



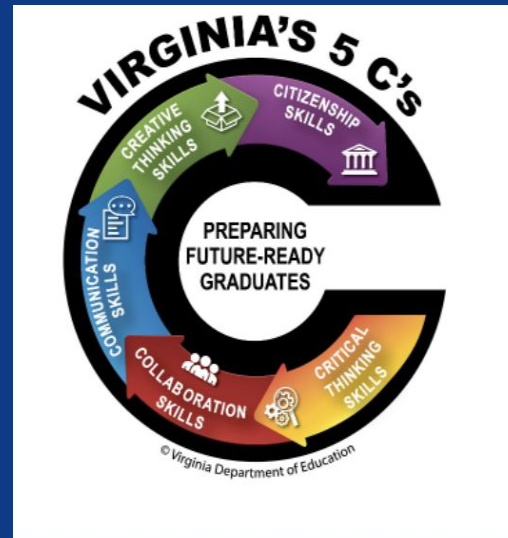
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SUFFOLK PUBLIC SCHOOLS

Nansemond Parkway
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, all student subgroups will reduce their failure rates by 5% or maintain the state standard of a 75% pass rate through the use of MasteryConnect assessments and targeted remediation ensuring that all students receive the necessary support to meet or exceed academic standards.

Evidence-based Intervention: Explicit instruction aligned with the Science of Reading and VLA, frequent progress monitoring and adherence to the district's assessment cycle of instruction, and targeted reteaching.

Student Measures:

- Levels of success on MasteryConnect assessments: Track the number of students who are performing mastery, near mastery, and remediation levels on SOL Standards through MasteryConnect assessments.
- Progress in Targeted Skills: Monitor the percentage of students who demonstrate measurable improvement after remediation and reassessment.



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English

Staff Measures:

- Collaboration for Data Analysis: Engage in weekly PLCs to have data analysis discussions allowing staff to monitor which students need remediation, before school tutoring, Saturday Academy, and other interventions offered at NPES. Measured through PLC administrator checklist and walkthrough measures.
- Consistency and Fidelity of High-Quality Instruction: Oversee the implementation of high-quality instructional materials and ensure the use of explicit, systematic instruction through weekly walkthroughs and ongoing 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, all student subgroups will either reduce failure rates by 5% or maintain the state benchmark of a 70% pass rate, through the use of standards-based data and high-quality math instruction to promote equitable academic achievement for all.

Evidence-based Intervention: Use standard based data to implement and monitor high quality mathematics instruction based on the National Teachers of Mathematics Effective Teaching Practices

Student Measures:

- Levels of success on MasteryConnect assessments: Track the number of students who are performing mastery, near mastery, and remediation levels on SOL Standards through MasteryConnect assessments.
- Progress in Targeted Skills: Monitor the percentage of students who demonstrate measurable improvement after remediation and reassessment.



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Math (con't)

Staff Measures:

- Collaboration for Data Analysis: Engage in weekly PLCs to have data analysis discussions allowing staff to monitor which students need remediation, before school tutoring, Saturday Academy, and other interventions offered at NPES. Measured through PLC administrator checklist and walkthrough measures.
- Consistency and Fidelity of High-Quality Instruction: Oversee the implementation of high-quality instructional materials and ensure the use of explicit, systematic instruction through weekly walkthroughs and ongoing 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 meet or exceed the state standard of a 70% pass rate 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

Student Measures:

- Levels of success on MasteryConnect assessments: Track the measurable student data through pre, mid, and post tests as well as monitoring teacher created summative and formative assessments.
- Progress in Targeted Skills: Monitor the percentage of students who demonstrate measurable improvement after remediation and reassessment.



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Science (con't)

Staff Measures:

- Consistency and Fidelity of High-Quality Instruction:: Monitor implementation of all science lessons plans by ensuring district provided lessons and the 5e learning model is included in lesson plans
- Collaboration for Data Analysis: Engage in weekly PLCs to have data analysis discussions allowing staff to monitor which students need remediation, before school tutoring, Saturday Academy, and other interventions offered at NPES. Measured through PLC administrator checklist and 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 2026, 70% of 4th-grade students will achieve a score of 400 or above on the Virginia Studies SOL assessment, demonstrating mastery of the content through targeted instruction, regular progress monitoring, and strategic interventions throughout the school year.

Evidence-based Intervention: Incorporate district provided instructional best practice routines into daily instruction

Student Measures:

- Levels of success on MasteryConnect assessments: Track the measurable student data through checkpoints as well as monitoring teacher created summative and formative assessments.
- Progress in Targeted Skills: Monitor the percentage of students who demonstrate measurable improvement after remediation and reassessment.



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Social Studies (con't)

Staff Measures:

- Consistency and Fidelity of High-Quality Instruction:: Monitor implementation of all social studies plans to ensure rich learning experiences are taking place such as outreach programs, field trips, and the use of primary sources.
- Collaboration for Data Analysis: Engage in weekly PLCs to have data analysis discussions allowing staff to monitor which students need remediation, before school tutoring, Saturday Academy, and other interventions offered at NPES. Measured through PLC administrator checklist and 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 the end of the 2025-2026 academic year, increase teacher retention rates by 5% over the previous year by implementing targeted support programs—including mentorship, professional development, and wellness initiatives for staff and students—to promote a stable, positive school culture and climate.

Evidence-based Intervention: Implement a comprehensive teacher support framework that integrates mentorship, targeted professional development, and staff/student wellness initiatives to strengthen teacher efficacy, job satisfaction, and school climate.



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Staffing Supports (con't)

Student Measures:

- Student Attendance Rate: Increase in the percentage of students attending school 95% or more of the time, as improved student attendance supports teacher morale and retention.
- Student Perception of School Climate: Improvement in student survey results on feeling safe, supported, and engaged in learning.

Staff Measures:

- Annual Staff Retention Rate: Percentage of teachers returning from the 2025-2026 to the 2026-2027 school year. (Target: +5% over previous year)
- Staff Satisfaction Survey Results: Increase in positive responses (agree/strongly agree) on climate and culture survey items related to support, workload balance, and professional growth opportunities.



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Staffing Supports (con't)

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 May 2022, NPES will increase the percentage of staff who perceive that "Professional development activities connect directly to my work with students in the classroom" from 89% to 91%, by enhancing collaborative planning and incorporating effective Professional Learning Communities (PLCs) to ensure alignment between professional development and classroom practices.

Evidence-based Intervention: Collaborative Planning and PLCs

Student Measures:

- Monitoring Student Performance: NPES monitor improvements in student performance on formative and summative assessments in areas directly addressed through professional development
- Student Engagement: Track student engagement using tools such as walkthrough rubrics, engagement surveys, or student work samples, focusing on lessons aligned with PD-supported instructional strategies.



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Professional Learning (con't)

Staff Measures:

- Monitoring Alignment: Monitor alignment between PD topics and instructional planning will be reviewed monthly to ensure strategies from PD are integrated into classroom instruction.
- Professional Development Reflection: staff will complete a short survey or reflection form indicating how the session content will be (or was) applied in their instruction, with a target increase in positive responses over time.

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 May 2016 the percentage of NPES staff who agree that "Discipline policies at my school are effective in addressing unwanted student behaviors" will continue to be 85% or above, through the review and enhancement of discipline policies, implementation of effective strategies, and regular feedback and support for staff to ensure more effective behavior management.

Evidence-based Intervention:

School leadership teams and Tier 1 and Tier 2 PBIS teams will analyze student behaviors and needs and provide supports and interventions for students as needed.



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School Climate Supports (con't)

Student Measures:

- Decrease Unwanted Behavior: Decrease unwanted student behaviors for teachers by increasing classroom and school-wide expectation supports
- Track and Compare Student Incidents: Track and compare data on student disciplinary incidents, such as suspensions, detentions, and behavioral referrals, before and after implementing support programs to evaluate any changes in student behavior.



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School Climate Supports (con't)

Staff Measures:

- Cafeteria Behavior: Decrease unwanted student behaviors by location (cafeteria) by implementing new processes to support positive student behavior and teach & reteach cafeteria expectations.
- PBIS Implementation: Implementation of PBIS strategies with fidelity and consistency

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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