

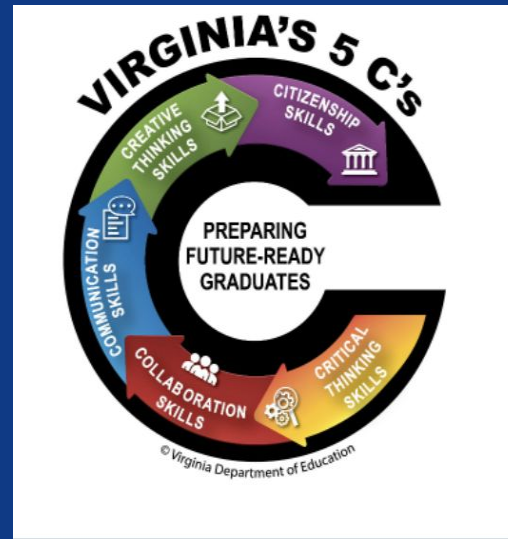


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SUFFOLK PUBLIC SCHOOLS

Elephant's Fork Elementary School Performance Plan

2025-2026





Domain I: Academics

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



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English

SMART Goal: By May 2026, EFES will reduce their failure rates by 10% by increasing the pass rate from 59% to 69% through the use of MasteryConnect assessments, UFLI assessments, VALLSS and Wonders Unit assessments to drive targeted remediation/intervention strategies, ensuring that all students receive the necessary support to meet or exceed academic standards.

Evidence-based Intervention:

Systematic, Explicit daily instruction, remediation and interventions that follows the Science of Reading and VLA, frequent progress monitoring, and following the district assessment model of teach, assess, reteach



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English

Student Measures:

EFES will track the number of students who are performing mastery, near mastery, and remediation levels on MasteryConnect assessments. This measure will allow us to track and monitor students who are mastering each SOL standard and which students need remediation. EFES will track and monitor students who are High Risk, Moderate Risk and Low Risk on VALLSS.

EFES will measure which students attend the offered remediation/intervention opportunities and their effect on the students' learning through remediation and reassessment.



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English

Staff Measures:

EFES staff will complete PLCs weekly, and will use the district provided progress monitoring data sheet to have data analysis discussions. This will allow EFES to monitor which students need remediation, before school tutoring, WIN Time, Saturday Academy and other interventions offered at EFES. This will be measured through the PLC administrator checklist and other walkthrough measures.

EFES administrators and leadership team will monitor the use of highly qualified instructional materials and explicit, systematic instruction measured by weekly walkthroughs and coaching cycles.

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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Math

SMART Goal:

By May 2026, EFES will increase the percentage of students demonstrating proficiency on core academic standards from 57% to 67%, as measured by MasteryConnect benchmark assessments and SOLs, through schoolwide implementation of Universal Backwards Design as our instructional planning strategy.

Evidence-based Intervention:

All teachers will utilize Universal Backwards Design when planning rigorous, aligned instruction.



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Math

Student Measures:

EFES will track the number of students who are performing mastery, near mastery, and remediation levels on MasteryConnect assessments. This measure will allow us to track and monitor students who are mastering each SOL standard and which students need remediation.

EFES will measure which students attend the offered remediation/intervention opportunities and their effect on the students' learning through remediation and reassessment.



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Math

Staff Measures:

EFES Staff will complete PLCs weekly, and will use the district provided progress monitoring data sheet to have data analysis discussions. This will allow EFES to monitor which students need remediation, before school tutoring, Saturday Academy and other interventions offered at EFES. This will be measured through the PLC administrator checklist and other walkthrough measures.

EFES administrators and leadership team will monitor the use of rigorous, aligned materials planned during PLCs measured by weekly walkthroughs and coaching cycles.

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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Science

SMART Goal:

By May 2026, science achievement for all students will increase pass rate from 51% to 65% (increase 14%) on the SOL assessment through the implementation of the 5E instructional model and inquiry-based learning strategies to deepen student understanding and engagement in science concepts.

Evidence-based Intervention:

All teachers will use the 5E model to facilitate inquiry based science instruction and hands on experiences.



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Science

Student Measures:

EFES will track student data through MasteryConnect assessments including the pre, mid and post test. EFES will also monitor teacher created summative and formative assessments.

EFES will measure which students attend the offered remediation/intervention opportunities and their effect on the students learning through remediation and reassessment (WIN Time).



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Science

Staff Measures:

EFES will monitor and track implementation of all science lesson plans by ensuring that the district provided lesson plans and the 5e learning model is included in lesson plans and carried out in the classroom

EFES Staff will complete PLCs weekly, and will use the district provided progress monitoring data sheet to have data analysis discussions. This will allow EFES to monitor which students need remediation, before school tutoring and other interventions offered at EFES. This will be measured through the PLC administrator checklist and other walkthrough 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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Social Studies

SMART Goal:

By May 2025, 60% of 4th-grade students will achieve a score of 400 or above on the Virginia Studies SOL assessment (13% increase), demonstrating mastery of the content through targeted instruction, regular progress monitoring, and hands-on, project based assessments throughout the school year.

Evidence-based Intervention:

Teachers will incorporate district provided instructional best practice routines into daily instruction.



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Social Studies

Student Measures:

EFES will track student data through MasteryConnect assessments including the district checkpoints. EFES will also monitor teacher created summative and formative assessments.

EFES will measure which students attend the offered remediation/intervention opportunities and their effect on the students learning through remediation and reassessment



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Social Studies

Staff Measures:

EFES will monitor and track implementation of all social studies lesson plans by ensuring that rich learning experiences such as classroom outreaches, field trips, and primary sources are included in social studies instruction.

EFES Staff will complete PLCs weekly, and will use the district provided progress monitoring data sheet to have data analysis discussions. This will allow EFES to monitor which students need remediation, before school tutoring and other interventions offered at EFES. This will be measured through the PLC administrator checklist and other walkthrough 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 June 2026, the percentage of staff members who feel that morale has improved at my school will increase from 17% to 35% (increase of 18%) as measured by the climate surveys through collective efficacy building through structured collaboration and recognition systems.

Evidence-based Intervention:

Collective Efficacy Building Through Structured Collaboration and Recognition Systems



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Staffing Supports

Student Measures:

Monitor student achievement data through VALLSS, MasteryConnect assessments, unit checkpoints etc. to ensure fidelity in managing time, pacing and instruction planned together.

Monitor student behavior data to determine if additional classroom management/behavior support is needed



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Staffing Supports

Staff Measures:

Track 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 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 III

Organizational

Learning

Logistical & Operational, Instructional Support Cycles,
Career Development



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Professional Learning

SMART Goal:

By June 2026, EFES will increase the current 52% to 60% of staff who perceive that "Professional development activities connect directly to my work with students in the classroom" by enhancing collaborative planning and incorporating effective Professional Learning Communities (PLCs) to ensure alignment between professional development and classroom practices.

Evidence-based Intervention:

Job-Embedded Professional Learning with Coaching & Resource Accessibility



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Professional Learning

Student Measures:

Monitor student achievement data through VALLSS, MasteryConnects, unit checkpoints etc. to ensure fidelity in managing time, pacing and instruction planned together.

Monitor student behavior data to determine if additional classroom management/behavior support is needed.



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Professional Learning

Staff Measures:

Track staff participation in PD-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.

EFES will track and monitor staff professional development through their Frontline professional development transcripts.

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 IV

School Climate

Supports



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School Climate Supports

SMART Goal:

By June 2026, the total number of office discipline referrals will decrease by 25% (from 312 in 2023–2024 to no more than 234 referrals), with a proportional reduction in classroom, bus and playground referrals, as measured by discipline referral data through the use of restorative practices and data driven decisions.

Evidence-based Intervention:

Restorative Practices and data driven decision making



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School Climate Supports

Student Measures:

EFES will monitor and track students who receives referrals in these hot spot areas and determine what additional interventions need to be put into place to address the needs of the students.

EFES will monitor and track where referrals are taking place, when they are taking place, what incidents are taking place and will implement interventions and strategies to address those data points.



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School Climate Supports

Staff Measures:

EFES will track and monitor which teachers are giving the most referrals, which teachers are giving out PBIS tickets, and which teachers are requesting classroom management supports

EFES will track and monitor which teachers are giving the most referrals, which teachers are giving out PBIS tickets, and which teachers are requesting classroom management supports

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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