

Strategic Plan Glossary

TERM/ ACRONYM	DEFINITION OR DESCRIPTION	SOURCE
5 C's	The new standards of Accreditation implement the "Profile of a Virginia Graduate," which includes knowledge, skills, attributes and experiences identified by employers, higher education and the Virginia Board of Education as critical for future success in the workplace and in college. Embedded within the Profile of a Virginia Graduate is the expectation that students will demonstrate foundational skills in what are known as the "Five C's": critical thinking, creative thinking, communication, collaboration and citizenship.	Virginia Department of Education
Achievement Gap	The difference between the performance of subgroups of students, especially those defined by gender, race/ethnicity, disability and socioeconomic status.	Virginia Department of Education Glossary
ACT	One of two commonly used tests designed to assess high school students' general educational development and their ability to complete college-level work in four skill areas: English, mathematics, reading, and science reasoning.	Virginia Department of Education Glossary
Advanced Diploma	For an advanced diploma, students must earn 26 standard credits. 5 must be verified credits--credits earned by passing the course and an end of course SOL test (or approved substitute test).	Virginia Department of Education
Backwards Design	This is a systematic instructional planning process that involves: 1. Identifying the desired results 2. Determining the acceptable evidence 3. Planning learning experiences and instruction	Wiggins, G., & McTighe, J. (2005). Understanding by Design (expanded 2nd edition). Alexandria, VA: ASCD.
Bullying	Any aggressive and unwanted behavior that is intended to harm, intimidate, or humiliate the victim; involves a real or perceived power imbalance between the aggressor or aggressors and victim; and is repeated over time or causes severe emotional trauma. Bullying includes cyber bullying. Bullying does not include ordinary teasing, horseplay, argument, or peer conflict.	Virginia Department of Education Glossary
Continuing Contracted Staff	Virginia law requires teachers to serve a probationary period of three consecutive years in the same school division before being eligible for continuing contract. Continuing contract takes effect when the teacher returns for the fourth consecutive year in the same school division. A teacher who moves to another school division in year four must begin a new three-year probationary term.	Virginia Education Association Website
Cross-curricular integration	Cross-curricular instruction integrates content and skills from multiple content areas into one cohesive learning experience. When using this model, students are able to experience their school subjects as connected and interrelated, rather than isolated and fragmented. This approach allows students to build on their current knowledge base and connect what they know with what they are learning; and it promotes higher level thinking and collaborative skills needed for lifelong success.	Virginia Department of Education-Instruction
Data-Driven Instruction	Data Driven Instruction and Inquiry (DDI) is a precise and systematic approach to improving student learning throughout the year. The inquiry cycle of data-driven instruction includes assessment, analysis, and action and is a key framework for school-wide support of all student success.	Engage NY Website
Digital Learning	Any instructional practice that uses technology to support student learning, including digital learning content (which may include openly licensed content, software or simulations); access to online databases and to primary source documents; online and computer-based formative and cumulative assessments; interactive collaborative environments which may allow student collaboration with content experts and peers; hybrid or blended learning; and fully online course opportunities.	Virginia Department of Education Glossary
Exit Interview	A survey conducted when an employee separates from an organization or company.	

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Functional Behavioral Assessment	An assessment to determine the underlying cause or functions of a child's behavior impeding the learning of the child with a disability or the learning of the child's peers.	Virginia Department of Education Glossary
HAC	Home Access Center (HAC) allows parents and guardians to: <ul style="list-style-type: none"> – View student academic information – Communicate with teachers – Access information 24/7 in real-time 	Suffolk Public Schools Home Access Center
Implicit Bias	Refers to the attitudes or stereotypes that affect our understanding, actions, and decisions in an unconscious manner.	Kirwan Institute for the Study of Race and Ethnicity
Industry Credentials	A Board of Education-approved credential in a career and technical education field from a recognized industry, trade or professional association; or a state-issued professional license in a career and technical field. Types of credentials include Full Industry Certification, Pathway Industry Certification, Occupational Competency Skills Assessment, State License, and Workplace Readiness Skills for the Commonwealth Certification.	Virginia Department of Education Glossary
ISS	In School Suspension	
Multi-Tiered Systems of Support	A system for providing research-based instruction in general education and targeted interventions for struggling students. MTSS provides the framework for delivering effective instruction and behavioral supports through differentiated instruction and Universal Design for Learning principles and practices The MTSS is divided into three distinct tiers: <ul style="list-style-type: none"> ● Tier 1. High-quality, evidence-based core instruction in general education with frequent student progress monitoring ● Tier 2. Supplemental targeted interventions, generally delivered in small groups to students who aren't meeting expected curriculum benchmarks ● Tier 3. More intensive and individualized interventions for students who do not respond adequately to Tier 1 and 2 interventions 	Villa, Richard A., and Jacqueline S. Thousand. "Maximizing Resources and Designing Interventions Through a Multitiered System of Supports." <i>Leading an Inclusive School: Access and Success for All Students</i> , ASCD, 2017, pp. 94-104.
Non-traditional instructional staff	Teachers who have followed non-traditional pathways to a career in education. Also referred to as "career switchers."	
Onboarding	New employee onboarding is the process of integrating a new employee with a company and its culture, as well as getting a new hire the tools and information needed to become a productive member of the team.	New employee onboarding guide. Society for Human Resource Management Website
OSS	Out of School Suspension	
Partners in Education	The Suffolk Public Schools Partners-In-Education program brings together businesses, corporations, churches and nonprofit organizations with our schools to enhance the education of our students.	Suffolk Public Schools Website
PBIS	A research-based program that uses methods and approaches to discipline that reduce office referrals while increasing teaching and learning time in the classroom. PBIS is designed to impact school culture by shifting attention to positive behavior and successful learning systems.	Virginia Department of Education Glossary
Peachjar	Digital flyer delivery system used in Suffolk Public Schools	Peachjar e-flyer Website

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Performance Based Assessment	Performance-based assessments measure subject-matter proficiency and the ability of students to apply the content and skills they have learned. Performance-based assessments may also assess acquisition of the “Five C’s” – critical thinking, creativity, communication, collaboration and citizenship – described in the Board of Education’s Profile of a Virginia Graduate. Performance-based assessments are designed to encourage deeper learning and are an essential component of a balanced testing program.	Virginia Department of Education Glossary
Proficient	Evidence that the student demonstrated the skills and knowledge defined in the Standards of Learning as appropriate for the grade level or course.	Virginia Department of Education Glossary
Project Based Learning	An educational approach emphasizing creativity and critical thinking which uses broad, complex problems as a method for learning both content and skills. Projects are authentic and generally cross-curricular and require collaboration, either with peers or experts.	Virginia Department of Education Glossary
Restorative Practices	Restorative practices enable those who have been harmed to convey the impact of the harm to those responsible, and for those responsible to acknowledge this impact and take steps to put it right. Restorative practices also refer to a range of methods and strategies which can be used to prevent relationship-damaging incidents from happening.	Restorative Justice Council Website
Safety Audits	Since 1997, state law requires all public schools to conduct school safety audits (§ 22.1-279.8). The purpose is to assess the safety conditions of schools, identify and develop solutions for physical safety concerns, and identify and evaluate patterns of student safety concerns.	Virginia Department of Criminal Justice Services Website
SAT	One of two commonly used tests designed to assess high school students' general educational development and required for college entrance by many institutions of higher education; published and administered by the College Board.	Virginia Department of Education Glossary
SOLs	The minimum grade-level and subject-matter educational objectives, described as the knowledge and skills "necessary for success in school and for preparation for life," that students are expected to meet in Virginia public schools and specified by the Standards of Quality.	Virginia Department of Education Glossary
SOQ Position Reconciliation	Standards of Quality provide a minimum framework of the state funded positions required, both instructional and support and is based upon numbers of students. Each year, the budget calculation tool, shows the exact number of state supported positions in detail. Reconciling the state minimum positions with the number of positions hired by SPS is a tool to ensure that the school division is in compliance with the state standards and for administration to know which positions are locally funded above the state requirement.	
Standard Diploma	For a standard diploma, students must earn 22 standard credits. 5 must be verified credits--credits earned by passing the course and an end of course SOL test (or approved substitute test).	Virginia Department of Education
Threat Assessment	The assessment of and intervention with individuals who may pose a threat to the safety of school staff and/or students	Virginia Legislative Information System
Volunteer Connect	The division’s online volunteer management system.	Suffolk Public Schools Volunteer Connect