

# La Veta Public Schools

## Strategic Priority #1: Recruit, Develop, Support & Retain High Quality Staff

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### Action Planning — FY2025–26 Action Plan

**Theory of Action:** *When we invest in staff through competitive compensation, research-based tools, accessible curriculum documentation, data-driven decision-making, and collaborative professional growth with clear communication systems, teachers are empowered to deliver excellent instruction that addresses students' academic, social-emotional, and character development needs.*

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### Valuing Our People

- Implemented 3% salary increase + full step advancement for all staff
  - Analyzed S-CAP survey results for staff needs and concerns; addressed feedback themes through the development of a Teacher Leadership Team
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### Research-Based Tools & Curriculum Documentation

- Monitored Step Up to Writing integration with additional trainings scheduled for FY27
  - Implemented Spring Math intervention
  - Formed curriculum documentation team; began 4 - 12 Social Studies mapping; broaden work in June 2026 during staff PD days
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### C.L.A.W.S. Framework — Whole Child Excellence

- Installed eye-level C.L.A.W.S. posters and displays throughout building
  - Scheduled and held regular assemblies across Elementary, Junior High, and High School levels
  - Implemented C.L.A.W.S.-aligned recognition events, student leadership initiatives, and progress-based acknowledgment
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### Data Systems & Communication

- Maintained 100% staff usage of ALMA for lesson planning, gradebook, parent communication, and behavioral incident tracking
  - Administered S-CAP surveys in October 2025 and February/March 2026; analyzed and shared results
  - Addressed staff “not knowing what’s going on” feedback through weekly e-mails delivered to both staff and families
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### Professional Learning Systems

- Eliminated flex hour approach for 2026-2027 by scheduling 3rd Friday of each month for staff PD
- Established Teacher Leadership Team with elementary, junior high, high school, and admin representatives
- Transitioned from peer observation to full peer coaching model using a research-based coaching framework (K–12)

