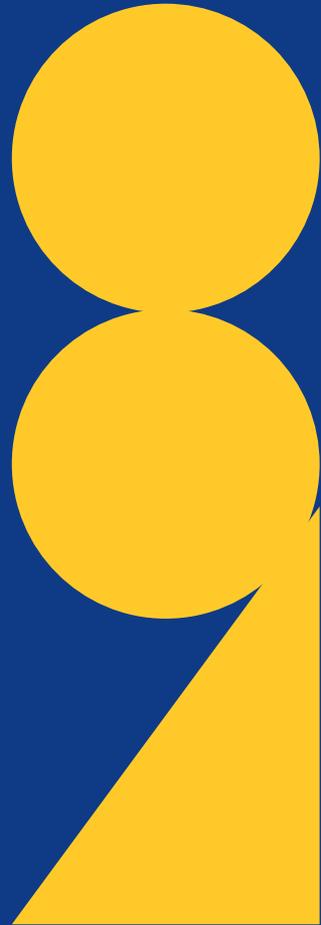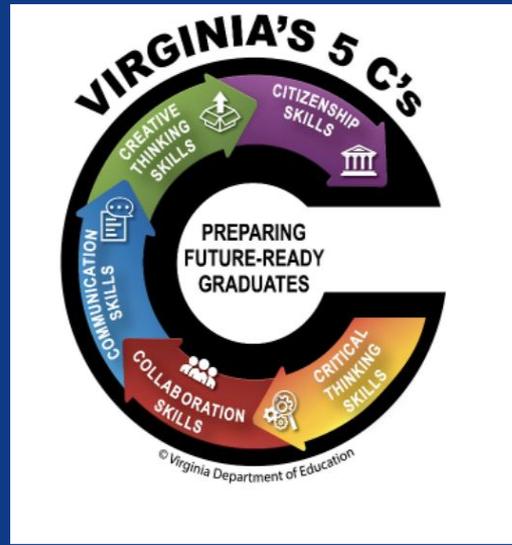#SPSCREATESACHIEVERS

SUFFOLK PUBLIC SCHOOLS

The College & Career
Academy at Pruden
School Performance Plan

2024-2025

Domain I: Credential Completion

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

Programs

SMART Goal: Throughout the 2024-2025 academic year, CCAP staff will connect PIVA students to intentional, targeted, and multi-faceted support/resources to assist with life barriers, goal-setting, and celebration, resulting in a 75% or greater program completion rate (GED Attainment/Course Completion & Industry Credential Attainment)

Evidence-based Intervention: Program Completion Attainment

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:** Monitor and record each PIVA student's progress towards their specific goals, including GED attainment, course completion, and industry credential attainment with at least 75% of PIVA students meeting their goals by the end of the 2024-2025 academic year using progress reports, achievement records, and program completion data.

2. **Client Satisfaction and Support Utilization:** Survey PIVA students to assess their satisfaction with the support and resources provided, including how effectively these resources help them overcome life barriers and achieve their goals with 80% satisfaction rating from clients regarding the usefulness and impact of the support/resources using client satisfaction surveys and feedback forms.

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Programs

Staff Measures:

1. **Effectiveness of Support Interventions:** Evaluate the effectiveness of the support and resources provided by CCAP staff in helping PIVA students overcome life barriers and achieve their goals to achieve a 75% or greater success rate in client goal attainment (GED, course completion, industry credentials) by the end of the academic year using success rates from student outcomes and internal reports.

2. **Staff Engagement and Professional Development:** Track staff participation in training and professional development related to providing targeted support and resources for PIVA students and ensure that 100% of CCAP staff participate in relevant professional development and demonstrate the application of learned strategies in their work with clients using professional development records, training attendance logs, and staff performance evaluations.

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Domain II
Staffing Supports

Teacher Recruitment, Prioritized Placement
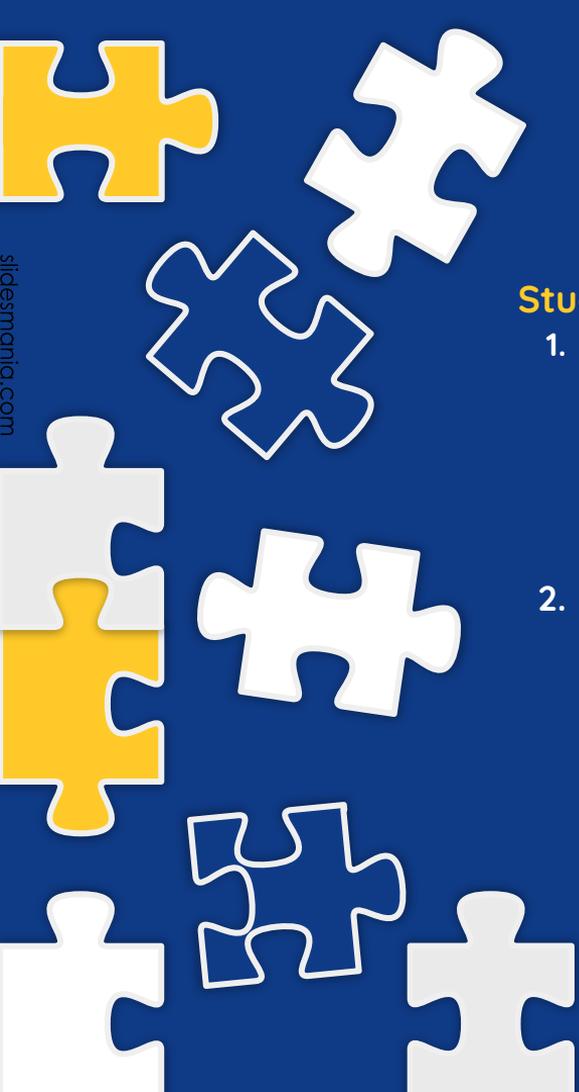
Staffing Supports

SMART Goal: By the end of the 2024-2025 school year, increase the number of qualified teachers in long-term vacant positions by 15% and boost student interest, exposure, and participation in relevant student clubs and professional organizations by 30% through targeted recruitment, partnerships, and student engagement initiatives.

Evidence-based Intervention: Strategic Recruitment & Engagement

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, aiming to achieve a 30% increase by the end of the 2024-2025 school year, using 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, with a target to increase attendance by 20% by the end of the school year, using event attendance records and registration data as sources.

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Staffing Supports

Staff Measures:

1. **Reduction in Long-Term Vacancies:** Track the number of long-term vacant teaching positions filled with qualified candidates, aiming to achieve a 15% reduction in these vacancies by the end of the 2024-2025 school year, using HR records and recruitment reports as data sources.

2. **Professional Development and Retention:** Assess the impact of professional development opportunities on staff retention in previously vacant positions, aiming to ensure that 80% of new hires in long-term vacant positions participate in these programs and remain employed through the end of the school year, using professional development attendance records and HR retention data as sources.

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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, participate in and implement at least three practices learned from the Master Teacher online professional learning program and division PD opportunities in daily teaching routines, with a target achieving 90% positive feedback rating from formal and informal observations and student surveys regarding 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, aiming to achieve a 90% positive feedback rating by the end of the 2024-2025 school year, using student surveys and feedback forms as data sources.

2. **Student Performance and Engagement:** assess changes in student performance and engagement levels in classrooms where new practices have been implemented, aiming to demonstrate at least a 10% improvement in these areas, using academic performance data and 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 implementation and effectiveness of the new practices learned from the Master Teacher PD program and division PD opportunities , targeting a 90% positive feedback rating from lesson plan and observations feedback forms as data sources.

2. **Professional Development Implementation and Lesson Plan Feedback:** require staff to submit lesson plans that include activities and strategies from the Master Teacher PD program and division PD opportunities, aiming for 100% participation in submitting plans that demonstrate the application of at least three new practices and include feedback on their effectiveness, using lesson plans and observation feedback as data sources.

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Domain IV
School Climate
Supports

School Climate Supports

SMART Goal: By the end of the 2024-2025 school year, enhance the school climate by increasing positive feedback from students, teachers, parents, and community partners. This will be achieved by conducting surveys, hosting school community events, and monitoring interactions to social media posts. Our target is to improve our overall positive feedback rating by 10% as measured by survey results, attendance records, and positive social media analysis.

Evidence-based Intervention: Positive 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

1. **Student Leadership and Engagement Initiatives:** By June 2025, form a Student Leadership Council comprised of diverse representatives to serve as advisors to administrators and ambassadors to engage the student body with at least 80% participation of survey completions, student activities, and community events.

2. **Attendance and Climate Monitoring:** By June 2025, track student attendance at school events and activities and monitor positive feedback through surveys to achieve at least 80% participation satisfaction rating.

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School Climate Supports

Staff Measures:

1. **Collaborative Teams and Engagement:** By June 2025, Implement regular staff meetings and feedback sessions to discuss progress, share best practices, and address concerns related to school climate. Staff will facilitate and document two (2) program advisory meetings, aligning to the standards of the Advisory Committee Handbook. Engagement will be evidenced by 100% staff participation.

2. **Enhanced Communication Channels:** By June 2025, develop a communication plan to engage with parents and community members through newsletters, social media updates, and school website posts targeting 100% of the school community.

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