

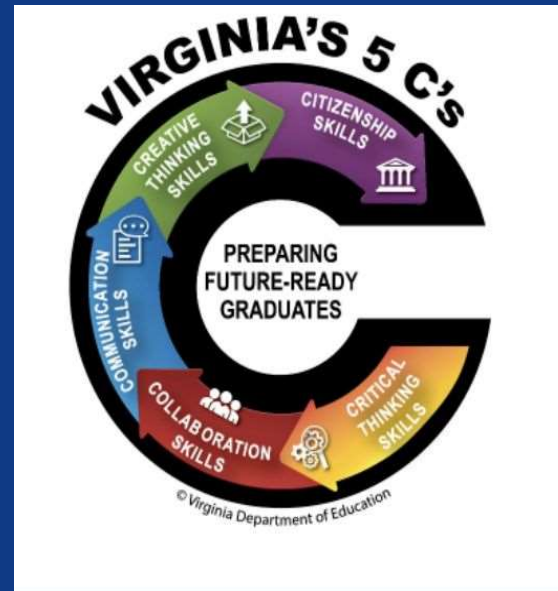


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SUFFOLK PUBLIC SCHOOLS

# Lakeland High 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 the end of the 2024-25 Academic Year, students in the English 11 classes will increase pass rates in Writing from 56% to 75% through the implementation of increased direct instruction and flexible grouping strategies.

## Evidence-based Intervention:

Reciprocal Teaching

## Student Measures:

- 1.) Students will demonstrate improvement on identified strategies as measured by assessments and writing rubrics.
- 2.) Students will show improved confidence and self assessed growth in specific writing skills through self reflections and assessment performance improvement.



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# English (con't)

## Staff Measures:

- 1.) Monitor and track documented flexible grouping and direct instructional strategies identified in collaborative planning during lesson plan checks and walkthroughs.
- 2.) Track walkthroughs in which we are able to identify the teachers implementing flexible grouping and direct instruction.

## 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 the end of the 2024-2025 school year, overall student performance on the Geometry EOC Standard of Learning Assessment will increase from 64% to 70% through the use of data-driven instruction, with progress monitored quarterly and strategies adjusted based on assessment results.

## Evidence-based Intervention:

High Yield Math Strategies

## Student Measures:

- 1.) Track student achievement outcomes based on checkpoints and other formative/summative assessments.
- 2.) Student performance will be examined based on suggested look-fors during instructional walkthroughs.



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# Math (con't)

## Staff Measures:

- 1.) Track the percentage of teachers who are using strategies identified during data discussions in PLC's during classroom observations.
- 2.) Monitor the percentage of mathematics teachers who complete professional development sessions focused on differentiated instruction and best practices for teaching geometry.

## 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 June 2025, the Science achievement for students will increase to at least 70%, as measured by the Science SOL test pass rate, through the implementation of targeted instructional strategies, ongoing formative assessments, and data-driven interventions.

## Evidence-based Intervention:

Implement Explicit Vocabulary Instruction

## Student Measures:

- 1.) Track student achievement outcomes based on common formative assessments and other formative/summative assessment.
- 2.) Measure the level of student participation and engagement in hands-on inquiry activities through observation checklists, student reflections, or self-assessments.



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# Science (con't)

## Staff Measures:

- 1.) Monitor and track documented targeted instructional strategies, ongoing formative assessments, and data-driven interventions identified in collaborative planning during lesson plan checks and walkthroughs.
- 2.) Track targeted instructional strategies observed in social studies instructional walkthrough observations.

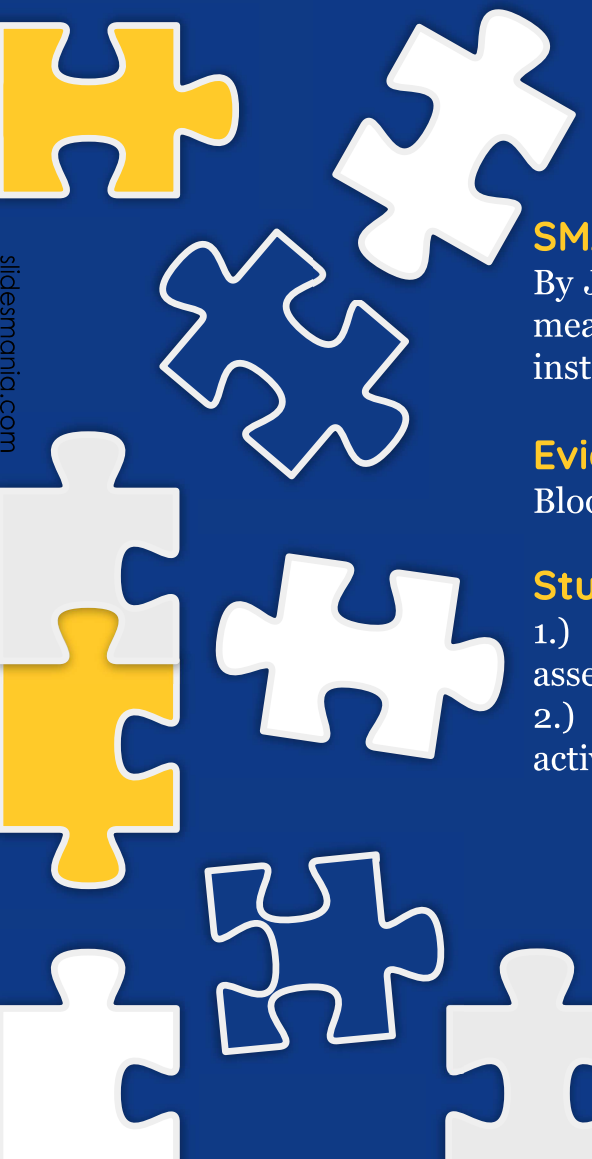
**Alignment to the Strategic Plan:**  
GOAL 1: Students will develop characteristics of a Virginia graduate to include critical thinking, creative thinking, collaboration, communication, citizenship and growth in order to demonstrate academic excellence.



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# Social Studies

## SMART

By June 2025, the World History I achievement for students will increase to at least 70%, as measured by the History SOL test pass rate, through the implementation of targeted instructional strategies, data-driven interventions, and enhanced student support systems.

## Goal:

## Evidence-based

Bloom's Taxonomy

## Intervention:

## Student

- 1.) Track student achievement outcomes based on CFA's and other formative/summative assessments.
- 2.) Measure the level of student participation and engagement in hands-on inquiry activities through observation checklists, student reflections, or self-assessments.

## Measures:



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# Social Studies

## Staff (con't)

- 1.) Monitor and track documented targeted instructional strategies, ongoing formative assessments, and data-driven interventions identified in collaborative planning during lesson plan checks and walkthroughs.
- 2.) Track targeted instructional strategies observed in social studies instructional walkthrough observations.

## 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 the end of the 2024-2025 school year, JHS will implement a comprehensive mentorship program (building-level) for new teachers to provide ongoing support, guidance, and professional development opportunities to help them navigate the challenges of the profession and enhance job satisfaction to increase retention rates.

## Evidence-based Intervention:

Implement Comprehensive Mentorship Plan

## Student Measures:

- 1.) Track student achievement outcomes for areas that teachers received professional learning.
- 2.) Increase student engagement throughout the school year, correlating with a supportive school culture and positive teacher retention, by monitoring attendance data and identifying improvements by the end of the academic year.



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# Staffing Supports

## Staff Measures:

- 1.) Track the number of teachers who remain at the school throughout the academic year and compare it to previous years to measure the impact of implemented support programs on teacher retention.
- 2.) Monitor teacher feedback provided on climate surveys.

## 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 the end of the 2024-2025 school year, all teachers and long-term substitutes will have completed a series of at least 6 professional learning sessions focused on specially designed instruction, with the goal of improving student achievement for students with disabilities. Participation will be tracked to ensure 100% completion, with sessions offered in various formats to accommodate all staff, and progress monitored quarterly.

## Evidence-based Intervention:

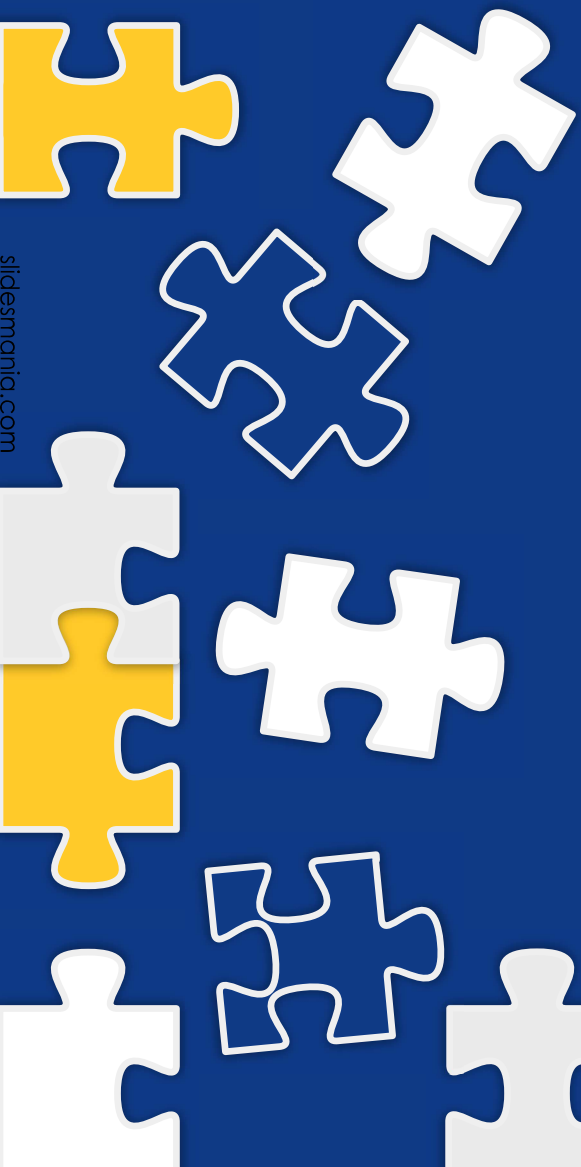
Job-Embedded Professional Development

## Student Measures:

- 1.) Track the percentage of students with disabilities who show measurable improvement in their academic performance.
- 2.) Monitor the percentage of students with disabilities meeting or exceeding their Individualized Education Program (IEP) goals.



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# Professional Learning (con't)

## Staff Measures:

- 1.) Track the number of observations in which targeted instructional strategies are being implemented by teachers in instruction.
- 2.) Track the percentage of teachers and long-term substitutes who complete all required professional learning sessions on specially designed instruction by the end of the school year, with a target of 100% participation.

## 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 the end of the 2024-2025 school year, the chronic absenteeism rate will be reduced from 31% to 25% through the implementation of targeted interventions, including personalized attendance tracking, regular follow-ups with students and families, and the implementation of a school-wide attendance improvement program.

**Evidence-based Intervention:** Multi-Tiered Systems of Support (MTSS)

## Student Measures:

- 1) Track and compare data on student absences before and after implementing support programs to evaluate any change in absenteeism.
- 2) Monitor the number of absences for students on attendance plans.

## Staff Measures:

- 1) Monitor and track absences data using Unified Insights.
- 2) Track and monitor the number of parent/family contacts made to address attendance.

**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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