

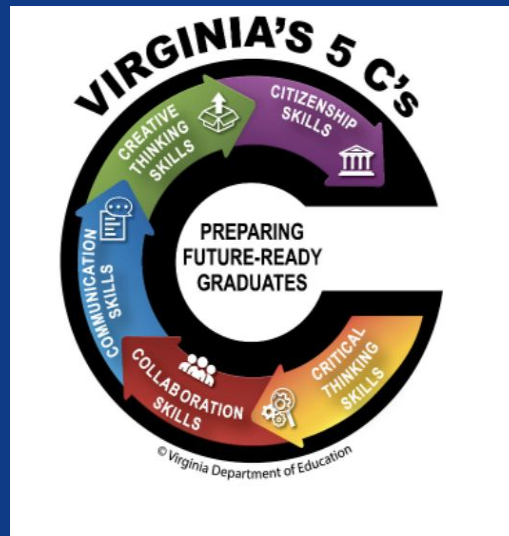


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SUFFOLK PUBLIC SCHOOLS

The College & Career Academy at Pruden **School Performance Plan**

2025-2026





Domain I: Successful Completion of Credentials

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



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Programs

SMART Goal: By June 2026, 100% CCAP Staff will implement data-driven instructional plans based on pre-assessments and provide instructional support and resources to help all students attain their goals with at least 80% meeting either Task Competencies or Industry Credential attainment.

Evidence-based Intervention: Student Tasks Competency Lists and Credential Attainment

Student Measures:

Monitor and record student progress towards specific goals, including Student Tasks competency lists and industry credential attainment, using enrollment reports, student surveys, and program completion data

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



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Programs

Staff Measures:

Align and implement lesson plans with program task lists and objectives. Use pre-test results and ongoing assessment data to plan interventions and supports for students.

Data analysis discussions in PLCs to identify areas of focus, group students for intervention, track progress and gather needed resources

Alignment to the Strategic Plan: Goal 1 - Students will develop characteristics of 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 June 2026, CCAP staff will implement a new positive behavior intervention system, resulting in a 25% reduction in disciplinary referrals compared to the 2024-2025 school year data.

Evidence-based Intervention: Positive Behavioral Intervention Systems & Restorative Practices

Student Measures:

Measured through quarterly discipline data, student surveys.

Measured through PBIS Rewards and Incentives



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Staffing Supports

Staff Measures:

Measured through quarterly discipline data, staff surveys, and walkthrough observations.

Measured through quarterly feedback schedules and documentation

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

Organizational

Learning

Logistical & Operational, Instructional Support Cycles,
Career Development



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Professional Learning

SMART Goal: By June 2026, CCAP teachers will receive professional development at least once a month on instructional strategies, classroom management strategies or industry-specific needs (CTSO Training) to increase student achievement on task competencies or industry credentials.

Evidence-based Intervention:

Professional Development to Improve CTE Teaching & Learning

Student Measures:

The percentage of students who successfully pass a specific industry-recognized certification exam (e.g., CompTIA A+, ASE, etc.) or a task competency checklist.

An increase in the average score of students on a pre- and post-test related to a specific instructional unit that was the subject of the professional development.



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Professional Learning

Staff Measures:

Targeted Professional Development (PD) Sessions related to CTSOs, Instructional/Assessment Strategies, Data Analysis, and Planning

The percentage of teachers who demonstrate the new instructional strategies and skills learned in professional development, as measured by a rubric-based classroom observation or lesson plan analysis.

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 2025-2026 school year, CCAP staff morale will improve by 20 percentage points, resulting in a reduction of the combined "strongly disagree" and "disagree" responses from 46% to 26% on the annual staff climate survey. This will be achieved through the implementation of a comprehensive staff wellness and recognition program.

Evidence-based Intervention: Positive Community Interaction and Feedback

Student Measures:

Measured by the percentage of students who agree or strongly agree that their teachers seem happy and positive.

Measured by the percentage of students on a school climate survey who report feeling a strong sense of belonging at school.



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School Climate Supports

Staff Measures:

Measured by the number of teacher-to-student and peer-to-peer recognition submissions received each month.

Measured by the percentage of staff absences from the start of the 2025-2026 school year compared to the 2024-2025 school year.

Alignment to the Strategic Plan:

Goal 4 - Increase engagement opportunities for families, school communities, and business partnerships



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