

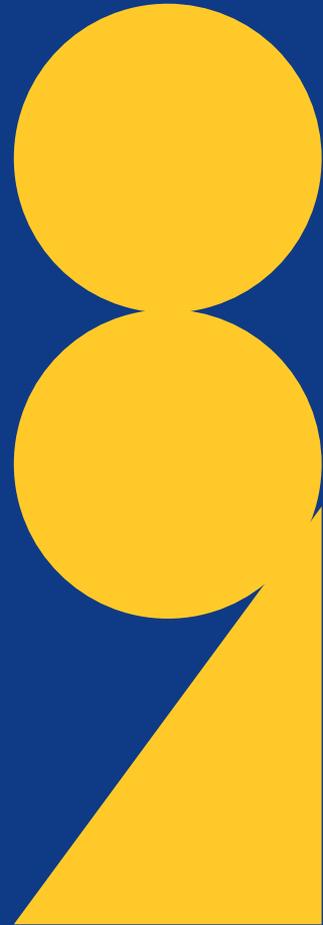
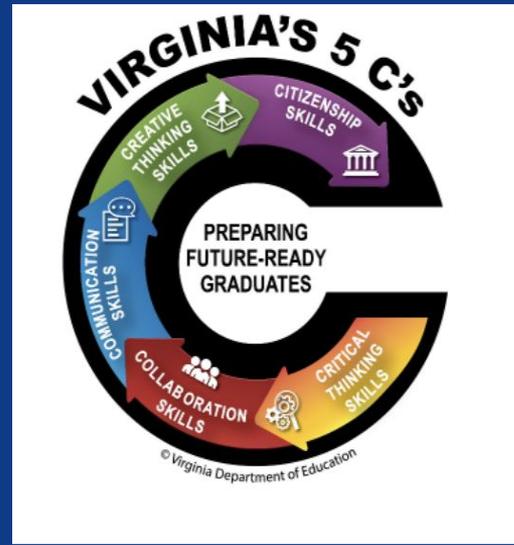


#SPSCREATESACHIEVERS

# SUFFOLK PUBLIC SCHOOLS

## Creekside Elementary School Performance Plan

2024-2025





# Domain I: Academics

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



#SPSCREATESACHIEVERS

# English

**SMART Goal:** By June 2025, the SOL pass rate for the Students with Disabilities subgroups will increase by 10 percentage points, from 29% to 39%, through the implementation of targeted instructional strategies, individualized support plans, and ongoing progress monitoring to ensure sustained academic growth.

## **Evidence-based Intervention:**

Visible Learning for Teachers: Maximizing Impact on Learning by John Hattie Flexible Grouping, Differentiated Instruction, Science of Reading, Phonemic Awareness and Phonics: [UFLI Strategy](#)

## **Student Measures:**

- Measure the scores on the VDOE growth assessment administered in the spring.
- Measure the scores on common formative assessments administered throughout the year.



#SPSCREATESACHIEVERS

# English (con't)

## Staff Measures:

- Track the percentage of teachers who systematically use student performance data to form and regularly adjust flexible groups, ensuring that instruction is effectively differentiated to meet students' evolving needs.
- Monitor the number of staff who participate in professional development sessions focused on targeted instructional strategies for improving cognitive skills.

**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.



#SPSCREATESACHIEVERS

# Math

**SMART Goal:** By June 2025, the SOL pass rate for the Students with Disabilities subgroup will increase by 10 percentage points, from 53% to 63%, through the implementation of targeted instructional strategies, individualized support plans, and ongoing progress monitoring to ensure sustained academic growth.

## **Evidence-based Intervention:**

[Evidence-Based Specially Designed Instruction in Mathematics \(virginia.gov\)](#)

[Bridges Intervention Program](#)

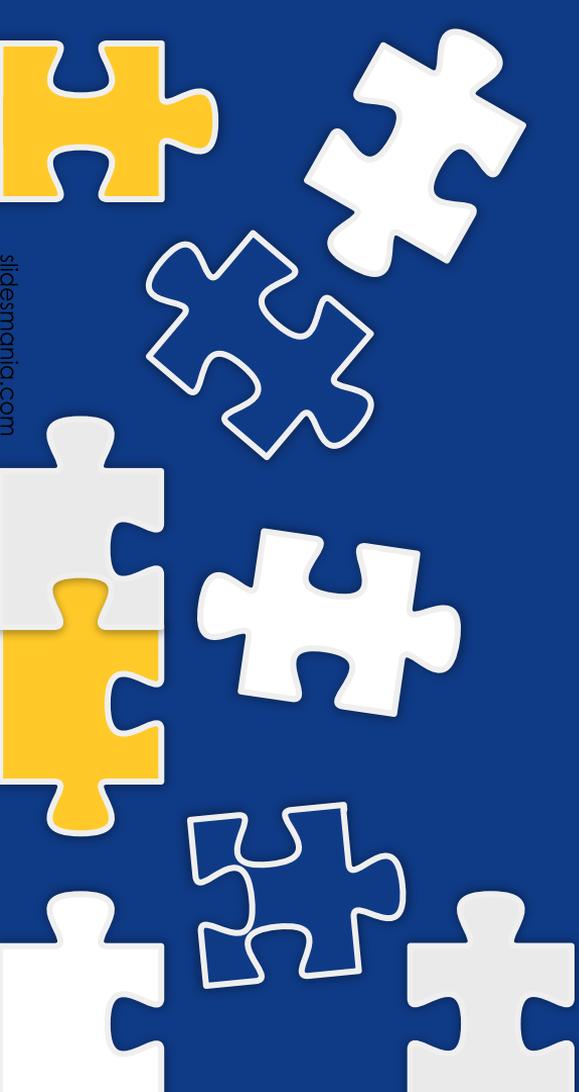
Visible Learning for Teachers: Maximizing Impact on Learning by John Hattie

## **Student Measures:**

- Monitor and record the frequency and effectiveness of students' use of targeted interventions during instruction and assessments.
- Track the progress of students with disabilities by administering regular formative assessments.



#SPSCREATESACHIEVERS



# Math (con't)

## Staff Measures:

- Track the consistency and fidelity with which staff implement targeted interventions for students with disabilities.
- Monitor the number of staff who participate in professional development sessions focused on targeted instructional strategies for improving cognitive skills.

**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.



#SPSCREATESACHIEVERS

# Science

**SMART Goal:** By June 2025, student performance in the Earth/Space Systems and Earth Resources reporting category will improve from a scaled score of 32/50 to 35/50. This will be achieved through the implementation of targeted instructional strategies focusing on the skills of predicting, inferencing, applying, comparing, analyzing, describing, and evaluating. data-driven insights.

## **Evidence-based Intervention:**

Use of evidence to critique claims and sense-making  
Writing Across the Curriculum

## **Student Measures:**

- Track student assessment data will be monitored through the use of CFA's and other formative and summative assessments
- Measure the level of student participation and engagement in using evidence to critique claims and sense making.



#SPSCREATESACHIEVERS

# Science (con't)

## Staff Measures:

- Track the percentage of science teachers who consistently integrate claim critiquing and sense-making in their lesson plans and classroom activities.
- Monitor the percentage of science teachers who complete professional development sessions focused on critiquing claims and sense-making.

**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.



#SPSCREATESACHIEVERS

# Social Studies

**SMART Goal:** By June 2025, student performance in the Geography reporting category will improve from a scaled score of 32/50 to 35/50. This will be achieved through the implementation of targeted instructional strategies focusing on the skills of predicting, inferencing, applying, comparing, analyzing, describing, and evaluating. data-driven insights.

## **Evidence-based Intervention:**

Writing Across the Curriculum  
Use of disciplinary literacy

## **Student Measures:**

- Student data will be tracked through the use of CFA's and other formative and summative assessments.
- Measure the level of student participation and engagement in using disciplinary literacy.



#SPSCREATESACHIEVERS

# Social Studies (con't)

## Staff Measures:

- Track the percentage of history teachers who consistently integrate disciplinary literacy in their lesson plans and classroom activities.
- Monitor the percentage of history teachers who complete professional development sessions focused on disciplinary literacy.

**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.



#SPSCREATESACHIEVERS



# Domain II

# Staffing Supports

Teacher Recruitment, Prioritized Placement



#SPSCREATESACHIEVERS

# Staffing Supports

**SMART Goal:** By June 2025, we will retain at least 80% of our special education teachers by implementing support programs, professional development, and mentorship opportunities.

**Evidence-based Intervention:** [The Impact of Continuous Professional Development on Teacher Retention and Performance](#)

## Student Measures:

- Track the percentage of students meeting their Individualized Education Program (IEP) goals.
- Survey special education students to monitor growth in teacher impact and relationships.



#SPSCREATESACHIEVERS



# Staffing Supports

## (con't)

### Staff Measures:

- Survey special education teachers to assess job knowledge and satisfaction, with a focus on support, relationships and professional development.
- Track the number of special education teachers engaged in mentorship programs, which can contribute to higher retention.

**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.



#SPSCREATESACHIEVERS



# Domain III

# Professional

# Learning Supports

Logistical & Operational, Instructional Support Cycles,  
Career Development



#SPSCREATESACHIEVERS

# Professional Learning

**SMART Goal:** By June 2025, teachers will enhance their Tier 1 instructional practices to effectively support identified sub-groups (e.g., students with disabilities, English Language Learners, and Economically Disadvantaged students) by participating in at least four targeted professional learning sessions.

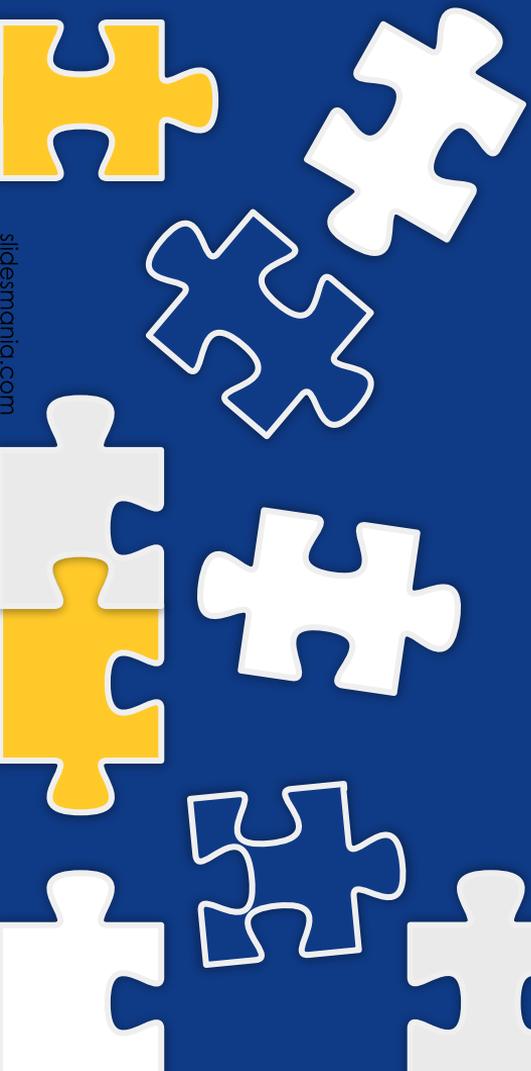
**Evidence-based Intervention:** Hattie Visible Learning: Hattie Research Explicit Instruction, Data Collection and Analysis, Flexible Grouping, Differentiated Instruction, Training and Support, Science of Reading

## Student Measures:

- Track the progress of identified sub-groups (e.g., students with disabilities, English Language Learners, Economically Disadvantaged students) through bi-weekly formative assessments.
- Monitor student engagement and participation levels in classroom activities, particularly within the identified sub-groups.



#SPSCREATESACHIEVERS



# Professional Learning (con't)

## Staff Measures:

- Evaluate the extent to which teachers are applying differentiated instruction strategies in their classrooms, as observed during instructional rounds, peer observations, and through teacher self-reflections.
- Track teacher participation in the targeted professional learning sessions and assess how effectively they are implementing the strategies learned.

**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.





# **Domain IV**

# **School Climate**

# **Supports**



#SPSCREATESACHIEVERS



# School Climate Supports

**SMART Goal:** By June 2025, the gap of chronically absent students from the targeted neighborhoods vs non targeted neighborhoods will decrease 10% through the development and implementation of outreach and support programs.

**Evidence-based Intervention:** Attendance support program

**Student Measures:**

- Analyze daily attendance for each student to identify patterns of absenteeism.
- Track student participation in the outreach and support strategies.



#SPSCREATESACHIEVERS

# School Climate Supports (con't)

## Staff Measures:

- Monitor attendance data to identify patterns and trends specific to the targeted areas.
- Implement small student support groups targeting the focus area of attendance.

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



#SPSCREATESACHIEVERS