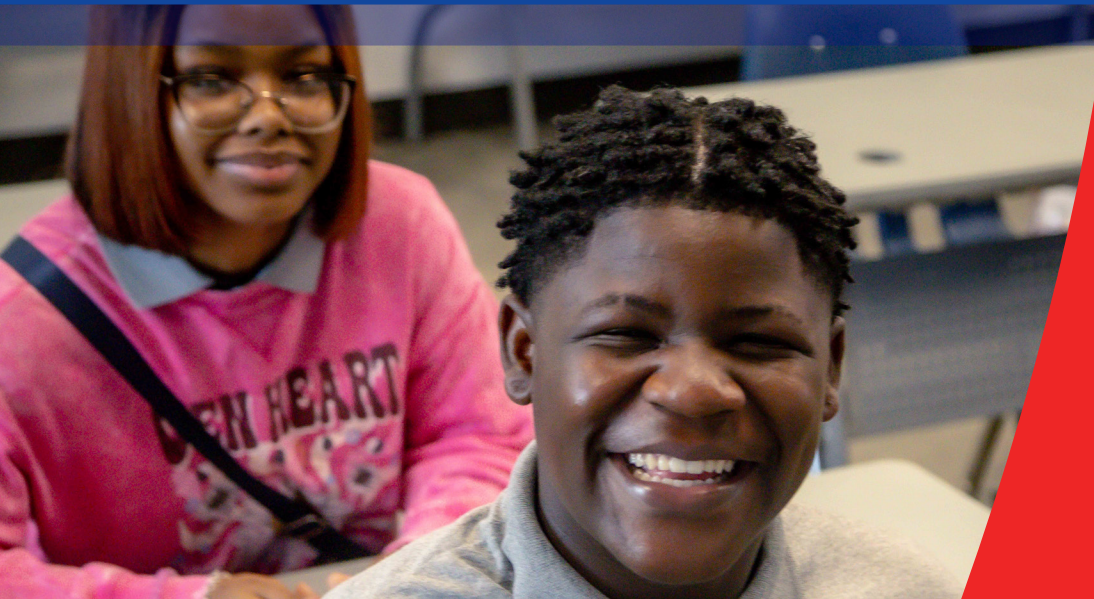




The Pro-Vision Academy

STRATEGIC PLAN

2024-2029



Not your ordinary school #WeAreWarriors



Welcome

In August 2023, The Pro-Vision Academy (The PVA) embarked on a journey to shape our strategic roadmap. A dedicated steering committee evolved under the stewardship of Superintendent Janelle James and in collaboration with teachers, district and campus leaders, parents, and students. During the past 10 months, with expert guidance from our district advancement champions—the Region 4 Education Service Center Texas Strategic Leadership (Region 4 TSL) team—the Pro-Vision Academy Steering Committee has devised a plan to guide us into a future of excellence.

Our voyage began with a thorough landscape analysis, academic reviews, stakeholder surveys, focus group reports, and talent data. This analysis illuminated our strengths and highlighted areas ready for enhancement.

Envisioning the ideal student experience, the steering committee crafted statements delineating the daily encounters every The PVA student should have in our classrooms. Guided by our student-centric vision and enriched by the Effective District Framework, along with engaging discussions and reflections, we identified four priorities to propel The PVA forward.

With enthusiasm and anticipation, The Pro-Vision Academy Steering Committee and Superintendent eagerly anticipate sharing our strategic plan as we embark on the exciting journey ahead.

“

The strategic planning process empowered our staff, student, parent, and community stakeholders to collaboratively shape the future of The Pro-Vision Academy. We are united in our mission, vision, and plan to provide an excellent educational experience for our students that focuses on learning and community. This plan provides the roadmap for success.

Janelle James

–Janelle James,
Superintendent



”

Board of Directors



PAUL STEETS
President



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M. KAYE DEWALT
Board Member



MARCUS BREWER
Board Member

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District Beliefs



We envision a school community that graduates and equips every student with a vision and a plan to reach their full potential.



Our mission is to educate, inspire, and empower the minds of tomorrow.



EVERY PRO-VISION ACADEMY STUDENT DESERVES:

- **LEARNING** in a school where they feel welcome and safe.
- **HAVING SUPPORTIVE RELATIONSHIPS** with caring adults.
- **FEELING RESPECTED** by educators who understand the importance of mutual respect.
- **ACCESS** to effective teachers who are prepared to provide diverse experiences and connect learning to real-world applications.
- **RIGOROUS EDUCATIONAL PROGRAMS** that prepare them for life after high school and equip them to support themselves and their families.
- **STRONG SCHOOL LEADERSHIP TEAMS** that foster a positive culture of academic excellence.
- **LIMITLESS OPPORTUNITIES** that enrich their classroom educational experience.
- **SUPPORT** from a proud community that celebrates their school, culture, and individual achievements.

The Pro-Vision Academy by the Numbers

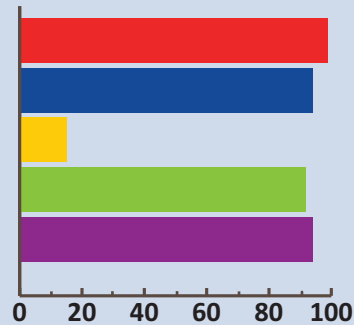
ABOUT US

The Pro-Vision Academy has many exceptional students and programs. We are intentional in creating a strong sense of community that emphasizes safety, small class sizes, and purposeful relationships. An example of this is our *Warriors Weekly News*, a student-driven broadcast that covers school and community information, current events, and it showcases our school pride, academic, and leadership accomplishments. The PVA serves students in middle school grades 6–8 and high school grades 9–12. It is a small school with a focus on a personalized education.



STUDENT PROFILE

- 99% Minority Enrollment
- 94% Economically Disadvantaged
- 15% Mobility Rate
- 92% Attendance Rate
- 94% At-risk students



CAMPUS BREAKDOWN

THE PRO-VISION ACADEMY

High School grades 9–12

Middle School grades 6–8

STAFF INFORMATION

Professional staff:	27
Teachers:	21
Professional Support:	1
School Leadership:	1
Educational Aides:	5
Small class Sizes	19 to 1



INNOVATION

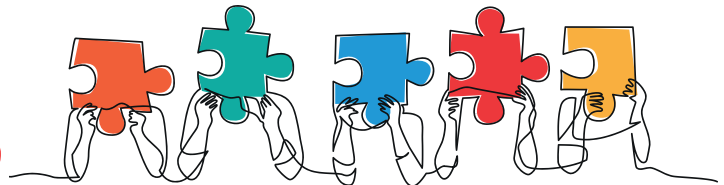
- 4-day instructional week
- Professional staff development for teachers every other Friday
- Dual credit college and career course offerings
- Championship athletic program: football, basketball, volleyball, and track
- Transportation provided to and from school
- Free breakfast, lunch, and snacks

Strategic Plan Design Team Members

The Pro-Vision Academy Strategic Plan embodies a community-driven collaboration, involving a diverse array of internal and external stakeholders. Although contributions extended beyond those listed below, these individuals played a pivotal role in translating The PVA educational vision into a concrete, actionable strategy. The design team comprises a wide spectrum of stakeholders, including district and campus personnel, parents, educators, and students.



DESIGN TEAM MEMBERS



CAMPUS AND DISTRICT STAFF

Janelle James

Superintendent

Mayra Bullock

Chief of Staff and Chief HR Officer

Dr. April Tasso

Chief School Officer

Carrie Tate

Director of Compliance

Henry Sims

Recruitment and Community Coordinator

Claudia Martinez

Teacher

Jemario Gordon

Teacher

Nakishee McGee

Teacher

PARENTS

Keesha Breed

Parent

Terrance Brown Bey

Parent

STUDENTS

Cardea Hazlett

Student

Caleb Wilson

Student

Landscape Analysis

As an integral component of the Texas Strategic Leadership process, The Pro-Vision Academy partnered with their Region 4 TSL team to conduct a comprehensive landscape analysis. This endeavor facilitated the identification of the district's current status, spotlighting its strengths while pinpointing areas ripe for enhancement. The analysis yielded the following key themes that emerged as focal points for further consideration and action.



Blank Student Assignments



Campus Observation Responses



Stakeholder Surveys



Submitted Artifacts

STUDENT ACHIEVEMENT

- **High-Quality Instructional Materials** are used to teach students. It's estimated that 33 percent of mathematics student assignments submitted for academic review were considered high-quality. All assignments were aligned to the grade-level TEKS. There are opportunities to align with research-based instructional practices in every classroom consistently.
- **Productive struggle** was an area of potential growth opportunity in middle and high school to ensure multiple opportunities for students to think critically.



EFFICIENT OPERATIONS, SYSTEMS AND PROCESSES

- The Pro-Vision Academy implements **Professional Learning Communities** as a district. At least 59 percent of the teachers surveyed said the amount of time they have is enough time for planning/internalizing upcoming lessons.
- A strong focus ensuring **leaders and content leads** support lesson planning and internalization of lessons will yield increased student impact. Of the teachers surveyed, 50 percent said the feedback they receive on planning, internalizing, and executing lessons does help them improve.



“

Being part of the Pro-Vision Steering Committee has not only enriched my connection with the school but has also reinforced my belief in the transformative power of education. I am grateful for the opportunity to contribute to shaping the future of Pro-Vision and nurturing a generation of leaders poised to make a difference in the world.

—Keesha Breed, parent

”

Landscape Analysis



SAFETY AND SCHOOL CULTURE

- Students understanding and following expectations grounded in clear **schoolwide culture routines** are important parts of keeping all students safe. On average, 36 percent of students refer to posted artifacts such as daily schedules, routines, expectations, and norms in classroom.
- The **student experience** is clearly a very important aspect of the perception behind having a culture of high expectations, positive relationships, and shared ownership for success. 25 percent of students use common language related to school routines, transitions, and procedures.



“

My first impression of the steering committee is that I am glad that they incorporated the students instead of just doing it without us. I am also glad that they actually took into account what I was saying and speaking about.

-Cardea Hazlett, 11th-grade student

”

5-Year Goals 2024-2029



GOALS

- 1** The percentage of 8th-grade students that score meets grade level or above on STAAR® Mathematics will increase from 14% to 27% by June 2029.

- 2** The percentage of 8th-grade students that score meets grade level or above on STAAR® Reading will increase from 20% to 33% by June 2029.

- 3** The percentage of End of Course English I and II students that score meets grade level or above will increase from 0% to 13% by June 2029.

- 4** The percentage of End of Course Algebra I students that score meets grade level or above will increase from 13% to 26% by June 2029.

- 5** The percentage of graduates that meet the criteria for College, Career, and Military Readiness will increase from 27% to 50% by August 2029.

Strategic Priorities

In pursuit of realizing the vision, mission, desired student experiences, and academic goals, The Pro-Vision Academy will center its efforts on the following strategic priorities and initiatives:



Priority 1—Student Achievement

To reach our academic goals, The Pro-Vision Academy will improve student achievement by increasing learning experiences and ensuring students are prepared for post-secondary opportunities in college, career, or military.

Initiatives:

- Instructional framework
- Professional development and training
- Monitoring of district-wide expectations



Priority 2—Safety and School Culture

To ensure a positive safe environment for students and staff, The Pro-Vision Academy will build a strong community culture of mutual respect, social-emotional support, and physical safety.

Initiatives:

- Safety
- Systemic universal district-wide routines
- Wellbeing of students



Priority 3—Community Engagement

To reestablish an awareness and presence in our community, The Pro-Vision Academy will increase communication through internal and external partnerships and relationships to support our community.

Initiatives:

- More direct and frequent communication
- Increased student enrollment
- Effective recruitment and retention of students



Priority 4—Efficient Operations, Systems and Processes

To continue to build and sustain a healthy organization and rich traditions, The Pro-Vision Academy will focus on more efficient and effective processes at both the administrative and campus levels in order to optimize resources for the students.

Initiatives:

- Improvement of district-wide Systems

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BUILDING FOUNDATION FOR CONTINUED DEVELOPMENT

Our leadership team will work in collaboration with stakeholders to ensure the achievement of all milestones and benchmarks, thereby ensuring the successful execution of the plan. Through the utilization of the tool provided below, we will monitor the performance of progress measures and make necessary adjustments to meet or exceed our goals. As we continue to implement our The Pro-Vision Academy strategic plan, we will provide regular updates to our district and community on our progress and ongoing journey forward.

PRO-VISION ACADEMY GOALS

Student Outcome Goal	Baseline 2024	Interim Targets				
		Year 1 2025	Year 2 2026	Year 3 2027	Year 4 2028	Year 5 2029
The percentage of 8th-grade students that score meets grade level or above on STAAR® Mathematics will increase from 14% to 27% by June 2029.	14%	19%	21%	23%	25%	27%
The percentage of 8th-grade students that score meets grade level or above on STAAR® Reading will increase from 20% to 33% by June 2029.	20%	25%	27%	29%	31%	33%
The percentage of End of Course English I and II students that score meets grade level or above will increase from 0% to 13% by June 2029.	13%	15%	17%	19%	21%	23%
The percentage of End of Course Algebra I students that score meets grade level or above will increase from 13% to 26% by June 2029.	0%	5%	7%	9%	11%	13%
The percentage of graduates that meet the criteria for College, Career, and Military Readiness will increase from 27% to 50% by August 2029.	27%	34%	38%	42%	46%	50%



THE PRO-VISION ACADEMY STRATEGIC PLAN 2024-2029

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