

Welcome!

November 13, 2025



Agenda



6:00 **Welcome**

6:05 **State of the Schools**

- Dr. LaTanya D. McDade, Superintendent of Schools

7:15 **Break**

7:25 **Work Session for 12/11 Meeting**

7:55 **Closing & Adjourn**

SUPERINTENDENT'S ADVISORY COUNCIL ON INSTRUCTION STATE OF THE SCHOOLS

Dr. LaTanya D. McDade, Superintendent of Schools
November 13, 2025





our **VISION**

Every student will graduate on time with the knowledge, skills, and habits of mind necessary to create a thriving future for themselves and their community.

PWCS

CORE COMMITMENTS





**LEARNING AND
ACHIEVEMENT FOR ALL**



**POSITIVE CLIMATE
AND CULTURE**



**FAMILY AND COMMUNITY
ENGAGEMENT**



**ORGANIZATIONAL
COHERENCE**

WILDLY IMPORTANT GOALS



95%

on-time graduation
rate by 2025



5% decrease
in chronic
absenteeism

85% SOL proficiencies
across core
content areas

10% decrease in
English Learners
dropout rate



COMMITMENT FOUR
ORGANIZATIONAL
COHERENCE

Strategic Plan Funding Commitments



Learning and
Achievement for All

1,199.9 FTEs



Positive Climate
and Culture

326 FTEs



Family and
Community Engagement

116.2 FTEs



Organizational
Coherence

270 FTEs

1,912 Total FTEs

Total Strategic
Plan Investment: **\$292M**

Average Salary Increase

2022	2023	2024	2025	2026
5%	7%	5%	5.2-6.1%	6.8-7.4%
0% benefit increase	2% benefit increase	3% benefit increase	3% benefit increase	5% benefit increase

Entry Level Teacher Salary

2021-22	2025-26
\$51,431	\$62,562

PWCS Standards of Excellence

1

Shared Responsibility

Joint commitment to provide an exceptional educational environment for all

2

Ultimate Accountability

Continuous improvement through data monitoring

3

Equity and Access

Resource distribution that aligns to diverse student needs

4

Collaboration

Unity between school and central office leaders

5

Operational and Instructional Excellence

High standards in operational and instructional support that minimize managerial burdens on principals



Advancing Digital Equity and Customer Service

Digital Equity
Investment:

\$93M

500+

active Zendesk users

across **12** department areas

470,756

tickets as of July 1, 2025

19 Hours

average closure rate

A large, stylized number '3' is positioned on the left side of the image. The number is composed of light blue and white shapes, with a dark blue shadow or outline. The background is a solid dark blue.

**COMMITMENT THREE
FAMILY AND
COMMUNITY
ENGAGEMENT**

Community Relations

A man in a dark jacket and blue shirt is pointing at a smartphone held by a woman in a denim jacket. They are standing in a school hallway with glass doors and a red stanchion in the background.

100% of schools have a
Parent Liaison

100% of schools have a
Formal Business Partner

**Renovation of
Global Welcome Center**

Communications

SchoolStatus

17.1M text messages **13.4M** emails **30.6M** total messages

Social Media

Since 2022 **33.1M** impressions **1.8M** engagements



Facebook



YouTube



LinkedIn



Instagram



TikTok



**COMMITMENT TWO
POSITIVE CLIMATE
AND CULTURE**

Participate Teachers

395

teachers contracted
for the 25-26 SY

This includes returning and new hires
46 over our goal of **350**

7%

increase in our diversity of
certified staff

The goal was to increase by **5%** to **31%**
We increased to **33%**



Security Operations Center

- Opened Security Operations Center in August 2024

2,939

Calls received

1,095

Events managed

1,949

Incident messages

99%

Positive Responses

Safety Screening Technology

Implemented **EVOLV**

in all middle and high schools

63%

decrease

in the number of disciplinary code incidents

70%

decrease

in possession of a knife

100%

decrease

in both possession of a taser and a firearm



VCU Teacher Apprenticeship/Residency Update

20

new candidates
for 2025-26

44

PWCS-VCU cohort
members for 2025-26

13

teachers hired
since 2023



Teachers for Tomorrow

79

PWCS graduates hired as teachers since the start of the program, all completed the Teachers for Tomorrow coursework during their high school years

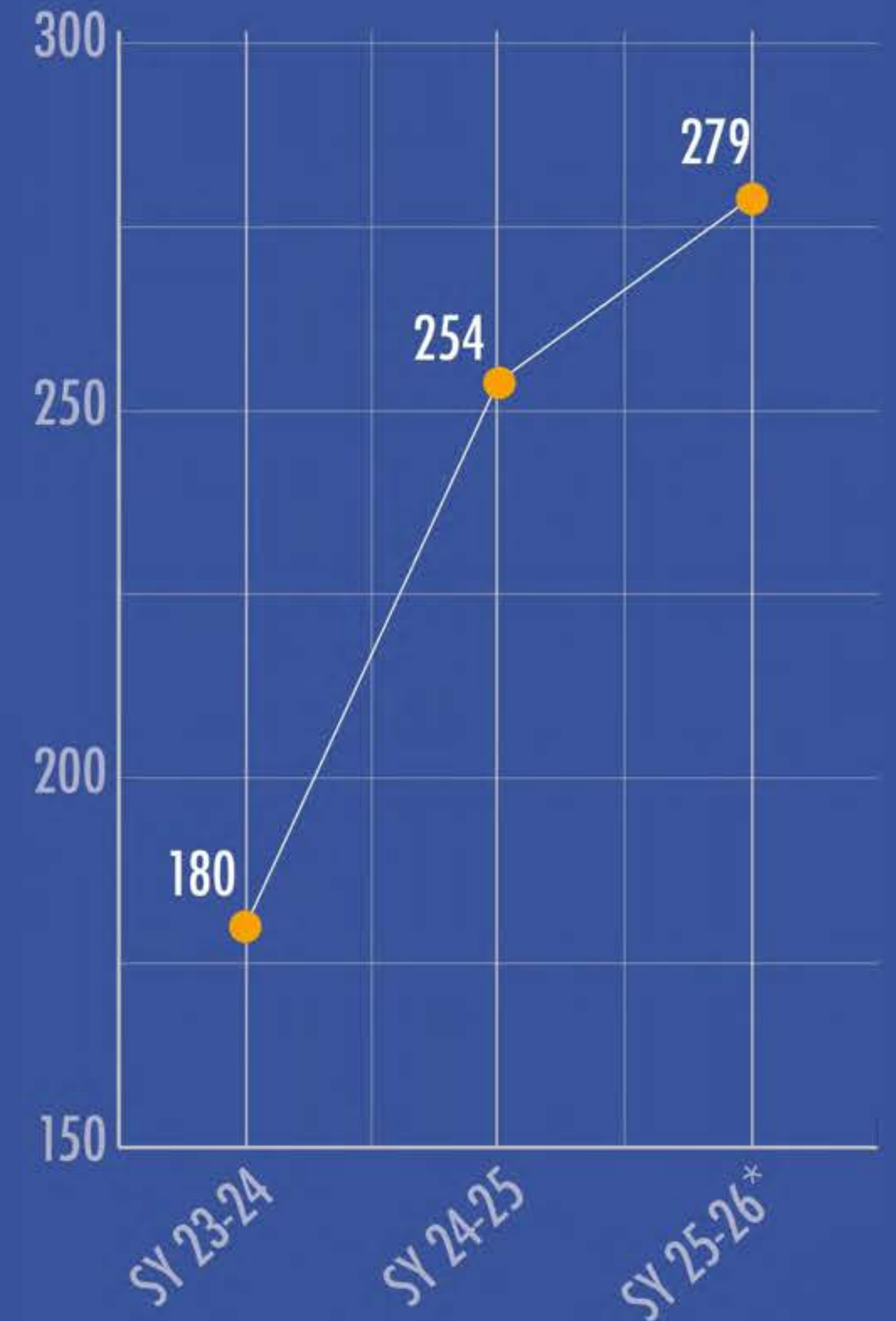
57

Teachers for Tomorrow graduates currently enrolled in college programs and pursuing licensure in teaching or related service fields

All 13

PWCS high schools currently offer Teachers for Tomorrow I and II courses

Total number of
Teachers for Tomorrow
program participants



*Based on course requests

**COMMITMENT ONE
LEARNING AND
ACHIEVEMENT
FOR ALL**

Postsecondary Planning, Advising, and Counseling

100%

of high schools have a
college and career counselor

100%

of graduates have a
postsecondary plan

\$492M

student self-reported
scholarships from 2022-25

\$91M 2022

\$119M 2023

\$123M 2024

\$159M 2025



Career and Technical Education

GOAL

100% of schools with a formal business partnership to advance improvement goals

60% of graduates will earn at least one early college or career credential

3,500 summer employment opportunities for high school rising juniors and seniors over the next four years

500 current formal business apprenticeships and internships

120 CTE registered partnerships

STATUS

100%

65%*

4,405

932

373+



* Number reflects students in CTE programs

Career and Technical Education

Over four years:

150 state licensures earned

5,632 Workplace Readiness Skills assessments passed

21,265 industry certifications achieved

23,568 students earning one or more credentials

27,049 total credentials achieved

Currently, there are

814 active enrollments in

17 CTE dual enrollment courses





Advanced Course Participation

55.7% of high schoolers took one or more advanced courses this year

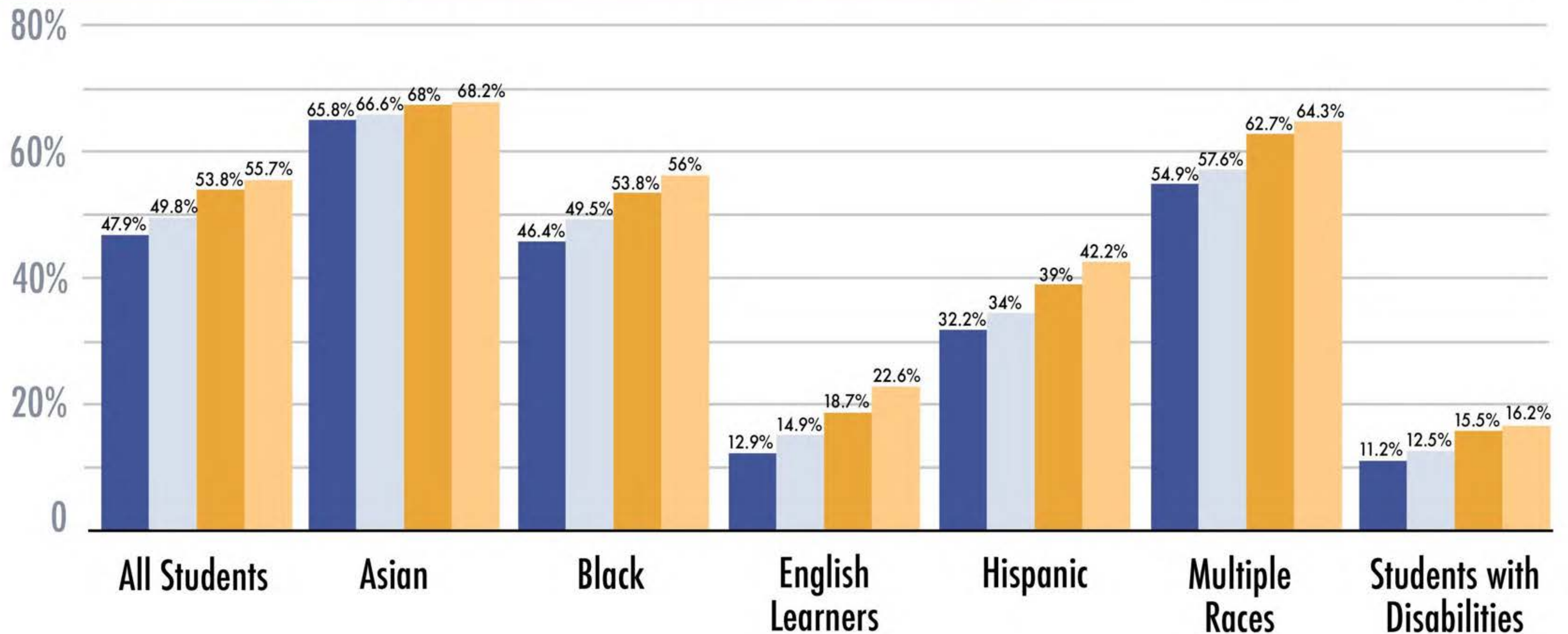
OVER FOUR YEARS:

9.7% increase among English Learners

10% increase among Hispanic students

Participation and Performance

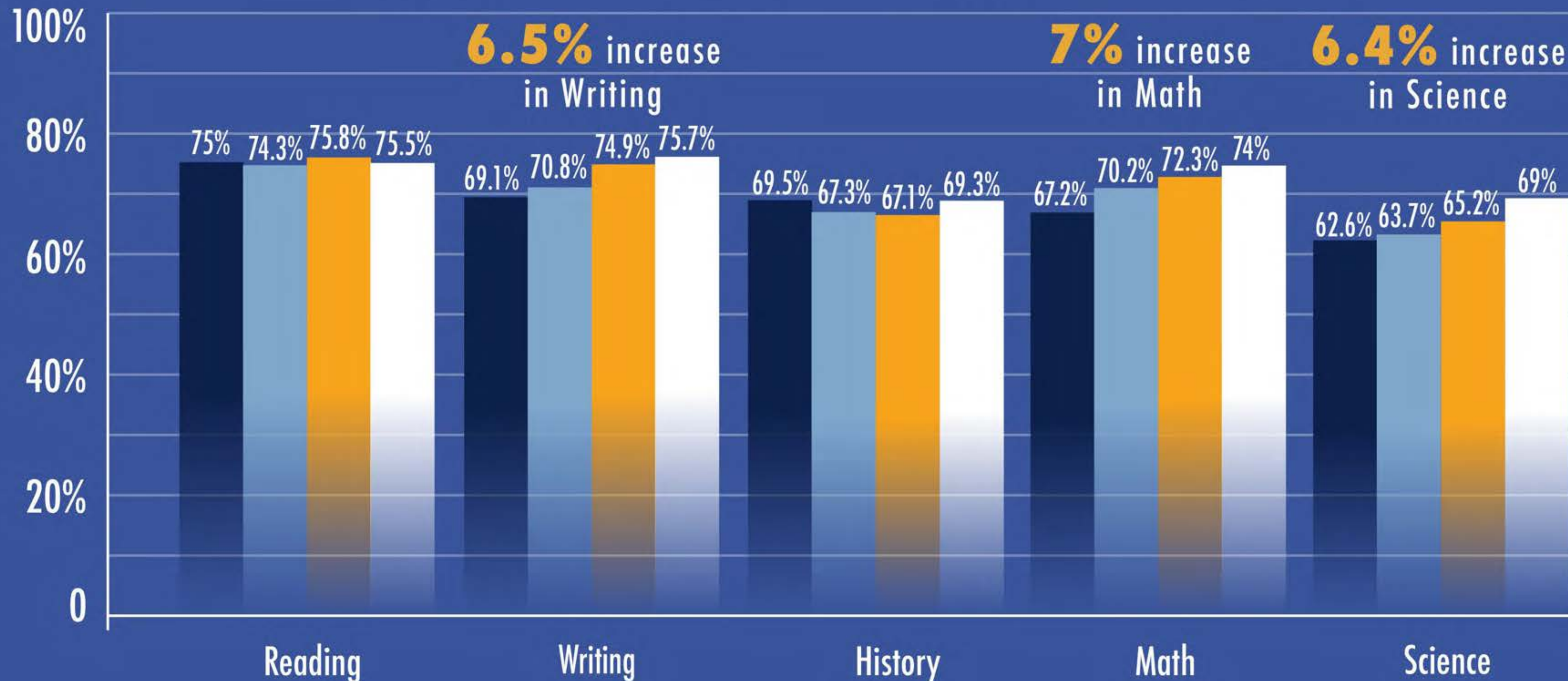
2023	2024	2025		
8,034 Students	9,776 Students	11,298 Students	2021-22	2022-23
10,076 Exams	12,242 Exams	14,534 Exams	2023-24	2024-25
5,999 Passed Exams	7,510 Passed Exams	9,867 Passed Exams		



SOL: Overall Pass Rates

WIG 85%

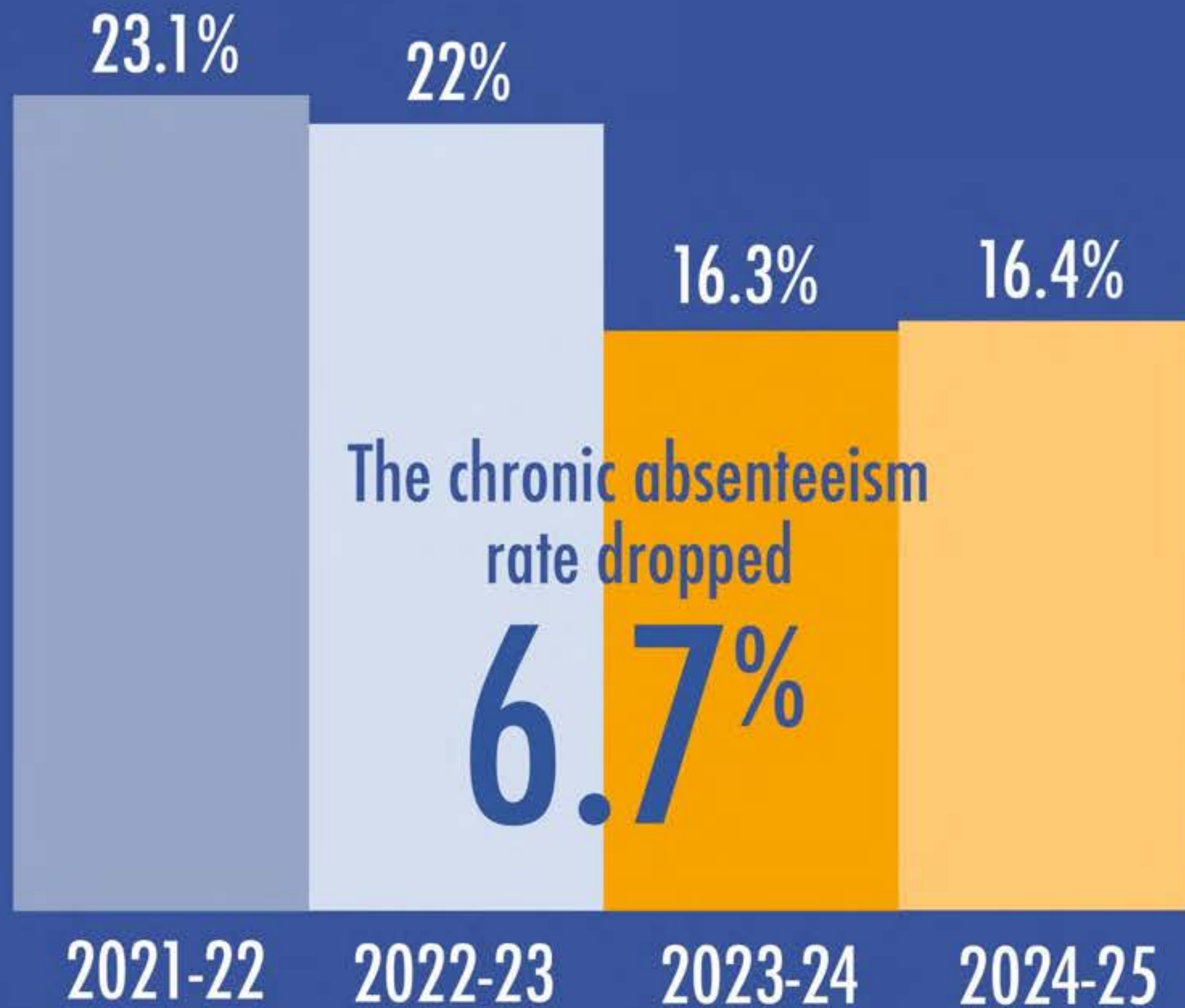
2021-22 2022-23 2023-24 2024-25



Chronic Absenteeism

WIG 5%

10 %
The amount of missed school days that constitutes chronic absenteeism



Overview of Dropout Rate

WIG 10%

2.2 % decrease in the overall dropout rate from 6% to 3.8%

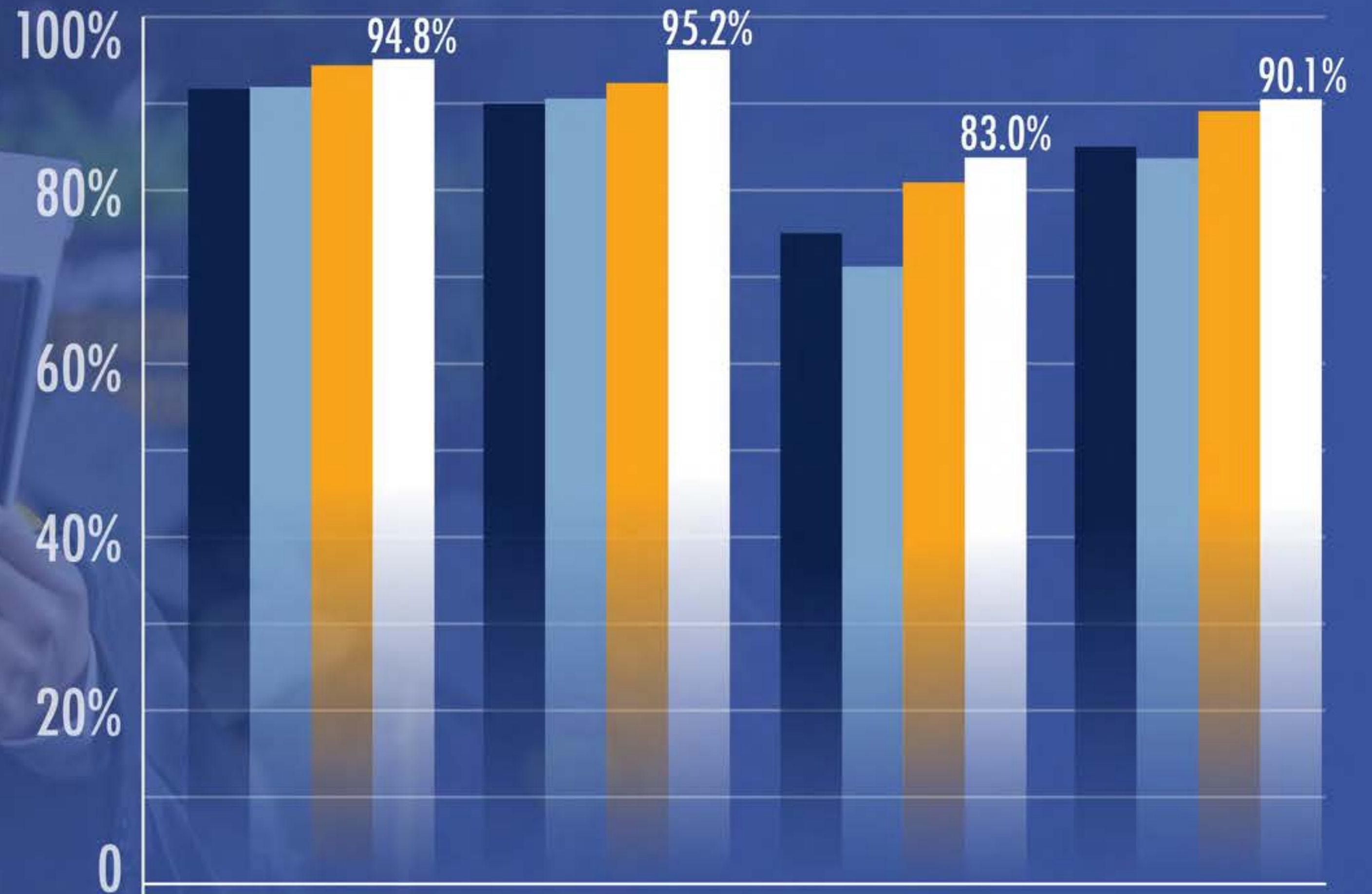
8 % decrease in the English Learners dropout rate from 24.4% to 16.6%

4 % decrease in the Hispanic dropout rate from 12.2% to 8.7%

Graduation Rates

WIG 95%

2022 2023 2024 2025



94.8%
2025 on-time graduation rate





**COMING
SOON**

Vision 2030 Timeline

- **February - September 2025**
Development of strategic plan
- **September - October 2025**
Community and Board member engagement
- **December 2025**
Online release of proposed strategic plan for public feedback, soft launch
- **January 2026**
Presentation to the School Board
- **February 2026**
School Board adopts strategic plan

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