

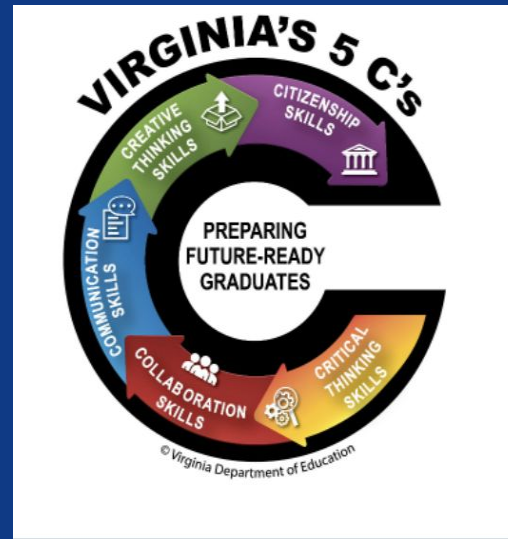


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SUFFOLK PUBLIC SCHOOLS

Lakeland High School 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 June 2026, the percentage of students scoring Pass-Advanced on the English SOL will increase by 20%, rising from the 2024-25 baseline of 18.42% to at least 22.1%.

Evidence-based Intervention:

Tiered Instruction; Self-Regulated Strategy Development (SRSD); and Frequent Formative Assessment & Feedback

Student Measures:

1. Students will have at least one complete writing sample, to include prewriting activities, using the SRSD writing process.
2. Student writing samples will have evidence of written, content and process-specific feedback on student work.



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English

Staff Measures:

1. Monitor the percentage of teachers implementing tiered instruction, SRSD, feedback, and differentiated strategies with high fidelity through regular observations and coaching.
2. Measure the percentage of teachers using weekly formative assessments, collaborative planning sessions, and data-driven interventions to adjust instruction.

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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Math

SMART Goal:

By June, 2026, the percentage of students scoring Pass Advanced on the Algebra I, Geometry, and Algebra II EOC SOL tests will increase by 10%.

Evidence-based Intervention:

Tiered Instructional Support within a Multi-Tiered System of Supports (MTSS) Framework

Student Measures:

1. Track student achievement outcomes based on checkpoints and other formative/summative assessments
2. Evidence of student self-reflection



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Math

Staff Measures:

1. Increased implementation of MTSS and Depth of Knowledge (DOK) strategies through Instructional Innovation Plan (IIP) review
2. Increased mathematical discourse/"Accountable Talk" (representing, thinking, talking, agreeing, and disagreeing that teachers and students use to engage with mathematical ideas; listen to and build upon each other's ideas) to increase student engagement and achievement.

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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Science

SMART Goal:

By June 2026, the Science achievement for students will increase to at least 75%, as measured by the Science SOL test pass rate, through the implementation of targeted instructional strategies, ongoing formative assessments, and data-driven interventions.

Evidence-based Intervention:

Explicit Vocabulary Instruction

Student Measures:

1. Track student achievement outcomes based on common formative assessments and other formative/summative assessments.
2. Measure the level of student participation and engagement in hands-on inquiry activities through observation checklists, student reflections, or self-assessments.

Staff Measures:



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Science

Staff Measures:

1. Monitor and track documented targeted instructional strategies, ongoing formative assessments, and data-driven interventions identified in collaborative planning during lesson plan checks and walkthroughs.
2. Track targeted instructional strategies observed in science instructional walkthrough observations.

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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Social Studies

SMART Goal:

By May 2026, teachers and students will increase the SOL Pass Rate from 58.5% to 70.3%. Teachers and students will increase their use of DBQs and Inquiry Based Instruction in order to deepen student knowledge beyond rote memorization in an effort to achieve this goal.

Evidence-based Intervention:

Document-Based Questions & Performance-Based Assessments

Student Measures:

1. Students will deepen their knowledge by engaging in additional DBQ assignments to gain a better understanding of the material beyond a surface level, the outcomes will be determined based on performance on district and state assessments.
2. Measure student engagement through classroom participation rates, completion of assignments, and involvement in interactive activities: such as debates, projects, and discussions.

Social Studies

Staff Measures:

1. Monitor and track the implementation and completion of the DBQs and Inquiry Based Instruction within the classes.
2. Measure and track teacher participation in professional development geared toward the instruction of inquiry-based instruction.

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 II

Staffing Supports

Teacher Recruitment, Prioritized Placement



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Staffing Supports

SMART Goal:

By May 30, 2026, 100% of beginning teachers will be assigned an experienced mentor with at least three years of teaching experience, attend monthly mentorship meetings, and meet at least once, weekly, with their assigned mentor.

Evidence-based Intervention:

Structured Induction & Mentorship Program

Student Measures:

1. Compare data on student disciplinary incidents reported during each semester.
2. Monitor and collect student engagement data through informal and formal observations.



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Staffing Supports

Staff Measures:

1. Mentee teachers will show growth of at least one evaluation domain related to instruction (e.g., instructional delivery).
2. Mentor teachers will log at least two structured coaching/feedback sessions per month, with progress monitored by administration.

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 30, 2026, all teachers and long-term substitutes will have completed a series of at least 6 professional learning sessions focused on high-yield instructional strategies, with the goal of improving student achievement for all students. Participation will be tracked to ensure 100% completion, with sessions offered in various formats to accommodate all staff, and progress monitored quarterly.

Evidence-based Intervention:

Job-Embedded Professional Development

Student Measures:

1. Evidence of student engagement through observation data
2. Evidence of student assessment of their own learning through questioning



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Professional Learning

Staff Measures:

1. All teachers will have participated in at least three professional development sessions on utilizing high-yield instructional strategies by the end of first semester.
2. Teachers will demonstrate successful utilization of high-yield strategies in the classroom, as evidenced by walkthroughs and/or observations.

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 June 2026, Lakeland High School will improve communication with staff and families by implementing a consistent, multi-platform communication plan (email, weekly newsletter, updated website, and social media) to strengthen school climate, as measured by staff and student/parent indicators.

Evidence-based Intervention:

Implementation of a Multi-modal Communication Plan

Student Measures:

1. At least 50% of families will report improved satisfaction with school communication on the annual parent survey (baseline established fall 2025).
2. Website and/or social media analytics will show a 30% increase in family engagement (clicks, views, or interactions) compared to fall 2025 baseline.

School Climate Supports

Staff Measures:

1. At least 80% of staff will report on the annual climate survey that school communication has improved and is clear, timely, and helpful (an increase from baseline).
2. At least 80% of staff will access and utilize the weekly newsletter and website for information, measured through analytics (email open rates and page visits).

Alignment to the Strategic Plan:

GOAL 4: Increase engagement opportunities for families, school communities, and business partnerships.



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