was important to me that this work genuinely reflect the voices, values, and aspirations of our entire community. To accomplish that, we assembled a steering committee composed of teachers, campus and district leaders, parents and families, and community members, each bringing valuable perspective to the table.

Throughout this journey, we partnered with the Region 4 Texas Strategic Leadership team to facilitate and support each phase of the process. Together, we conducted a comprehensive landscape analysis, revisited and refined our vision and mission, developed student “deserve” statements, created our Waller ISD Portrait of a Graduate, and identified key priorities aligned to the Effective District Framework (EDF) that will shape our work over the next five years.

Our updated vision and mission served as the foundation for defining the daily experiences every Waller ISD student should have, as well as the essential skills and attributes they should possess upon graduation. Using the Effective District Framework (EDF) as our guide, we established three core priorities that will drive the implementation of this strategic plan.

As we transition from planning to action, I am excited to continue to work alongside our staff, students, families, and community partners. Together, we will build upon our strengths, refine our systems, and ensure every student in Waller ISD is prepared to succeed both today and in the years ahead.



Sincerely,

Bennie Mayes

Superintendent

Waller ISD Board of Trustees



WILLIAM WARREN,
President



JEFF FLUKINGER,
Vice President



RONALD CAMPBELL,
Secretary



BRYAN LOWE,
Member, Position 3



DAVID KAMINSKI,
Member, Position 5



BRITTANY NEEL,
Member, Position 6



MARIA HERRERA,
Member, Position 7

ONE TEAM. ONE LEGACY. ONE WALLER.



ABOUT WALLER ISD

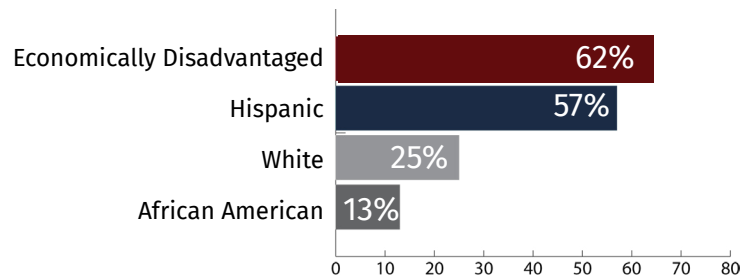
Waller ISD, established in 1887, is one of the greater Houston area's largest and fastest-growing districts located northwest of Houston. The district is committed to maintaining a strong, community-centered culture grounded in collaboration to ensure student success and a family atmosphere. Waller ISD offers innovative, personalized learning, 1:1 technology in grades 5-12, and one of Texas's only comprehensive high schools with extensive free dual-credit and robust Career and Technical Education (CTE) programs so our students excel in state and national competitions across academics, athletics, and career pathways. Waller ISD manages growth with proactive community-based long-range planning, strong financial stewardship, maintaining stable or reduced tax rates, and earning recognition for transparency.



11,047 STUDENTS

Projected Enrollment: 30,000 by 2031

STUDENT DEMOGRAPHICS



ANNUAL
Budget
\$146 Million

AVERAGE
Teacher Salary
\$67,652

AVERAGE
Class Size
15 Students



TEACHERS



EMPLOYEES

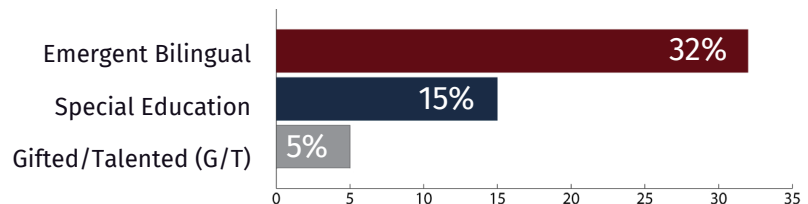


11
CAMPUSES

328
SQUARE
MILES



STUDENT PARTICIPATION



93%

Graduation Rate



90+

CTE Courses Offered



1:1
Technology
Devices Per 5th=12th Grade
Students

Source: 2026 Texas Performance Reporting System, TEA

OUR STRATEGIC PLANNING JOURNEY

Waller Independent School District has embarked on a comprehensive Texas Strategic Leadership (TSL) program for all students. Working closely with the TSL team from Region 4, the district launched this work with an initial meeting focused on understanding how the TSL framework could best support Waller ISD's unique needs and long-term goals. Key stakeholders, including the superintendent, the Waller ISD Steering Committee, and the Board of Trustees, played pivotal roles in shaping the district's strategic direction.

To gain a clear understanding of the district's current state, a comprehensive landscape analysis was conducted, followed by an in-depth data review to identify both strengths and opportunities for growth. The landscape analysis was also shared with the Board of Trustees to ensure transparency and keep them informed throughout the process. The data analysis informed the selection of the strategic priorities, and initiatives were aligned using the Effective District framework (EDF).

The next steps included developing the envisioned student experience and the Portrait of a Graduate to guide the direction of future efforts.

The final phase centered on the development of specific goals, including measurable student outcome goals that build on the district's current targets, culminating in the creation of a 5-year strategic plan. Throughout this journey, Waller ISD remained grounded in the belief that we are one team. One legacy. One Waller.



WALLER ISD STEERING COMMITTEE

The Waller ISD Steering Committee included district leaders, campus leaders and staff, students, parents and families, and community members to ensure all stakeholders had a voice in the development of the strategic plan.



SUPERINTENDENT
Bennie Mayes

DISTRICT LEADERSHIP

Angie Davis
Deputy Superintendent

Meagan White
Chief Academic Officer

Angie Pulido
Chief Human Resources Officer

Hannah Gates
Director of Accountability and Instruction

Charlene Davis-Norris
Director of Elementary Curriculum and Instruction

Traci Underwood
Director of Secondary Curriculum and Instruction

Alexa Bayles
District Software Technologist

CAMPUS STAFF

Melissa Crosby
McReavy Elementary Principal

Lauren Richardson
Jones Elementary Teacher

Isla Lewis
Roberts Road Elementary Teacher

Michelle Yalamanchili
Cure Elementary Teacher

Amanda Thompson
Waller Junior High Principal

Anthony Taxiarchou
Schultz Junior High Teacher

Samantha Soknich
Waller High School Teacher

COMMUNITY MEMBERS

Tom Dodd
Michaelea Fuentes

STUDENTS

Grayson Showers
Waller Junior High Student

Lilly Leal
Waller High School Student

PARENTS/GUARDIANS

Morgan Fountain
Elementary/Junior High Parent

WE ARE WALLER ISD



DISTRICT VISION: Rooted in community, we inspire future leaders through critical thinking, rich experiences, and a passion for learning.



DISTRICT MISSION: Waller ISD is a supportive community that empowers every student through high-quality instruction and rich experiences that spark curiosity, critical thinking, and lifelong learning.



CORE VALUES: T.E.A.M.: Trust • Excellence • Accountability • Mission-Driven

HOUSE BILL 3 (HB 3) GOALS

- The percentage of grade 3 students who score Meets Grade Level or above on STAAR® Reading will increase from 49% in June 2025 to 59% by June 2030.
- The percentage of grade 3 students who score Meets Grade Level or above on STAAR® Mathematics will increase from 51% in June 2025 to 61% by June 2030.
- The percentage of graduates meeting College, Career, and Military Readiness (CCMR) will increase from 70% in August 2025 to 85% by August 2030.

WALLER ISD STUDENT EXPERIENCE

STUDENT EXPERIENCE: Every Waller ISD student deserves to experience high-interest learning that meets the needs of all students.

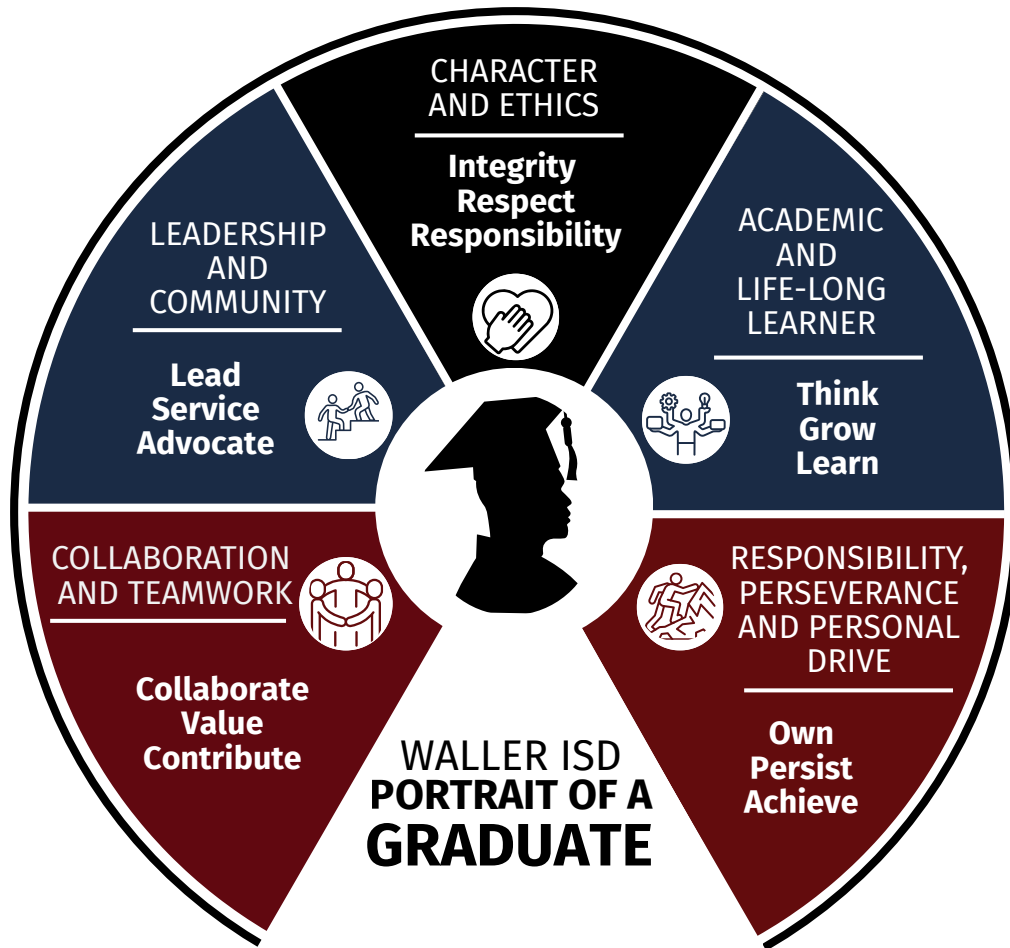
CLASSROOMS: Every Waller ISD student deserves a high-quality education.

EXPECTATIONS: Every Waller ISD student deserves to be challenged at a level that allows them to reach their full potential.

STAFF: Every Waller ISD student deserves a highly effective teacher in every classroom.

EMOTIONALLY SAFE: Every Waller ISD student deserves a safe environment that encourages risk-taking and views mistakes as opportunities for growth and improvement.

WALLER ISD PORTRAIT OF A GRADUATE



CHARACTER AND ETHICS

Graduates act with integrity and respect in all situations, take responsibility for their actions and decisions, and uphold values that build trust and strengthen our school and community.



ACADEMIC AND LIFE-LONG LEARNER

Graduates think critically and solve complex problems, apply their learning in real-world contexts, embrace challenges and learn from mistakes, and seek new knowledge and skills beyond graduation.



RESPONSIBILITY, PERSEVERANCE AND PERSONAL DRIVE

Graduates take responsibility for their choices and learning, persevere and remain resilient when facing obstacles, set goals and work consistently to achieve them, and demonstrate self-discipline and a strong work ethic.



COLLABORATION AND TEAMWORK

Graduates collaborate effectively with others across different perspectives and experiences, show empathy and respect, contribute to shared goals, resolve conflict constructively, and both value and leverage others' perspectives and strengths to solve problems and achieve shared success.

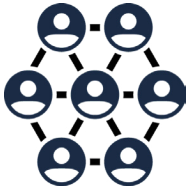


LEADERSHIP AND COMMUNITY

Graduates lead with initiative and responsibility, serve and contribute positively to their school and community, advocate respectfully for themselves and others, and support and encourage their peers.

WALLER ISD STRATEGIC PRIORITIES

In order to accomplish the mission, vision, envisioned student experience, and student outcome goals, Waller ISD will focus on the following strategic priorities and aligned initiatives:



INTEGRATED STUDENT SUPPORT SYSTEMS



STUDENT ACADEMIC EXPERIENCE



INSTRUCTIONAL LEADERSHIP AND CAPACITY BUILDING



INTEGRATED STUDENT SUPPORT SYSTEMS

Waller ISD will establish proactive and responsive holistic student supports focused on a positive school culture by developing, implementing, and monitoring behavior and safety plans, empowering staff to address student needs from prekindergarten through grade 12.

PRIORITY 1

INTEGRATED STUDENT SUPPORT SYSTEMS (EDF LEVER 3)

- **ROUTINES FOR A PRODUCTIVE LEARNING ENVIRONMENT:** Waller ISD will set clear expectations for implementing school-wide and classroom-level procedures for a safe, productive learning environment. (EDF Key Practice 3.2.2)
- **SCHOOL-WIDE CULTURE:** Waller ISD will set clear expectations for campus-level culture-setting aligned to district-level guiding commitments and vision, including aspects of culture foundational to student readiness to learn. (EDF Key Practice 3.2.1)
- **FAMILY SUPPORT AND PARTNERSHIP:** Waller ISD will implement research-based best practices for family support, such as home visitation and home instruction support. (EDF Key Practice 3.4.2)



ACADEMIC EXPERIENCE

Waller ISD will establish a framework for strong instruction, including the use of research-based strategies and high-quality instructional materials to support a rigorous student academic experience while ensuring access and resources to prepare students for college, career, or military pathways.

PRIORITY 2

ACADEMIC EXPERIENCE (EDF LEVER 4)

- **QUALITY TIER 1 MATERIALS ACCESS AND USE:** Waller ISD will ensure teachers use and have access to instructional materials that fully cover state standards, are aligned to research-based instructional strategies, and can be used to meet the needs of all students. (EDF Key Practice 4.2.3)
- **TIER 1 INSTRUCTIONAL STRATEGIES AND SUPPORTS FOR ALL LEARNERS:** Waller ISD will build and orient staff to an instructional framework rooted in research-based Tier 1 instructional strategies aligned to content (e.g., math, reading) and designed for memory formation and deeper learning supportive of all learners. (EDF Key Practice 4.1.2)
- **QUALITY, ALIGNED SUPPLEMENTAL INSTRUCTIONAL MATERIALS ACCESS AND USE:** Waller ISD will ensure instructional materials and aligned assessments include quality Tier 2 and 3 supports aligned to research-based intervention strategies and ongoing progress monitoring support. (EDF Key Practice 4.2.4)



INSTRUCTIONAL LEADERSHIP AND CAPACITY BUILDING

Waller ISD will establish systems to build instructional leadership and teacher capacity through strong planning and effective delivery of instruction, supported by data-driven instruction and assessment reflection for all learners.

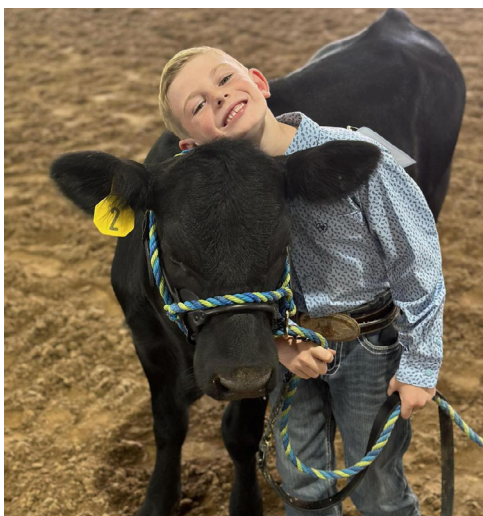
PRIORITY 3

INSTRUCTIONAL LEADERSHIP AND CAPACITY BUILDING (EDF LEVER 5)

- **EXPECTATIONS FOR JOB-EMBEDDED COACHING AND CAPACITY BUILDING:** Waller ISD will communicate a clear vision for high-quality and ongoing, job-embedded coaching and development of instructional leadership roles. (EDF Key Practice 5.1.1)
- **YEARLONG DEVELOPMENT AND COACHING PLAN:** Waller ISD will develop a yearlong plan for professional development and ongoing coaching with targeted approaches for each critical role, aligned to the envisioned student experience. (EDF Key Practice 5.1.3)
- **CURRICULUM-BASED PROFESSIONAL DEVELOPMENT:** Waller ISD will provide training to ensure teachers, instructional leaders, and coaches have a role-aligned understanding of how to effectively implement or support the implementation of the curriculum. (EDF Key Practice 5.2.2)



ONE TEAM. ONE LEGACY. ONE WALLER.



WALLER ISD STRATEGIC PLAN: AT A GLANCE

VISION

Rooted in the community, we inspire future leaders through critical thinking, rich experiences, and a passion for learning.

MISSION

Waller ISD is a supportive community that empowers every student through high-quality instruction and rich experiences that spark curiosity, critical thinking, and lifelong learning.

HOUSE BILL 3 GOALS

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- The percentage of graduates that meet the criteria for CCMR will increase from 70% in August 2025 to 85% by August 2030.

STUDENT EXPERIENCE STATEMENTS

Every Waller ISD student deserves

- to experience high-interest learning that meets the needs of all students,
- access to a high-quality education,
- to be challenged at a level that allows them to reach their full potential,
- a highly effective teacher in every classroom, and
- a safe environment that encourages risk-taking and views mistakes as opportunities for growth and improvement.

STRATEGIC PRIORITIES AND INITIATIVES

Priority 1: Integrated Student Support Systems

- Routines for a Productive Learning Environment (EDF Key Practice 3.2.2)
- School-Wide Routines (EDF Key Practice 3.2.1)
- Family Support and Partnership (EDF Key Practice 3.4.2)

Priority 2: Academic Experience

- Quality Tier 1 Materials Access and Use (EDF Key Practice 4.2.3)
- Tier 1 Instructional Strategies and Support for All Learners (EDF Key Practice 4.1.2)
- Quality, Aligned Supplemental Instructional Materials Access and Use (EDF Key Practice 4.2.4)

Priority 3: Instructional Leadership and Building Capacity

- Expectations for Job-Embedded Coaching and Capacity Building (EDF Key Practice 5.1.1)
- Yearlong Development and Coaching Plan (EDF Key Practice 5.1.3)
- Curriculum-Based Professional Development (EDF Key Practice 5.2.2)

IMPLEMENTATION TIMELINE

Our Waller ISD leadership team will work in partnership with stakeholders to ensure all milestones and benchmarks are reached, making our Waller ISD strategic plan a living document.

2025-2026: PREPARING FOR THE FUTURE



Strategic Plan Orientation

Waller ISD will share the strategic plan with the Waller ISD community and stakeholders.



Integrated Student Support Systems

Waller ISD will establish district-wide expectations for routines, school culture, and family engagement to prepare for integrated student supports.



Student Academic Experience

Waller ISD will establish district-wide systems for Tier 1 instructional materials, strategies, and supplemental supports to establish a strong foundation for high-quality academic experiences.



Instructional Leadership and Building Capacity

Waller ISD will design and align district-wide coaching and professional learning systems to prepare instructional leaders and staff for consistent, high-quality instructional support.

2026-2027: BUILD AND LAUNCH



Integrated Student Support Systems

Implement district-wide routines, school-wide culture practices, and family engagement structures to create safe, consistent, and supportive learning environments across all campuses.



Student Academic Experience

Implement aligned Tier 1 instructional materials, core instructional strategies, and supplemental resources to ensure consistent, standards-based instruction for all students.



Instructional Leadership and Building Capacity

Implement job-embedded coaching systems and aligned professional learning structures to establish consistent instructional practices across all campuses.

IMPLEMENTATION TIMELINE

2027-2028: REFINE AND SCALE



Integrated Student Support Systems

Strengthen consistency and effectiveness of student support systems through data-driven refinement, targeted campus supports, and deeper family partnerships.



Student Academic Experience

Strengthen academic experiences by improving instructional coherence, refining Tier 1 practices, and using data to support effective core and supplemental instruction across campuses.



Instructional Leadership and Building Capacity

Strengthen instructional leadership by using coaching and professional learning data to improve consistency, instructional quality, and campus-level capacity.

2028-2029: SUSTAIN AND OPTIMIZE



Integrated Student Support Systems

Sustain integrated student supports by embedding routines, cultures, and family engagement practices into district systems, campus leadership, and continuous improvement processes.



Student Academic Experience

Sustain high-quality academic experiences by embedding effective instructional practices, aligned materials, and intervention systems into district operations and continuous improvement cycles.



Instructional Leadership and Building Capacity

Sustain instructional leadership by embedding coaching, professional learning, and curriculum-based development into district systems and continuous improvement systems.



ACADEMIC STRATEGIC PLAN

2026–2031

20600 Fields Store Road

Waller, Texas 77484

936.931.3685

communications@wallerisd.net

Developed by

