

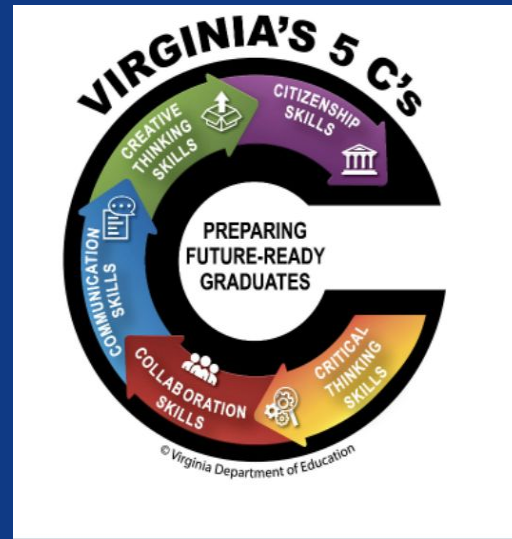


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# SUFFOLK PUBLIC SCHOOLS

## Elephant's Fork Elementary 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, K-2nd grade students will reduce the percentage of those identified in high-risk bands on the VALLS from 37.13% to less than 30%, while 3rd-5th grade students will increase the overall English pass rate from 73.45% to 76% on the Reading SOL test, through targeted reading interventions, explicit instruction, and ongoing assessment and support strategies.

**Evidence-based Intervention:** Explicit Phonics Instruction Program and Core Reading Program

**Student Measures:**

- Track the percentage of K-2 grade students moving from high-risk bands to moderate or low-risk bands on VALLS.
- Track the percentage of 3rd-5th grade students meeting 75% or higher scores on reading assessments aligned with the SOL Standards.



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# English (con't)

## Staff Measures:

- Track the percentage of teachers consistently implementing Tier 1 and Tier 2 reading interventions for students identified in high-risk bands (K-2) and students performing below 75% on assessments (3-5)
- Track the percentage of staff participating in ongoing professional development focused on literacy instruction, data analysis, and interventions strategies.

**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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# Math

**SMART Goal:** By May 2024, Mathematics achievement for students with disabilities in grades 3-5 will increase by 10 points from 46% to 56% as measured by the Mathematics SOL Pass rate, through the implementation of individualized instructional strategies, targeted interventions, and regular progress monitoring.

**Evidence-based Intervention:** Embedding Specially designed instruction such as CRA in Tier 1 Instruction.

**Student Measures:**

- Track percentage of students with disabilities in grades 3-5 demonstrating mastery of key math skills (e.g., number sense, operations) on formative assessments.
- Track percentage of students with disabilities showing progress towards their Individualized Education Program (IEP) math goals as measured by quarterly IEP Reviews.



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# Math (con't)

## Staff Measures:

- Track percentage of teachers consistently using differentiated instructional strategies tailored to the needs of students with disabilities in Math.
- Track frequency and quality of collaboration between general education and special education teachers during co-planning through implementation of SDI lesson plans.

**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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# Science

## SMART Goal:

By May 2024, 5th grade students will increase their Science SOL test pass rate from 60.53% to 70% by implementing inquiry-Based Learning (IBL) with lab experiences, ensuring that instructional strategies and hands-on activities are effectively integrated to enhance student understanding and achievement in Science.

**Evidence-based Intervention:** Inquiry-Based Learning (IBL) with lab experiences

## Student Measures:

- Track hands-on inquiry based learning strategies in lesson plans and classroom activities through lesson plan reviews, classroom observations and student reflections.
- Track percentage of 5th grade students that will achieve a score of 70% or higher on monthly formative assessments aligned with the Science SOL standards.



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# Science (con't)

## Staff Measures:

- Track the percentage of science teachers who consistently integrate hands-on inquiry based learning strategies into their lesson plans and classroom activities. This can be monitored through lesson plan reviews, classroom observations and staff reflections.
- Track percentage of 5th grade students who will achieve a score of 70% or higher on monthly formative assessments aligned with the Science SOL standards.

**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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# Social Studies

**SMART Goal:** By May 2024, 4th grade students will increase their Social Studies SOL test pass rate from 49% to 60% through targeted instructional strategies, including enhanced lesson planning, formative assessments, and focused remediation efforts to improve student understanding and performance in Social Studies.

**Evidence-based Intervention:** Hands-on Learning

## Student Measures:

- Track percentage of 4th grade students will achieve a score of 70% or higher on monthly formative assessments aligned with the Social Studies SOL Standards.
- Track percentage of 4th grade students will participate in at least 2 Social Studies enrichment activities (such as history fairs, interactive projects, or field trips) designed to deepen their understanding of key concepts.



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# Social Studies (con't)

## Staff Measures:

- Track percentage of Social Studies teacher will regularly analyze student performance data and adjust their instruction based on identified weaknesses, as evidenced by lesson plans and meeting logs.
- Track percentage of Social Studies teachers will attend at least 2 professional developments sessions focused on effective instructional strategies for Social Studies.

**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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# Domain II

# Staffing Supports

Teacher Recruitment, Prioritized Placement



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# Staffing Supports

**SMART Goal:** By May 2025, staff morale will increase from 28% to 40%, as measured by the staff perception survey, through the implementation of targeted initiatives including regular feedback sessions, cognitive programs, professional development opportunities, and enhanced support structures to foster a more positive and supportive work environment.


**Evidence-based Intervention:** Shared Leadership and Recognition and Reward Systems

## Student Measures:

- Assess the impact of improved staff morale on student behavior, looking for positive trends that correlate with increased staff satisfaction.
- Track number of students who recognize excellence in their teachers by completing a You Inspire Me card from September to May.



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# Staffing Supports (con't)

## Staff Measures:

- Monitor staff retention rates throughout the school year to determine if increased morale correlates with higher retention, indicating a more satisfied and stable workforce.
- Track staff participation in morale-related surveys and collect qualitative feedback during regular feedback sessions to ensure that the initiatives are having the desired effect and to identify areas for further improvement.

**Alignment to the Strategic Plan:** Goal 3: Ensure the effective and efficient management of capital and human resources food the development and retention f high-quality staff, sustainable operations, and systems.



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# Domain III

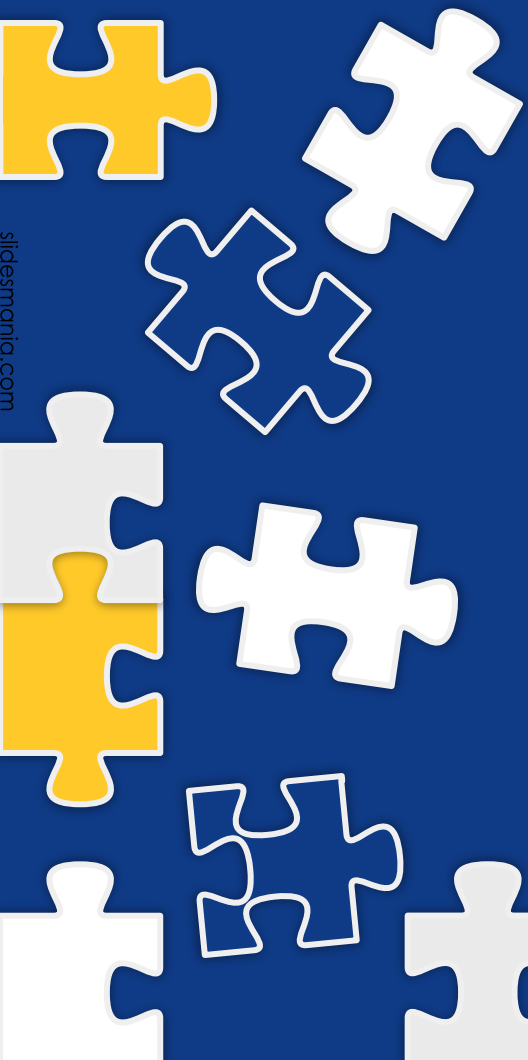
# Professional

# Learning Supports

Logistical & Operational, Instructional Support Cycles,  
Career Development



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# Professional Learning

**SMART Goal:** By May 2025, teachers will increase their ability to implement new reading and math standards as evident by participating in PD, implementing sound tier one instruction and increasing student achievement levels.

**Evidence-based Intervention:** Targeted based professional learning

**Student Measures:**

- Track increased student achievement in reading on formative assessments and SOL test.
- Track increased student achievement in math on formative assessments and SOL test.



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# Professional Learning

(con't)

## Staff Measures:

- Track teacher participation in professional development sessions focused on the new reading and math standards, and evaluate how effectively these strategies are being applied in the classroom through observations, lesson plan reviews, and teacher self-assessments.
- Monitor teacher collaboration efforts by tracking participation in grade-level or content-specific planning session where the new reading and math standards are discussed, and best practices are shared.

**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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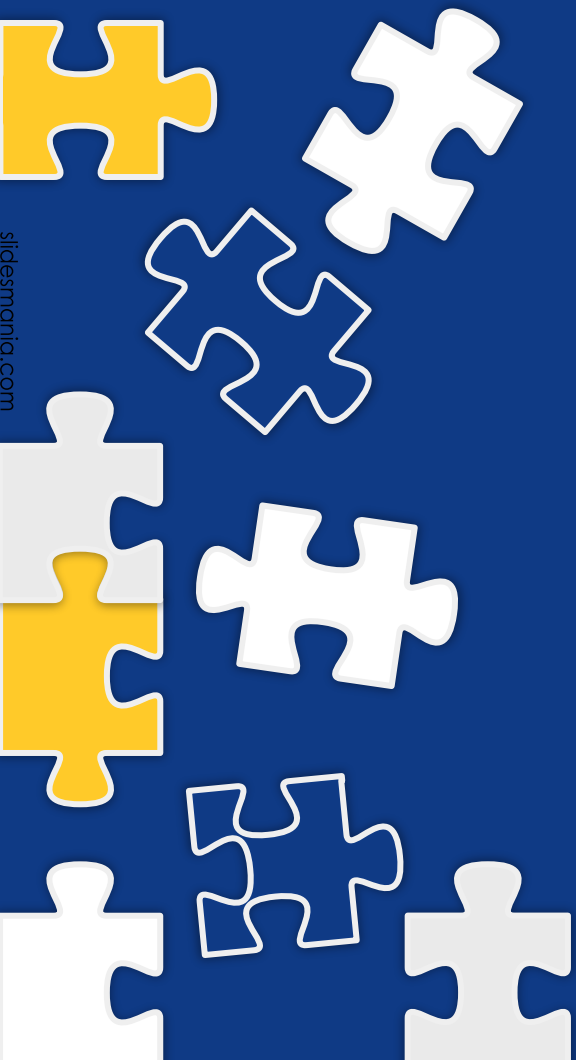
# **Domain IV**

# **School Climate**

# **Supports**



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# School Climate Supports

## SMART Goal:

By My 2025, we will decrease overall student attendance rate from 20.37 to 19.37 score through direct parent communication and attendance incentive program as evident by the chronic absenteeism report.

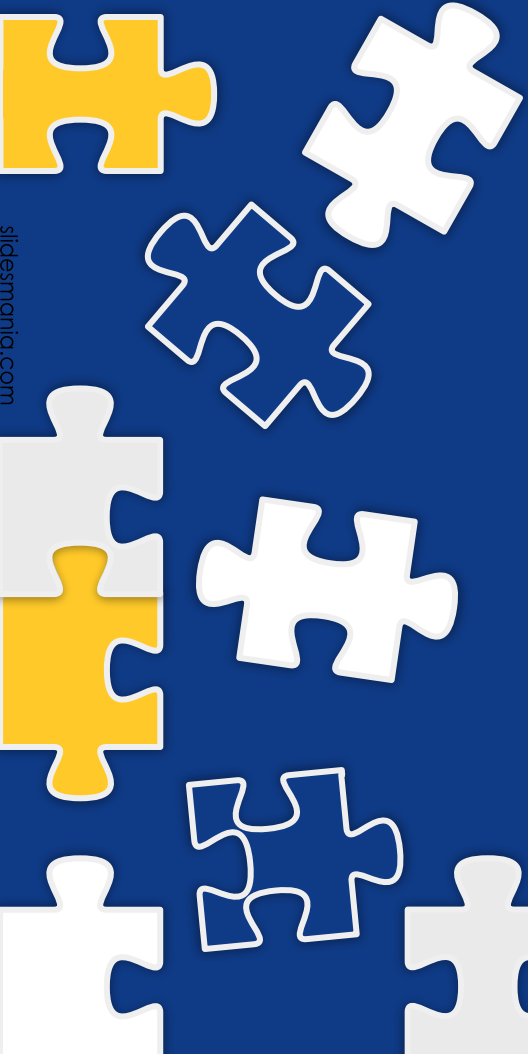
**Evidence-based Intervention:** Early Identification and Intervention

## Student Measures:

- Track the percentage of absences in Unified Insights
- Track participation rates in incentives for targeted attendance



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# School Climate Supports (con't)

## Staff Measures:

- Monitor and track the percentage of teachers who are keeping accurate attendance records.
- Identify and track the interventions used by teachers who have the best class attendance.

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



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