



#SPSCreatesAchievers

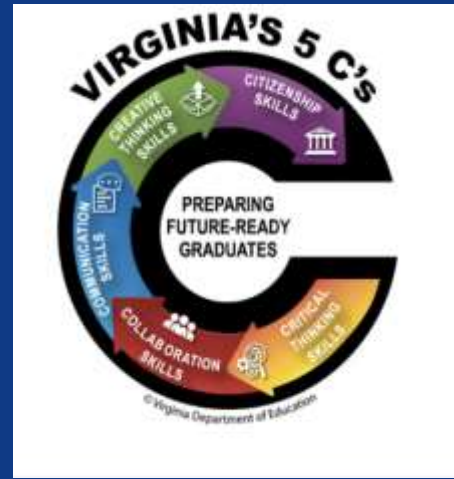
SUFFOLK PUBLIC SCHOOLS

Destination 2028:

Connection, Educational Excellence,
and Innovation

Strategic Plan Year 1 Review

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Chief Academic Officer
February 8, 2024



Agenda

- **2023-2028 Strategic Plan Year 1**

Review

- **Vision, Mission, Slogan**
- **Goals and Indicators Updates**
- **Targeted Initiatives**



The Vision of Suffolk Public Schools is to

***Strive for excellence in
education, celebrate
diversity, and be committed
to students, staff, and the
school community.***



The Mission of Suffolk Public Schools is to:

- Produce 21st-century learners that will become productive citizens in society.
- Foster a dynamic, safe, and nurturing learning environment.
- Partner with the school community for the benefit of students and staff.
- Strengthen the school division by employing highly qualified and diverse staff.
- Effectively and efficiently manage capital and human resources.
- Effectively communicate to increase community investment.



2023-2028 Strategic Plan Slogan

Creating Achievers: From Classroom to Community

Destination 2028: Connection, Educational Excellence, and Innovation

Goal 1

Students will develop characteristics of a Virginia graduate to include critical thinking, creative thinking, collaboration, communication, citizenship and growth in order to demonstrate academic excellence.

Goal 2

Create a dynamic learning environment that promotes high student achievement, stimulates student engagement, supports staff creativity, ensures school safety, and reinforces positive staff and student relationships.

Goal 3

Ensure the effective and efficient management of capital and human resources for the development and retention of high-quality staff, sustainable operations, and systems.

Goal 4

Increase engagement opportunities for families, school communities, and business partnerships.

Strategic Plan Indicators

Increase in student achievement as measured by the Virginia SOL assessments.

Increase of student achievement as measured by advanced proficiency rates on the English, Mathematics, and Science Virginia SOL assessments.

Increase in the overall graduation rate for all students.

Increase in the percentage of students meeting the criteria to be college and career ready as measured by the Virginia Profile of a Graduate.

Increase in the diversity of students in advanced courses that more closely reflects the demographics of Suffolk Public Schools.

Expanded options for academic and career development and programming to enhance student learning and experiences.

Decrease in the number of discipline referrals and unacceptable behavior.

Increase in student participation in extracurricular activities at the elementary and secondary levels.

Decrease in chronic absenteeism as measured by the VDOE standards.

Improved school safety procedures and protocols as measured by annual safety audits, student discipline, and climate surveys.

Decrease in incidents of bullying and cyberbullying each year.

Increase in the number of staff and student wellness and safety supports and programming.

Increase of positive student-teacher and staff interactions that support a culture of high student achievement, positive relationships, improved staff morale, and effective communication for the school community as measured by division climate surveys.

Review of completed school facilities and maintenance projects for efficiency and cost effectiveness.

SPS Board Review of staff perceptions of morale as measured by the annual Climate Survey.

Increase in staff retention.

External audits of local, state, and federal financial operations.

Targeted professional learning and collaboration for all staff to support student achievement and division effectiveness as measured by division climate surveys.

Increase in positive perceptions about SPS services as measured by climate surveys.

Increase in community participation in the Community Leadership Program.

Increase in the number of community and family engagements and participation as measured by digital interactions and in-person events.


Increase in community engagement and participation as measured by booster clubs, parent-teacher associations, advisory groups, and other indicators.

Expansion of stakeholder communication modalities and reach as measured by division, school information portals, and climate survey feedback.



Goal 1: Student Achievement

Students will develop characteristics of a Virginia graduate to include critical thinking, creative thinking, collaboration, communication, citizenship and growth in order to demonstrate academic excellence.



Goal 1: Student Achievement

Goal #1: Students will develop characteristics of a Virginia graduate to include critical thinking, creative thinking, collaboration, communication, citizenship and growth in order to demonstrate academic excellence.		2021-2022	2022-2023
Increase in student achievement as measured by the Virginia SOL assessments.	English	69%	72%
	History	55%	60%
	Math	62%	69%
	Science	58%	63%
Increase of student achievement as measured by advanced proficiency rates on the English, Mathematics, and Science Virginia SOL assessments.	English	10%	11%
	Math	6%	7%
	Science	5%	5%
Increase in the overall graduation rate for all students.		85%	88%
Increase in the percentage of students meeting the criteria to be college and career ready as measured by the Virginia Profile of a Graduate.		78%	87%
Increase in the diversity of students in advanced courses that more closely reflects the <u>demographics of Suffolk Public Schools</u> .	Female	60%	59%
	Male	40%	41%
	American Indian	<1%	1%
	Asian	3%	2%
	Black	53%	55%
	Hawaiian/Pacific Islander	<1%	<1%
	Hispanic	6%	7%
	White	37%	35%
Expanded options for academic and career development and programming to enhance student learning and experiences.	Two Or More	6%	7%
		†	82%


Goal 1: Targeted Initiatives

- Facilitating data dives with division and school administrative teams to increase data literacy, target staff and student supports, and improve student outcomes.
- Special Education tiered support to target specific instructional challenges, offer personalized support, and enhance overall student outcomes.
- Implementation of student-led discourse and use of primary and secondary sources to promote historical thinking.
- Build conceptual mathematical understanding.
- Increased implementation of high-yield routines and math station activities.
- Increase hands-on learning opportunities through scientific discovery.
- Implementation of explicit instruction in literacy based in the science of reading.
- Facilitating continuous professional development for CTE educators, ensuring they stay abreast of evolving industry trends, teaching methodologies, and technological advancements in the CTE field.
- Tutoring programs at all schools.
- CTE Student Leadership Conference (February) and Career Expo (May) expanding student learning, knowledge application, professional growth, and career opportunities.



Goal 2: Climate and Culture

Create a dynamic learning environment that promotes high student achievement, stimulates student engagement, supports staff creativity, ensures school safety, and reinforces positive staff and student relationships.



Goal 2: Climate and Culture

Goal #2: Create a dynamic learning environment that promotes high student achievement, stimulates student engagement, supports staff creativity, ensures school safety, and reinforces positive staff and student relationships.		2021-2022	2022-2023
Decrease in the number of discipline referrals and unacceptable behavior.		6,813	6,600
Increase in student participation in extracurricular activities at the elementary and secondary levels.		†	1,737
Decrease in chronic absenteeism as measured by the VDOE standards.		27%	20%
Improved school safety procedures and protocols as measured by annual safety audits, student discipline, and climate surveys.		†	84%
Decrease in incidents of bullying and cyberbullying each year.		35	55
Increase in the number of staff and student wellness and safety supports and programming.	Staff	†	1,135
	Students	†	7,561
Increase of positive student-teacher and staff interactions that support a culture of high student achievement, positive relationships, improved staff morale, and effective communication for the school community as measured by division climate surveys.		68%	66%

† Data Unavailable

Goal 2: Targeted Initiatives

- Clubs and Organizations website is being developed to make students and parents aware of opportunities for student engagement in dynamic learning environments outside of the classroom.
- Elementary intramurals kick-off and events are being planned.
- Increased funding to academic clubs and organizations to ensure SPS student representation in state and national competitions.
- Developed in-school clubs and organizations to give students more opportunities to participate.
- Providing after school transportation to students to participate in clubs and organizations.
- Evaluating the division's equity needs, identified Equity Leads to assist in the development of equitable practices among all schools and departments.

Goal 2: Targeted Initiatives

- Increased the number of staff to support students (S3s, Intervention Support Staff, Safety Monitors, Teacher Assistants).
- Redesign of the ISS Monitor Role (emphasis on Restorative Practice)
- Design and Implementation of the Attend to Achieve Plan.
- Staff (Attendance Monitors, School Attendance Liaisons, Division Attendance Specialist) dedicated to reach students and families at all three tiers.
- Key personnel are trained in emergency response procedures and are prepared to work in partnership with emergency responders should a critical incident occur in one of our schools.
- Creation of a Bully Resource Center for staff.
- Differentiated school-wide PD focused on student achievement and safety.

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Goal 3: Human and Fiscal Resources

Ensure the effective and efficient management of capital and human resources for the development and retention of high quality staff, sustainable operations, and systems.

Goal 3: Human and Fiscal Resources

Goal #3: Ensure the effective and efficient management of capital and human resources for the development and retention of high-quality staff, sustainable operations, and systems.	2021-2022	2022-2023
Review of completed school facilities and maintenance projects for efficiency and cost effectiveness.	†	Completed
SPS Board Review of staff perceptions of morale as measured by the annual Climate Survey.	69%	69%
Increase in staff retention.	86%	84%
External audits of local, state, and federal financial operations.	†	Completed
Targeted professional learning and collaboration for all staff to support student achievement and division effectiveness as measured by division climate surveys.	78%	78%

Goal 3: Targeted Initiatives

- Semi-annual review of the Facilities Study to determine completed projects and areas of improvement to target for the next CIP and/or Maintenance planning. Lighting project at JYMS is an example that includes new tiles that are moisture resistant to prevent bowing.
- Audits - ongoing cross training of new staff and PD for all Finance/Purchasing/Benefits staff to include PD targeted toward planning and executing audits and financial statements.
- Developing creative ways to retain staff like exploring child care options, student loan counseling and financial counseling free to employees, Total Health, Total You program through Anthem counsels employees with life events to navigate health care and the least expensive most effective way to receive treatment.
- Created a Teacher Development Coach Position (grant funded) who coaches new and struggling teachers.
- Newly developed mentor program that includes targeted professional learning for mentors and mentees.
- Lead mentors in each building to provide direct support to mentee staff.



Goal 4: Community Engagement and Communication

Increase engagement opportunities for families, school communities, and business partnerships.



Goal 4: Community Engagement and Communication

Goal #4: Increase engagement opportunities for families, school communities, and business partnerships.		2021-2022	2022-2023
Increase in positive perceptions about SPS services as measured by climate surveys.		68%	69%
Increase in community participation in the Community Leadership Program.		†	8
Increase in the number of community and family engagements and participation as measured by digital interactions and in-person events.		†	31,193
Increase in community engagement and participation as measured by booster clubs, parent-teacher associations, advisory groups, and other indicators.	PTA	†	50%
	Advisory	†	67%
Expansion of stakeholder communication modalities and reach as measured by division, school information portals, and climate survey feedback.		80%	78%

Goal 4: Targeted Initiatives

- Using multiple communication platforms to engage and inform stakeholders and our SPS school community of department/school programs, initiatives, events, etc., such as social media, Peachjar, mass notification calls/texts/emails, our division and schools website, employee intranet and local media.
- Implemented successful language translation and interpretation practices to align with the division's goal of being culturally inclusive and responsive, and increasing engagement opportunities for English Language Learner (ELL) families.
- Working collaboratively with community stakeholders to develop division-wide community engagement events/activities, such as Strong Mind, Strong Body, the Developing Safe Communities and Schools Series, and the Parents and Partners community event.
- Working with SPS departments to further develop partnerships with Suffolk businesses, such as Belk, to provide resources to our SPS McKinney-Vento families.
- Created a process/procedure for the improvement of collecting and analyzing community engagement outreach efforts from both the building-level and division overall.

Questions?





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