

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.	Decrease in the number of discipline referrals and unacceptable behavior.	Review of completed school facilities and maintenance projects for efficiency and cost effectiveness.	Increase in positive perceptions about SPS services as measured by climate surveys.
Increase of student achievement as measured by advanced proficiency rates on the English, Mathematics, and Science Virginia SOL assessments.	Increase in student participation in extracurricular activities at the elementary and secondary levels.	SPS Board Review of staff perceptions of morale as measured by the annual Climate Survey.	Increase in community participation in the Community Leadership Program.
Increase in the overall graduation rate for all students.	Decrease in chronic absenteeism as measured by the VDOE standards.	Increase in staff retention.	Increase in the number of community and family engagements and participation as measured by digital interactions and in-person events.
Increase in the percentage of students meeting the criteria to be college and career ready as measured by the Virginia Profile of a Graduate.	Improved school safety procedures and protocols as measured by annual safety audits, student discipline, and climate surveys.	External audits of local, state, and federal financial operations.	Increase in community engagement and participation as measured by booster clubs, parent-teacher associations, advisory groups, and other indicators.
Increase in the diversity of students in advanced courses that more closely reflects the demographics of Suffolk Public Schools.	Decrease in incidents of bullying and cyberbullying each year.	Targeted professional learning and collaboration for all staff to support student achievement and division effectiveness as measured by division climate surveys.	Expansion of stakeholder communication modalities and reach as measured by division, school information portals, and climate survey feedback.
Expanded options for academic and career development and programming to enhance student learning and experiences.	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.		

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	2023-2024
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.		†	82%	82%
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	2023-2024
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%	90%
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%	65%
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	2023-2024
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%	71%
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%	78%
Goal #4: Increase engagement opportunities for families, school communities, and business partnerships.		2021-2022	2022-2023	2023-2024
Increase in positive perceptions about SPS services as measured by climate surveys.		68%	69%	71%
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%	80%