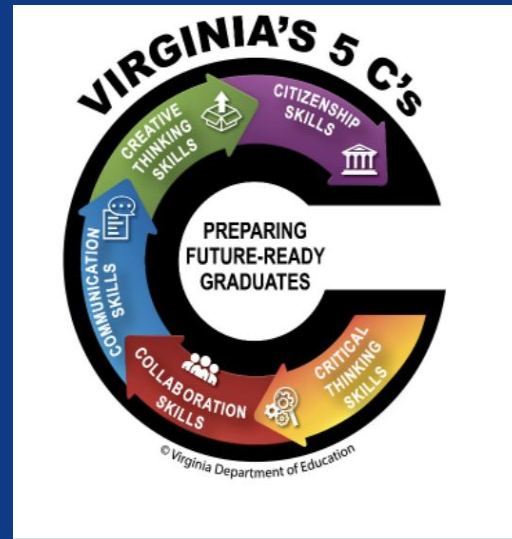#SPSCREATESACHIEVERS

SUFFOLK PUBLIC SCHOOLS

The College & Career
Academy at Pruden
School Performance Plan

2024-2025

VIRGINIA'S 5 C'S

CREATIVE THINKING SKILLS

CITIZENSHIP SKILLS

COMMUNICATION SKILLS

PREPARING FUTURE-READY GRADUATES

COLLABORATION SKILLS

CRITICAL THINKING SKILLS

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Domain I: Credential Completion

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

Programs

SMART Goal:

High School (HS)- By the end of the 2024-2025 academic year, CCAP Staff will provide instructional support and resources to help all students attain their goals with at least 80% meeting either Course Completion or Industry Credential attainment.

Adult Education (AE) - For the 2024-2025 school year, 50% of Adult Basic Education (ABE) students will achieve Measurable Skill Gain (MSG) or a GED.

Evidence-based Intervention:
Program Completion, Credential Attainment, and Measurable Skill Gains

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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Programs

Student Measures:

1. **Tracking Progress Towards Goal Completion (HS):** Monitor and record student progress towards specific goals, including course completion and industry credential attainment using enrollment reports and program completion data.

2. **Tracking Progress Towards Goal Completion (AE):** Monitor and record student progress towards specific goals, including course completion, industry credential attainment, and MSG using enrollment reports and program completion data

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Programs

Staff Measures:

1. **Effectiveness of Support Interventions (HS):** Evaluate the effectiveness of the support and resources provided by CCAP staff in helping high school students in goal attainment using results from PLC Data Intervention planning, pre/post test results, and program completion data.

2. **Staff Engagement and Professional Development (HS & AE):** Track staff participation in training and professional development related to providing targeted support and resources for students and use professional development records, training attendance logs, observations, and staff performance evaluations.

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Domain II
Staffing Supports

Teacher Recruitment, Prioritized Placement

Staffing Supports

SMART Goal: By the end of the 2024-2025 school year, student interest, exposure, and participation in relevant student clubs and professional organizations will increase by 30% through targeted recruitment, partnerships, and student engagement initiatives.

Evidence-based Intervention: Strategic Systems and Processes

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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Staffing Supports

Student Measures:

1. **Increased Membership in Student Clubs and Professional Organizations:** Track the percentage increase in student membership and active participation in relevant clubs and professional organizations membership rosters, attendance records, and student surveys as data sources.

2. **Participation in Career-Related Events:** Monitor student participation in career fairs, club meetings, and workshops related to professional organizations, using event attendance records and registration data as sources.

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Staffing Supports

Staff Measures:

1. **Effective Systems and Processes:** Track and monitor Program Advisory meetings to obtain current industry certification requirements, program resources, internship opportunities, scholarships, and licensure, by using meeting minutes/agendas, speakers from the industry.

2. **Professional Development and Retention:** Assess the impact of professional development opportunities on staff retention by tracking participation in activities, conferences, workshops, and advisory meetings by using surveys.

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Domain III Professional Learning Supports

Logistical & Operational, Instructional Support Cycles, Career Development

Professional Learning

SMART Goal: By the end of the 2024-2025 school year, implement practices learned from the Master Teacher PD online professional learning program and division PD opportunities in daily teaching routines, with a target of achieving a 90% positive feedback rating from formal and informal observations and student surveys regarding the effectiveness of these practices.

Evidence-based Intervention: Feedback to Improve Practices and Student Performance

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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Professional Learning

Student Measures:

1. **Student Feedback on Implementation of New Practices:** Collect feedback from students through surveys specifically focused on the effectiveness of the new teaching practices implemented by their teachers.

2. **Student Performance and Engagement:** Assess changes in student performance and engagement levels in classrooms where new practices have been implemented using classroom engagement observations as sources.

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Professional Learning

Staff Measures:

1. **Observations and Feedback:** Conduct formal and informal observations to evaluate the effectiveness of the new practices learned from the Master Teacher PD program and division PD opportunities.

2. **Professional Development Implementation and Lesson Plan Feedback:** Require staff to complete modules and submit lesson plans that include activities and strategies from the Master Teacher PD program and division PD opportunities,using lesson plans and observation feedback as data sources.
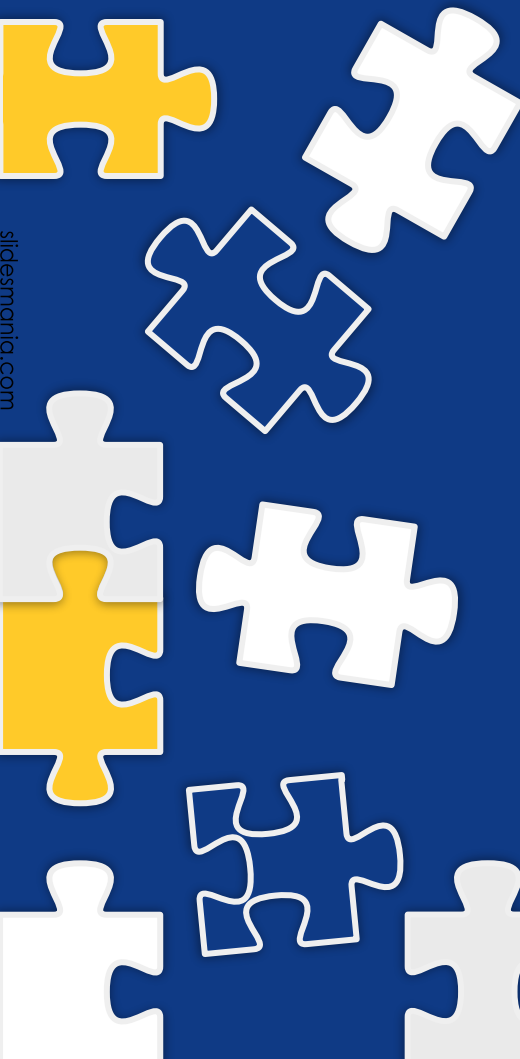
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Domain IV
School Climate
Supports

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School Climate Supports

SMART Goal: By the end of the 2024-2025 school year, we will promote a positive school climate by obtaining at least a 75% positive feedback rating using surveys and social media interactions from stakeholders.

Evidence-based Intervention: Positive Community Interaction and Feedback

Alignment to the Strategic Plan: Goal 4 - Increase engagement opportunities for families, school communities, and business partnerships.

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School Climate Supports

Student Measures:

1. **Student Leadership and Engagement Initiatives:** Form a Principal Advisory Committee comprised of diverse representatives to serve as advisors to administrators and ambassadors to engage the student body.

2. **Attendance and Climate Monitoring:** Track student attendance at school events and activities and monitor positive feedback through surveys

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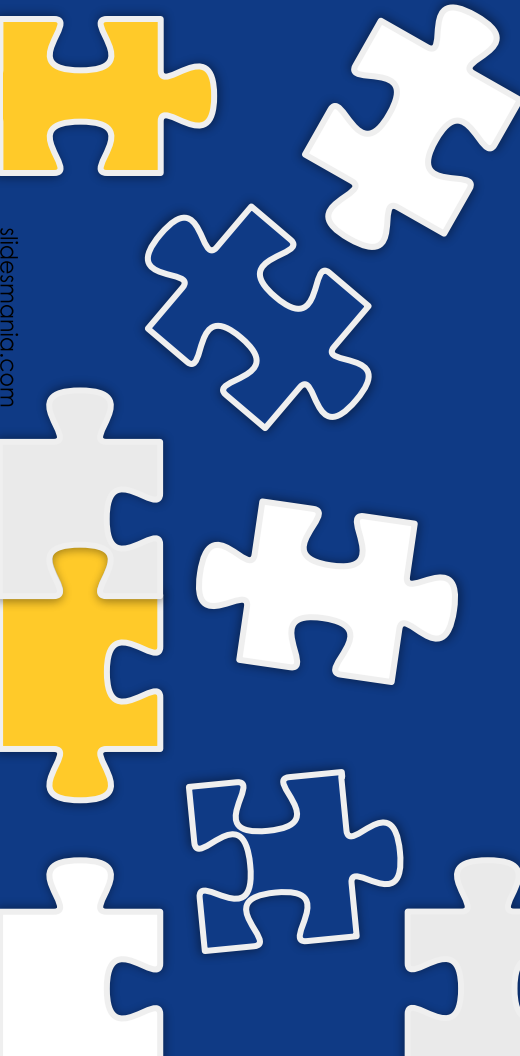
School Climate Supports

Staff Measures:

1. **Collaborative Teams and Engagement:** Implement regular staff meetings and feedback sessions to discuss progress, share best practices, and address concerns related to school climate.

2. **Enhanced Communication Channels:** Schedule opportunities to communicate with parents and community members through email, newsletters, social media updates, and school website posts.

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