

LA VETA PUBLIC SCHOOLS

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

Action Steps • FY2026-27

Why is this important? LVPS believes a strong, effective staff is comprised of individuals who model professional behavior while consistently delivering effective instruction focused on teaching the whole child. This priority serves ENDS 1, Academics and Critical Thinking (adopted by the Board July 8, 2026): reading on grade level by the end of 3rd grade, and Algebra-ready by the end of 8th grade. It is monitored through the ENDS Monitoring Report (Measure 1) and resourced by the FY2027 adopted budget consistent with Policy EL-15.

How this plan is organized

This priority is carried by sustained efforts (ongoing work that continues because it is working) and moved forward by change ideas (new, resourced action steps for FY2026-27). Each change idea below is a direct response to a finding in the district's ENDS monitoring data. Progress is documented on the companion Evidence of Implementation page and evaluated on the companion Evidence of Impact page.

Sustained efforts (continuing in FY2026-27)

Sustained effort	Why it continues	Health check
Competitive compensation: 3% salary increase plus full step advancement (FY26), continued in the FY27 budget	Recruiting and retaining high-quality staff	Annual (budget)
UFLI and Orton-Gillingham literacy (K-3); Step Up to Writing; Spring Math intervention	Early literacy trending from 68% toward the 80% grade-3 target	January and May
PEBC thinking strategies; monthly third-Friday professional development; curriculum documentation team (Social Studies 4-12)	Classroom Observation Tool trends reviewed through S-CAP	September 24, 2026 (S-CAP review)
Research-based, non-evaluative peer coaching (K-12, Year 2); Teacher Leadership Team from S-CAP staff survey feedback	Teacher participation, survey feedback, and retention	December
ALMA at 100% staff usage for gradebook, family communication, and behavioral incident tracking	Consistent data and communication systems	Ongoing

Change ideas: new action steps for FY2026-27

Change idea	First action steps (6 to 18 months)	Timeline	Owner (role)
Redesigned secondary mathematics model	Adopt new scope and sequence; align Spring Math diagnostics; monthly data review of grades 6-8	Aug 2026 to May 2027	K-12 Principal
Superintendent/Principal role separation	K-12 Principal in role July 1; instructional leadership calendar; classroom walkthrough cadence	Jul to Dec 2026	Superintendent
Student support redesign	Stand up Director of Student Support Services and MTSS Coordinator; rebuild the referral and service map; redesigned special education service strategy	Jul to Nov 2026	Director of Student Support Services

Grants and Accountability Specialist	Onboard; build the grant calendar and the monitoring data pipeline	Fall 2026	Business Manager
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Resourced by (FY2027): staff, curriculum, UFLI/Orton-Gillingham, Spring Math, the redesigned secondary math model, and CO-AAP academic programming, within the FY2027 adopted budget of \$5,757,793.