

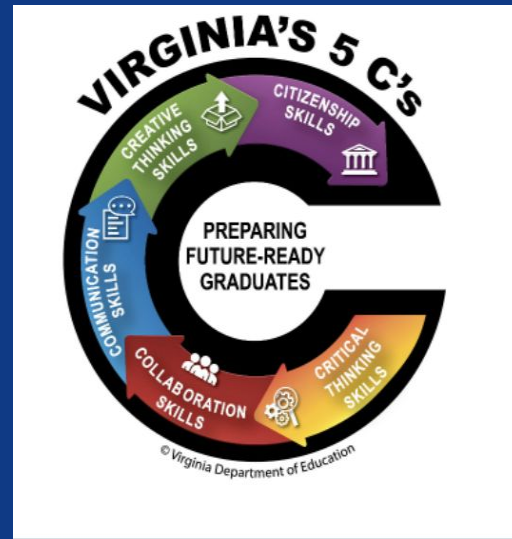


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# SUFFOLK PUBLIC SCHOOLS

## Oakland Elementary School School Performance Plan

2024-2025





# Domain I: Academics

High Quality Instructional Materials, High-Quality Instructional Routines,  
High-Quality Prioritized Placement



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# English

## SMART Goal:

By May 2025, all student subgroups will reduce their failure rates by 5% or maintain the state standard of a 75% pass rate through the use of MasteryConnect assessments and targeted remediation/intervention strategies, ensuring that all students receive the necessary support to meet or exceed academic standards.

## Evidence-based Intervention:

Systematic, explicit daily instruction that follows the Science of Reading and VLA, frequent progress monitoring, and following the district assessment model of teach, assess, reteach

## Student Measures:

- OES will track the number of students who are performing mastery, near mastery, and remediation levels on masteryconnect assessments. This measure will allow us to track and monitor students who are mastering each SOL standard and which students need remediation.
- OES will measure which students attend the offered remediation/intervention opportunities and their effect on the students' learning through remediation and reassessment.



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# English (con't)

## Staff Measures:

- OES Staff will complete PLCs weekly, and will use the district provided progress monitoring data sheet to have data analysis discussions. This will allow OES to monitor which students need remediation, before school tutoring, Saturday Academy and other interventions offered at OES. This will be measured through the PLC administrator checklist and other walkthrough measures.
- OES administrators and leadership team will monitor the use of highly qualified instructional materials and explicit, systematic instruction measured by weekly walkthroughs and coaching cycles.

**Alignment to the Strategic Plan:** 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.



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# Math

## SMART Goal:

By May 2025, all student subgroups will reduce their failure rates by 5% or maintain the state standard of a 70% pass rate, leveraging standards-based data and delivering high-quality math instruction to ensure equitable academic success across all groups.

## Evidence-based Intervention:

Use standard based data to implement and monitor high quality mathematics instruction based on the National Teachers of Mathematics Effective Teaching Practices

## Student Measures:

- OES will track the number of students who are performing mastery, near mastery, and remediation levels on masteryconnect assessments. This measure will allow us to track and monitor students who are mastering each SOL standard and which students need remediation.
- OES will measure which students attend the offered remediation/intervention opportunities and their effect on the students' learning through remediation and reassessment.



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# Math (con't)

## Staff Measures:

- OES Staff will complete PLCs weekly, and will use the district provided progress monitoring data sheet to have data analysis discussions. This will allow OES to monitor which students need remediation, before school tutoring, Saturday Academy and other interventions offered at OES. This will be measured through the PLC administrator checklist and other walkthrough measures.
- OES administrators and leadership team will monitor the use of effective teaching practices measured by weekly walkthroughs and coaching cycles.

**Alignment to the Strategic Plan:** 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.



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# Science

## SMART Goal:

By May 2025, science achievement for all students will meet or exceed the state standard of a 70% pass rate on the SOL assessment through the implementation of the 5E instructional model and inquiry-based learning strategies to deepen student understanding and engagement in science concepts.

## Evidence-based Intervention:

All teachers will use the 5E model to facilitate inquiry based science instruction and hands on experiences

## Student Measures:

- OES will track student data through MasteryConnect assessments including the pre, mid and post test. OES will also monitor teacher created summative and formative assessments.
- OES will measure which students attend the offered remediation/intervention opportunities and their effect on the students' learning through remediation and reassessment (WIN Time)



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# Science (con't)

## Staff Measures:

- OES will monitor and track implementation of all science lesson plans by ensuring that the district provided lesson plans and the 5e learning model is included in lesson plans and carried out in the classroom
- OES Staff will complete PLCs weekly, and will use the district provided progress monitoring data sheet to have data analysis discussions. This will allow OES to monitor which students need remediation, before school tutoring and other interventions offered at OES. This will be measured through the PLC administrator checklist and other walkthrough measures.

**Alignment to the Strategic Plan:** 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.



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# Social Studies

## **SMART Goal:**

By May 2025, 70% of 4th-grade students will achieve a score of 400 or above on the Virginia Studies SOL assessment, demonstrating mastery of the content through targeted instruction, regular progress monitoring, and strategic interventions throughout the school year.

## **Evidence-based Intervention:**

Incorporate district provided instructional best practice routines into daily instruction

## **Student Measures:**

- OES will track student data through MasteryConnect assessments including the district checkpoints. OES will also monitor teacher created summative and formative assessments.
- OES will measure which students attend the offered remediation/intervention opportunities and their effect on the students learning through remediation and reassessment (WIN Time)



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# Social Studies (con't)

## Staff Measures:

- OES will monitor and track implementation of all social studies lesson plans by ensuring that rich learning experiences such as classroom outreaches, field trips, and primary sources are included in social studies instruction.
- OES Staff will complete PLCs weekly, and will use the district provided progress monitoring data sheet to have data analysis discussions. This will allow OES to monitor which students need remediation, before school tutoring and other interventions offered at OES. This will be measured through the PLC administrator checklist and other walkthrough measures.

**Alignment to the Strategic Plan:** 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.



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# Domain II

# Staffing Supports

Teacher Recruitment, Prioritized Placement



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# Staffing Supports

## SMART Goal:

By May 2025, OES will maintain or improve the current 93% of teachers who believe that "new teachers are mentored and made to feel a part of the school community" by enhancing the mentoring program with dedicated lead mentors and mentors, ensuring consistent and supportive integration of new staff into the school community.

## Evidence-based Intervention:

Lead Mentor and Mentor/Mentee Program

## Student Measures:

- Monitor student achievement data through VALLSS, mastery connects, unit checkpoints etc. to ensure fidelity in managing time, pacing and instruction planned together
- Monitor student behavior data to determine if additional classroom management/behavior support is needed



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# Staffing Supports (con't)

## Staff Measures:

- OES will track and monitor mentor logs and the agendas of the monthly lead mentor meeting to ensure all new staff/long term subs are getting the required number of hours of support but also any additional support needed for staff.
- OES will track and monitor climate surveys and teacher check ins throughout the year and ensure all teachers are feeling supported. We will also monitor professional development given to new teachers and long term subs to ensure that it is relevant to their individual needs.

**Alignment to the Strategic Plan:** 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.



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# Domain III

# Professional

# Learning Supports

Logistical & Operational, Instructional Support Cycles,  
Career Development



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# Professional Learning

## SMART Goal:

By May 2025, OES will maintain or increase the current 93% of staff who perceive that "Professional development activities connect directly to my work with students in the classroom" by enhancing collaborative planning and incorporating effective Professional Learning Communities (PLCs) to ensure alignment between professional development and classroom practices.

## Evidence-based Intervention:

Collaborative Planning and PLCs

## Student Measures:

- OES will track student data through MasteryConnect assessments including the district checkpoints. OES will also monitor teacher created summative and formative assessments.
- OES will measure which students attend the offered remediation/intervention opportunities and their effect on the students learning through remediation and reassessment.



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# Professional Learning (con't)

## Staff Measures:

- OES will track and monitor staff professional development through their Frontline professional development transcripts.
- OES will monitor and track professional development implementation through walkthroughs and the instructional look fors for the week. Administrators will provide walkthrough feedback based on the instructional focus and will communicate with the academic coach and reading specialist any need for further development.

**Alignment to the Strategic Plan:** 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.



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# **Domain IV**

# **School Climate**

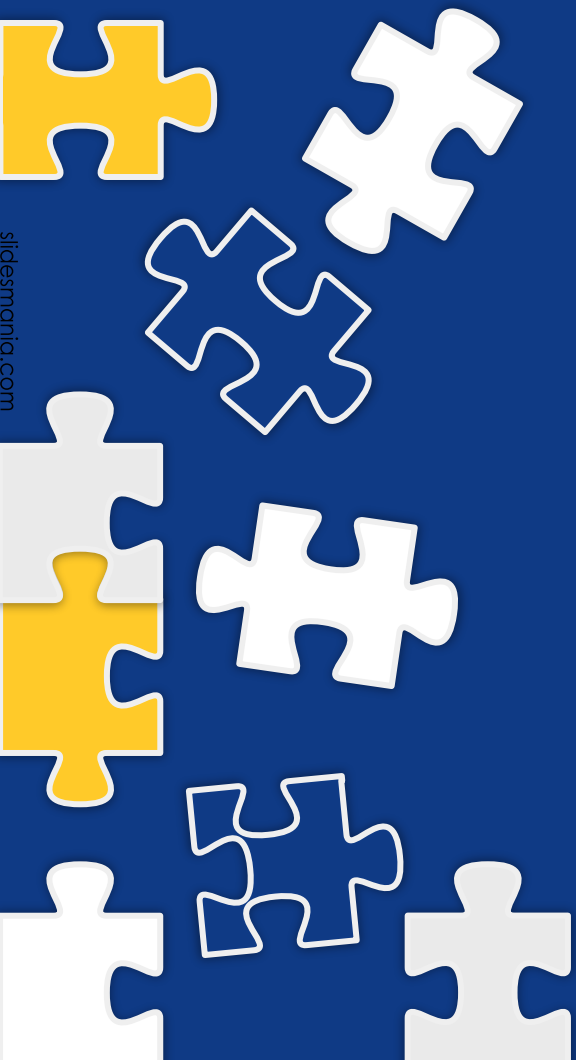
# **Supports**



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# School Climate Supports

slidesmania.com



## **SMART Goal:**

By June 2025, African American referrals will decrease from 64% to 59% of total referrals by targeting the function of the behavior and providing effective interventions to address the needs of students.

## **Evidence-based Intervention:**

Restorative Practices and data driven decision making

## **Student Measures:**

- OES will monitor and track students who receive two or more referrals and determine what additional interventions need to be put into place to address the needs of the students
- OES will monitor and track where referrals are taking place, when they are taking place, what incidents are taking place and will implement interventions and strategies to address those data points



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# School Climate Supports (con't)

## Staff Measures:

- OES will track and monitor which teachers are giving the most referrals, which teachers are giving out Caught Being Goods, and which teachers are requesting classroom management supports
- OES will do PBIS walkthroughs when the instructional focus is classroom routines and procedures focused

**Alignment to the Strategic Plan:** 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.



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