

VAN VLECK I.S.D.

.....

STRATEGIC PLAN

2024 - 2029



www.vvisd.org







CHRISTIE DEMENT

May 21, 2024

Dear Community of Van Vleck,

I hope this letter finds you well and filled with anticipation for the promising future ahead. It brings me great joy to share the remarkable strides we've taken over the past year, all thanks to the collective efforts of the Texas Strategic Leadership Team from Region 3 Education Service Center and our dedicated Steering Committee, composed of District and School Leadership, Teachers, and Parents.

Our collective endeavor has resulted in the creation of a comprehensive Strategic Plan that will serve as our roadmap for the next five years. Through extensive engagement with all stakeholders, we have reaffirmed the core values and vision that underpin our district. This collaborative partnership has empowered us to establish robust systems designed to support our initiatives and propel us toward our shared objectives.

The Strategic Plan represents a crucial milestone in our journey, providing us with a framework to strengthen our district systems and elevate our educational standards from good to exceptional. I am genuinely excited about the opportunities that lie ahead and eagerly anticipate witnessing the positive impact of our students' and staff's hard work and dedication as we implement this plan.

I extend my heartfelt appreciation to each member of our community for your steadfast support and dedication to our district's prosperity. Together, we will continue to strive for excellence and ensure that Van Vleck remains a shining example of educational achievement.

Warm regards,

Christie Dement

Van Vleck ISD Superintendent







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Welcome to the inaugural page of our strategic blueprint—a roadmap to excellence, innovation, and boundless opportunity!


Within these pages, you'll discover the pillars of our strategic plan—each carefully crafted to nurture the growth and success of every member of our educational community. From fostering a culture of inclusion and diversity to embracing technological advancements that redefine the boundaries of learning, every element of our plan is designed to inspire, empower, and transform.

So, dear stakeholders, let this page be the threshold to a journey of collective vision and purpose. Together, we will chart a course toward a future where innovation thrives, potential is realized, and every individual has the opportunity to soar.

Welcome to the adventure of strategic excellence — let's embark on this transformative journey together!



CHARTING OUR COURSE



Van Vleck ISD initiated a nine-month journey to develop a strategic plan. Superintendent Christie Dement, in collaboration with district and campus leaders, educators, and community members, formed a steering committee to guide this process.

This committee established and anchored itself in envisioned statements regarding the student experience – statements that encapsulate what every student in Van Vleck ISD should encounter upon entering our classrooms.

Guided by this vision and enriched by additional educational insights, the Effective District Framework, and productive dialogue, we identified four key priorities that will propel Van Vleck ISD forward over the next five years, broadening students' experiences and providing them with diverse opportunities.

The Van Vleck ISD Steering Committee and Superintendent are excited to unveil our strategic plan and eagerly anticipate the progress to come.



DISTRICT BELIEFS

VISION



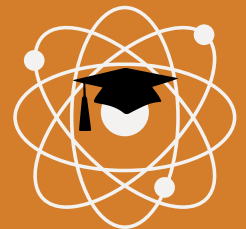
Van Vleck ISD will empower all students through an uncompromising commitment to excellence by providing extraordinary learning opportunities that ensure future success.

MISSION



Van Vleck Independent School District through a solidified partnership with the community will innovatively challenge each student to achieve maximum potential and success in a positive, safe, and stimulating environment.

STUDENT ASPIRATIONS



- Every day, each student will experience a profound sense of belonging as they actively participate in challenging lessons infused with a passion for lifelong learning.
- Every day, each student will develop and refine their characteristics with the aim of becoming better versions of themselves.
- Every day, each student will demonstrate discipline, a willingness to learn, and engage appropriately.
- Every day, each student will receive a fair and consistent learning experience, acquiring skills to become productive citizens who proudly represent our community.
- Every day, each student will recognize that Van Vleck ISD has prepared them comprehensively for success as valuable contributors to society in every aspect of their journey.

VAN VLECK I.S.D.

PORTRAIT OF A GRADUATE

As graduates from Van Vleck ISD make their way across the stage, we envision the presence of essential characteristics and skills outlined in the Portrait of a Graduate, reflecting a strong dedication to personal growth, ethical values, and the capacity to positively impact the community.

FUNCTIONAL SKILLS

Possessing functional skills empowers individuals with the practical and adaptable competencies needed to navigate diverse challenges, fostering a foundation for lifelong learning and success in various personal and professional contexts.



WHOLE-CHILD



Prioritizing the whole-child approach emphasizes the cultivation of not just academic excellence but also social, emotional, and ethical dimensions, ensuring a comprehensive development that prepares individuals to thrive in a complex and interconnected world.

HIGHER-ORDER THINKING

Prioritizing higher-order thinking signifies a dedication to cultivating critical reasoning, problem-solving, and creativity are essential elements that empower individuals to navigate complex challenges and contribute meaningfully to an ever-evolving society.



ABOUT US

Van Vleck ISD is situated in Van Vleck, Texas, a small, rural community nestled in Matagorda County. It was established in 1938 and currently serves approximately 1,065 students from the communities of Van Vleck, Allenhurst, Caney, Cedar Lake, Cedar Lane, Hawkinsville, and Sargent.



The district collaborates with local businesses and organizations to facilitate a wide range of opportunities aimed at fostering active parental engagement and student involvement within both the school and the broader community. Van Vleck ISD offers a diverse array of classes and programs tailored to meet the varying needs and interests of its students. With a student-teacher ratio of approximately 14:1, a team of experienced staff delivering high-quality instruction, and access to cutting-edge technology and modern facilities, Van Vleck ISD is dedicated to preparing students for success.



DISTRICT PROFILE

Enrollment

1,065 STUDENTS

Elementary:	468
Junior High:	242
High School:	355

Student Diversity

African American:	7.8%
Hispanic:	36.3%
White:	51.5%
Other:	4.4%

Other Demographics

Attendance Rate:	94.2%
Four Year Graduation Rate:	96%
Economically Disadvantaged:	55.8%



Special Programs

Emergent Bilingual:	3.6%
Gifted and Talented:	8.1%
Special Education:	9.3%
Career and Technical Education:	30.1%



Assessment & Exams

Average ACT Score:	17.8
Average SAT Score:	969



Classrooms

Student/Teacher Ratio:	14:1
K-4 Class Size Average:	19.2
5-12 Class Size Average:	15.5

Staff

All Employees:	167.8	Average Teaching Experience:	13.4 years
Teachers:	79.2	Average Teaching Experience in VVUSD:	6 years
Average Teacher Salary:	\$67,367	Teachers with 6+ Years of Experience:	82.3%
		Staff with Advanced Degrees:	12.6%

CREATING A PLAN



The Van Vleck ISD Strategic Plan was crafted through a community-driven process, with input from a diverse array of stakeholders both within and beyond the district. These individuals were instrumental in transforming the district's educational aspirations into a practical, actionable blueprint. The design team comprises a spectrum of stakeholders, encompassing district and campus personnel, community representatives, parents, educators, and students.



The committee followed a structured approach to create the plan, starting by understanding the current state of the district in detail. They focused on setting goals and priorities centered around the student experience, envisioning an atmosphere conducive to maximal student development. Following this, they dedicated efforts to prioritizing system needs, refining procedures, and consolidating various elements to construct a unified educational structure. This systematic approach served as the groundwork for a strategic plan intended to steer the district towards its forthcoming objectives.



COMMITTEE MEMBERS

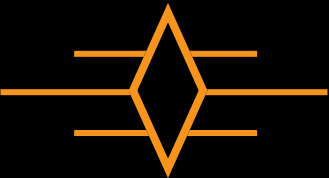
Launch & Design Team Members:

- **Kami Bludau**, Junior High Assistant Principal
- **Marsha Brown**, Elementary Assistant Principal
- **Kari Button**, Director of Curriculum & Federal Programs
- **Christie Dement**, Superintendent
- **Shannon Garcia**, High School Assistant Principal
- **Ashley Hagg**, Counselor
- **Brandon Hood**, Junior High Principal
- **Victor Pena**, Elementary Principal
- **Breann Ryman**, CTE Coordinator
- **Matt Steiner**, High School Principal
- **Michelle Weathers**, Counselor



Launch Team Members:

- **Cathy Austin**, Parent
- **Gayle Blackmon**, Chief Finance Officer, Assistant Superintendent
- **Robert Blackmon**, Director of Operations
- **Kristi Champion**, Business Operations
- **Dolores Garcia**, Food Service
- **Amy Hackworth**, Director of S.I.S. & State Assessments
- **Pat Hackworth**, Superintendent's Secretary
- **Anna Hernandez**, Parent
- **Whitney Jones**, Teacher
- **Randy Keys**, Technology
- **Justin Kovar**, Parent
- **Tony Kucera**, Board President
- **Shanna Maxey**, Parent
- **Lyndee Owen**, District Nurse
- **Dago Pena**, Parent
- **Michael Polachek**, Teacher
- **Kelly Rawlings**, Teacher
- **Stephanie Ward**, Federal Programs Coordinator



LANDSCAPE ANALYSIS

As part of the Texas Strategic Leadership process, the district worked with Region 3's TSL team to conduct a landscape analysis. This process helped identify the current state of the district, strengths, and areas with opportunities for improvement.

The following themes were identified during the landscape analysis process.

Theme 1: Integrated Student Supports

The district shares a unified vision for the culture at Van Vleck ISD. While walkthroughs revealed that the current leadership team actively fosters a positive culture across all campuses, the evaluation conducted by the Steering Committee using the Effective District Framework highlights the need to refine protocols and leadership-level training in this area.

Theme 2: Student Academic Experience

High Quality Instructional Materials have been adopted and implemented on multiple campuses at Van Vleck ISD. Walkthroughs confirm instructional materials are being used with fidelity and STAAR data signifies student academic growth. As a result, the Steering Committee concluded that Tier 1 materials and strategies should be introduced to all learners. Additionally, prioritizing the development of a plan for multi-tiered systems of support aimed to offer students Tier 1, 2, and 3 assistance.

Theme 3: Instructional Capacity Building

Van Vleck ISD administration consists of leaders who are both driven and compassionate collaborators. Their leadership prowess shines through in the conduct of both their staff and students. Using the Effective District Framework the Steering Committee decided that additional development is needed to better equip campus leaders to support instructional staff.

OBSERVATIONS & WALKTHROUGHS



3 Campuses
10 Grade Levels
38 Classrooms

STAKEHOLDER INPUT



452 Student & Family Survey Responses
23 Teacher Survey Responses
9 Instructional Leader Survey Responses
6 Local Business Survey Responses

ARTIFACT ANALYSIS



106 Student Assignments
4 Lesson Internalization Plans
22 CCMP Documents
1 District Improvement Plan
2 Years of STAAR Data



DISTRICT GOALS

STUDENT OUTCOME GOAL 1

Early Childhood Literacy

Aligned to 3rd Grade STAAR

Percentage of students scoring meets or masters level on 3rd Grade Reading STAAR will increase from 56% in August 2024 to 65% by August 2029.

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STUDENT OUTCOME GOAL 3

College, Career, & Military Readiness

Aligned Indicators for Achievement & Closing the Gaps Domains

Percentage of graduates meeting criteria for CCMR accountability will increase from 45.3% in August 2024 to 70% by August 2029.

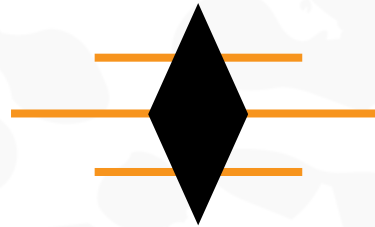
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STUDENT OUTCOME GOAL 5

Additional Grade-Level & Subject Performance

Aligned to English II End of Course Exam

Percentage of students scoring meets grade level or above on the English II STAAR End of Course exam will increase from 58% in August 2024 to 65% by August 2029.



STUDENT OUTCOME GOAL 2

Early Childhood Math

Aligned to 3rd Grade STAAR

Percentage of students scoring meets or masters level on 3rd Grade Math STAAR will increase from 51% in August 2024 to 60% by August 2029.

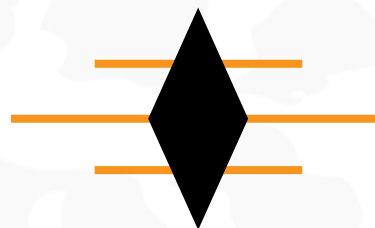
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STUDENT OUTCOME GOAL 4

Additional Grade-Level & Subject Performance

Aligned to 8th Grade STAAR

Percentage of students scoring meets or masters level on 8th Grade Math STAAR will increase from 83% in August 2024 to 85% by August 2029.



PRIORITIES & INITIATIVES



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

STRATEGIC PRIORITY 1 *Integrated Student Supports*

We are dedicated to nurturing the holistic development of each student by devising a comprehensive plan that addresses academic growth alongside the physical and psychological well-being of individuals within the school community. Both leadership and teacher cohorts will undergo training and personalized coaching on strategic support systems, as well as schoolwide cultures and routines. The adoption of a universal behavior model and the cultivation of conscientious classrooms will be the standard expectation at Van Vleck ISD.

STRATEGIC PRIORITY 2 *Student Academic Experience*

To ensure students thrive in every classroom, we must craft a rigorous and captivating daily experience. Our commitment to supporting all students involves establishing a unified instructional vision across content areas and implementing a curriculum that caters to the needs of every learner. This entails furnishing the requisite materials, resources, and guidance to ensure alignment and success throughout our district. Additionally, we will establish a multi-tier framework to address the diverse needs of our learners.

STRATEGIC PRIORITY 3 *Instructional Capacity Building*

To reach our student goals, our leadership team will further expand their involvement in the instructional process. We will develop an instructional capacity-building model to train and assist campus and district leaders in enhancing the capacity of our educators. This training initiative will promote continuous improvement by equipping campus and district administrators with tangible instructional leadership skills in areas such as material integration and alignment, observation and feedback, and data-driven instruction.

STRATEGIC PRIORITY 4 *Talent*

We recognize the significance of continually attracting and retaining top-notch educators. By engaging in the Teachers Incentive Allotment, we aim not only to acknowledge but also to reward highly qualified and effective educators. Through an approved local designation system, we will pinpoint and recognize exceptional teachers based on student growth and classroom observation. Ensuring exceptional talent remains in our classrooms is paramount to enhancing student outcomes.

NEXT STEPS



2024 & BEYOND

Our leadership team will collaborate with stakeholders to guarantee the achievement of all milestones and benchmarks, ensuring the plan's execution.

Using the tool provided, we will monitor the progress of performance measures and adjust to meet or surpass our goals.

As we progress in implementing the Van Vleck ISD strategic plan, we will consistently update our district and community on our journey and ongoing progress.



Student Outcome Goals	Baseline	Interim Targets				
		2025	2026	2027	2028	2029
Percentage of students scoring meets or masters level on 3rd Grade Reading STAAR will increase from 56% in August 2024 to 65% by August 2029.	56%	57%	59%	61%	63%	65%
Percentage of students scoring meets or masters level on 3rd Grade Math STAAR will increase from 51% in August 2024 to 60% by August 2029.	51%	52%	54%	56%	58%	60%
Percentage of graduates meeting criteria for CCMR accountability will increase from 45.3% in August 2024 to 70% by August 2029.	45.3%	50%	55%	60%	65%	70%
Percentage of students scoring meets or masters level on 8th Grade Math STAAR will increase from 83% in August 2024 to 85% by August 2029.	83%	84%	85%	85%	85%	85%
Percentage of students scoring meets grade level or above on the English II STAAR End of Course exam will increase from 58% in August 2024 to 65% by August 2029.	58%	59%	60%	61%	63%	65%



BOARD OF TRUSTEES



Tony Kucera
President



Casey Kile
Vice-President



Terry Blackmon
Secretary



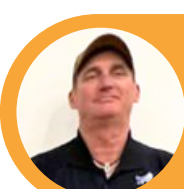
Lauren Kubecka
Member



Marcus Moss
Member



Donnie O'Connell
Member



Kevin Ward
Member



THANK YOU

We would like to extend our sincerest gratitude to Van Vleck ISD for allowing us the opportunity to collaborate with your dedicated team. It has been a pleasure working alongside such passionate educators and administrators. Your commitment to providing the best possible education for your students is truly commendable.

We are grateful for the opportunity to contribute to your district's mission of excellence in education. Thank you for trusting us to support your goals and for your dedication to the success of every student. We look forward to continuing our partnership and witnessing the continued growth and achievements of the Van Vleck community.

Warm regards,

Kelly Gabrysch & Missy McCabe

Kelly Gabrysch & Missy McCabe
Region 3 ESC TSL Team





Van Vleck Independent School District

142 S Fourth Street
Van Vleck, TX 77482

979-245-8518
979-245-1214

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