

# Superintendent's Advisory Council for Instruction

October 13, 2022

LaTanya D. McDade, Ed. D.  
Superintendent of Schools



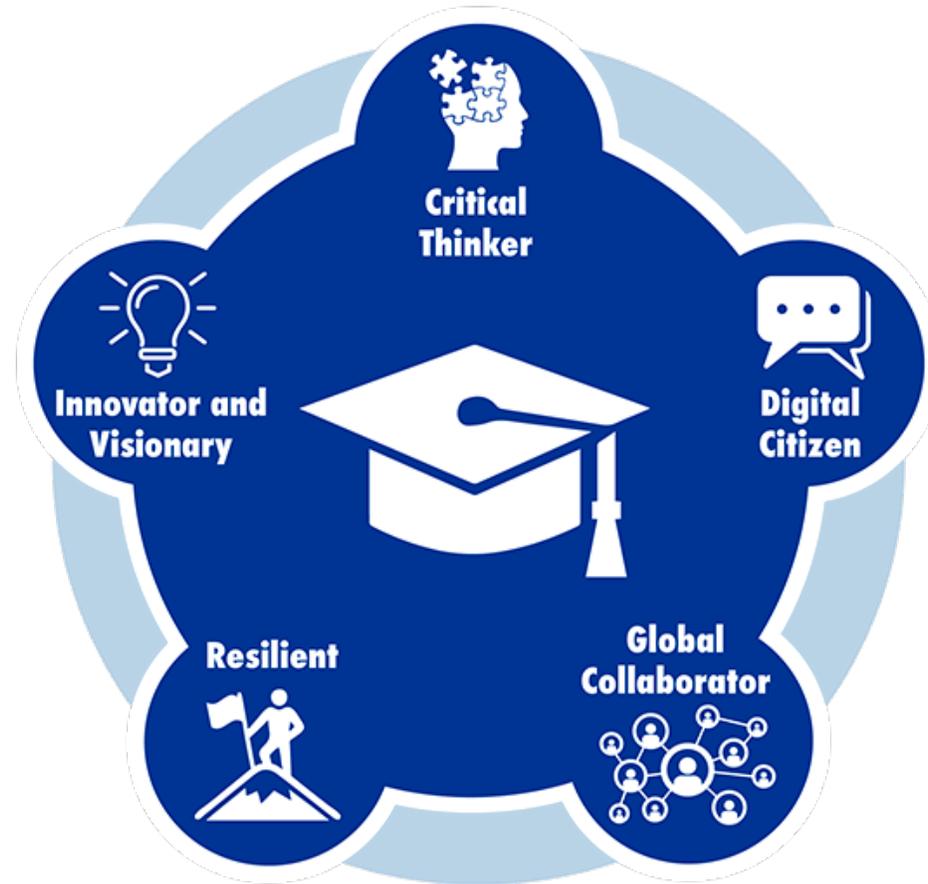
# PWCS Vision 2025 – Launching Thriving Futures

## 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 Profile of a Graduate



# Our Commitments

## 1 Learning and Achievement for ALL

- PWCS will provide equitable opportunities for all students to achieve at high levels.
- PWCS will prepare all students for post-secondary education and the workforce.
- PWCS will prepare all staff members to support and challenge all students.

## 2 Positive Climate and Culture

- PWCS will provide a learning environment which fosters inclusivity, connectedness, and encourages social and emotional wellness for all.
- PWCS students and staff will feel supported and have a strong sense of belonging.
- PWCS facilities will be welcoming, safe, and sustainable.



# Our Commitments

## 3 Family and Community Engagement

- PWCS will engage families as authentic partners in education to support academic progress.
- PWCS will work collaboratively with community agencies and business partners to support strategic initiatives.
- PWCS will ensure honest, transparent, and two-way communication with families, schools, and the community to foster trusting relationships.

## 4 Organizational Coherence

- PWCS will create systemic structures for strong cycles of continuous improvement.
- PWCS will remove barriers to communication to facilitate collaboration across offices, schools, and families in the spirit of customer service.
- PWCS will ensure that our strategic priorities are driving our investments. PWCS will work toward convergence, operating as a unified school system with shared accountability for school and Division goals.



# Learning and Achievement For All Strategic Initiatives

- Continuous Improvement planning, processes, and classroom systems;
- Focus on the Instructional Core and strengthening Tier I Core Instruction for all students and all subjects/courses;
- Universal Design for Learning;
- A gifted teacher in every elementary school to support best practices and the identification of underrepresented students;
- Expanding access to advanced academic, gifted, and preschool opportunities;
- Literacy-Rich Interactive Classrooms;
- Equitable access to high-quality curriculum and core materials;
- Instructional Rounds; and
- Multi-Tiered Systems of Support (MTSS).



# Learning and Achievement For All

## Progress Updates

- Continuous Improvement Plans developed for every school and office with a focus on closing achievement and opportunity gaps;
- Ongoing professional learning for principals on the instructional core and the norming of instructional leadership best practices across schools;
- Required professional learning for teachers and leaders on UDL;
- Full-time gifted teacher in every school;
- Launched Equal Opportunity Schools to expand access and opportunity for underrepresented students in Advanced Academic Opportunities; and
- Preschool expansion with three classes added for this year.



# Learning and Achievement For All

## Progress Updates

- Required professional learning on Literacy-Rich Interactive Classrooms;
- Equitable access to high-quality curriculum and core materials with the Division-wide purchase of textbooks and core materials English language arts and science;
- Instructional Rounds protocol being implemented at all school levels; and
- A new director of tiered interventions and supports has been hired to lead the MTSS work across the Division.



# Positive Climate and Culture Strategic Initiatives

- Dedicated post-secondary advisor in all high schools;
- PWCS Heals – a comprehensive plan to provide social-emotional support to staff and students;
- Support Corps counselors to help address absenteeism;
- Healing Centered Engagement Specialists;
- PWCS Leads;
- You Belong Here; and
- Teach PWCS.



# Positive Climate and Culture Progress Updates

- College and Career Counselors in place at every high school.
- 50 school-based staff members trained as a part of the Support Corps.
  - 84 students serviced between March and May 2022;
  - Work with the student and the family unit outside of the normal school day, in a non-clinical manner to increase school engagement and enhance social-emotional skills;
  - Over 800 direct service hours provided; and
  - Over 1,000 phone calls made during the month of July to students and parents/guardians who needed further support to reengage with PWCS.
- Healing Centered Engagement Specialists.
  - 80 current PWCS school-based mental health professionals; and
  - Assigned to support schools with developing plans to increase positive school culture and climate.
- Over 4500 staff members trained in trauma-informed, healing practices.
- Over 4000 staff members trained on Trauma-Informed Care.



# Positive Climate and Culture Progress Updates

## **PWCS LEADS**

- Enhanced and updated the selection process and protocols for hiring central office and school-based leaders;
- Increased the prospective candidates eligible for the administrative pool through the launching of the PWCS LEADS information sessions; and
- Created leadership competencies aligned to the PWCS commitments outlined in the division strategic plan.

## **You Belong Here**

- Increased the diversity of certified staff from 26% to 28%; and
- Initiated the process for revising and establishing a research-based selection process for certified and classified staff.



# Positive Climate and Culture Progress Updates

## Teach PWCS

- Increased the number of Growing Our Own Teachers and Educators Rising programs for 4 to 8;
- Increased university partnerships to include teacher residency and apprenticeship programs (Virginia Commonwealth University and the University of Mary Washington);
- Hired 34 new special educators who participated in the Teaching Assistants to Teacher program;
- Increased the number of international teachers in the division to a total of 188; 94 of the teachers were hired for the 2022-23 school year; and
- Launched the Teaching Professional on Temporary Assignment (TPOTA) alternate pathway to licensure opportunity and hired a total of 116 for the 2022-23 school year.



# Family and Community Engagement Strategic Initiatives

- Strategically driven SPARK funding agenda;
- Enhance two-way communication between families and the Division;
- Expand outreach targeting families of Title I students, English Learners, Students with Disabilities, Gifted students, and Specialty Program students; and
- Expand Family Engagement Series.



# Family and Community Engagement Progress Updates

- PWCS SPARK Funding Agenda has been launched.
- PWCS has launched use of a Division-wide two-way messaging platform with auto translation in home languages that integrates key student information and performance data.
- Recruitment and annual training plan for Family and Community Engagement Specialists and Parent Liaisons in progress to support expanded outreach to families.
- Family Engagement Series focused on providing families with information about systems, opportunities, and strategies to support and advocate for their student(s).



# Organizational Coherence Strategic Initiatives

- Platform to support enhanced customer relations;
- Equitable Budgeting Models;
- Digital Equity;
- IT Governance; and
- Competitive Benefits and Wages.

# Organizational Coherence

## Progress Updates

- Currently implementing a Division-wide customer relationship management platform;
- Launched the PWCS Equitable Budgeting Taskforce;
- Centralized the management and purchasing of instructional computers and interactive panels. All classrooms have an interactive panel five years old or less, and all teachers and students have computers four years old or less;
- Implemented IT Governance structure and trusted applications portal to ensure utilization of the same core learning, communication, productivity, and assessment systems Division-wide; and
- Average of 7% salary increase for most employees.





**School systems that focus on the core with a coherent strategy, executed and refined over time, are making progress in fulfilling their vision of supporting all children to learn at high levels, to contribute to their communities, and to be ready for career and college,**

Strategy in Action, by Curtis & City, 2018, p.12

