

Strategic Plan Report: Goals 2-5 2016-17

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Prince William County
PUBLIC SCHOOLS
Providing A World-Class Education®

Overview

- Strategic Plan presentation broken into two sections this year:
 - Tonight: Goals 2-5 (plus update on one measure from Goal 1)
 - October 18: Goal 1
- Presentation of data from 2016-17 school year
- Opportunity to reflect on current reality and set improvement priorities and targets
- Connection to Superintendent's Goals for the 2017-18 school year



20/20 Vision for a *World-Class Education*

GOAL 1: All students meet high standards of performance.

GOAL 2: The teaching, learning, and working environment is safe, caring, healthy, and values human diversity.

GOAL 3: Family, community, and employee engagement create an environment focused upon improved student learning and work readiness.

GOAL 4: Employees are highly qualified, high performing, and diverse.

GOAL 5: The organizational system is aligned and equitable.



OUR 20/20 VISION
I N
P W C S
O U R G R A D U A T E S
A R E P R E P A R E D T O C O M P E T E
I N T H E 2 1 st C E N T U R Y G L O B A L C O M M U N I T Y

On the path to graduation, PWCS students will be challenged to...

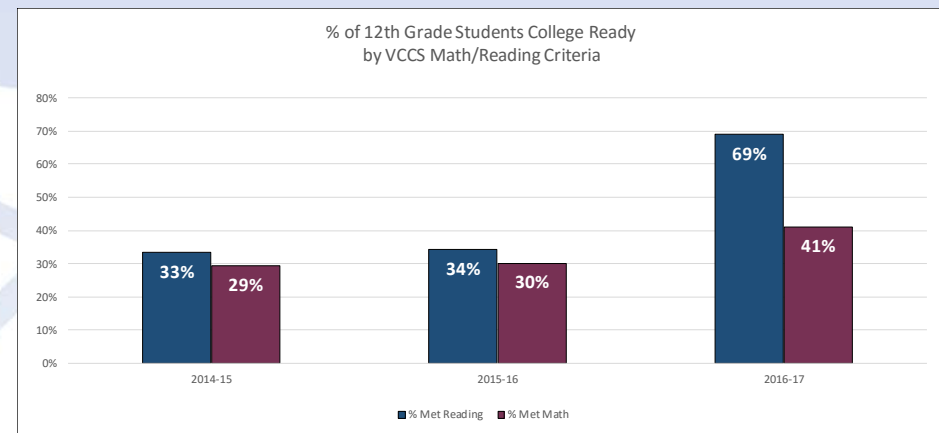
- Pursue advanced opportunities including AP, IB, Cambridge courses and/or dual enrollment
- Achieve Career and Technical Education credentials
- Become college and career ready
- Actively use technology in learning and life
- Participate in the full range of academic endeavors, including the fine and performing arts
- Participate in school and community service opportunities
- Actively participate in school activities
- Focus on safe and healthy behaviors
- Learn to resolve conflicts



Strategic Measure 1.1.9 - Update

College Readiness

- Virginia Community College System (VCCS) sets placement criteria for admission or transfer students.
- With the introduction of the new SAT, these criteria were updated.
- PWCS uses these criteria as part of determining college readiness.



Goal 2: Climate

Connection to Superintendent's Goals

During the 2017-18 school year, the Superintendent will:

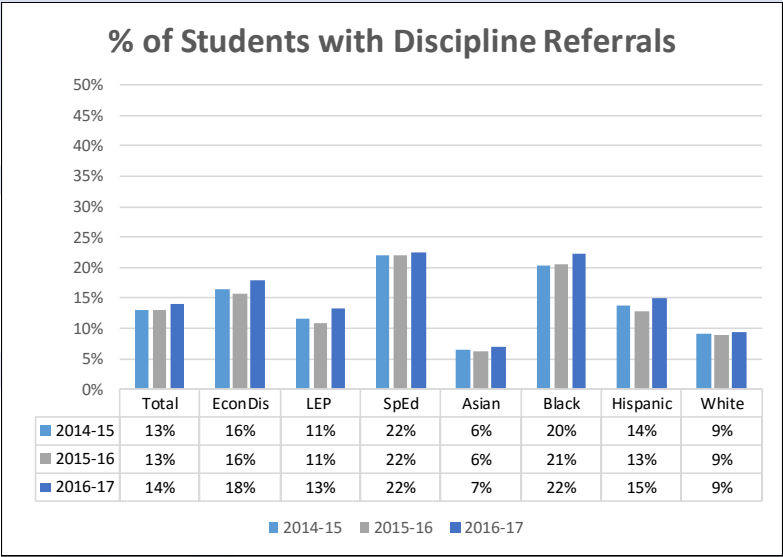
- Visit 100% of school division facilities to monitor for safety and productivity, which will result in 100% of facilities passing compliance audits and meeting building code requirements (Measure 2.3.1).

Strategic Measures 2.1.1 and 2.1.2

Cultural Responsiveness and Collaboration

- Employees complete professional development in culturally competent and non-discriminatory practices within two years of employment.
- All staff members actively participate in collaborative teamwork designed to improve professional practice and student learning and promote the culture of a professional learning community.

Strategic Measure 2.2.1 Discipline Referrals

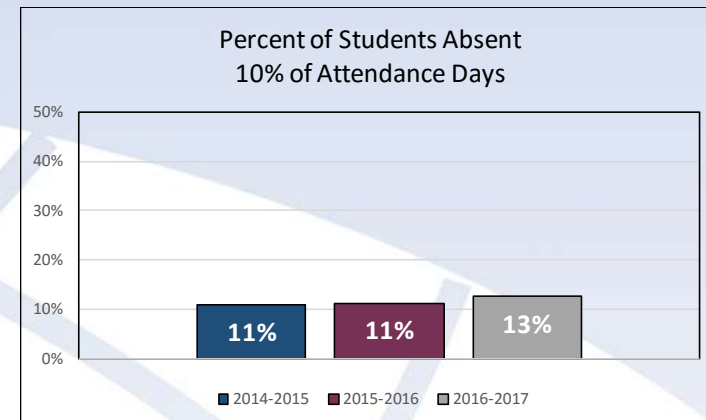


Discipline Referrals: % of each student group with discipline referrals

Strategic Measure 2.2.2

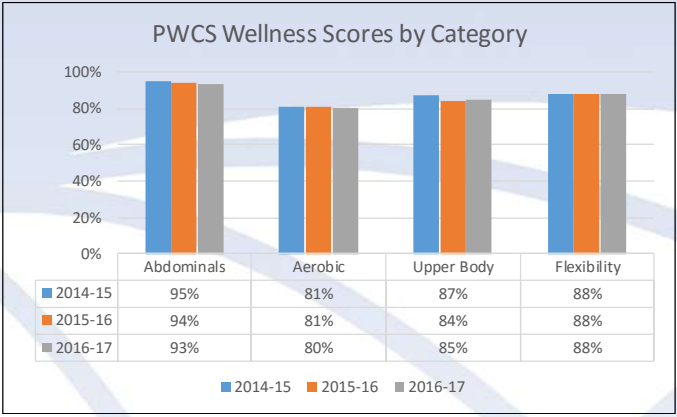
Chronic Absenteeism

- Virginia defines chronically absent as students missing 10% or more of days in attendance.
- Chronic absenteeism will be a component of the new federal accountability system.
- Efforts underway to combat absenteeism issues (Lead Attendance Officer pilot).



Strategic Measure 2.2.3

Student Wellness



PWCS and VA Wellness Scores by Gender and Grade

Area	Grade	2015-16				2016-17			
		Boys		Girls		Boys		Girls	
		VA	PW	VA	PW	VA	PW	VA	PW
Abdominal	Grade 5	82%	93%	82%	92%	84%	92%	83%	91%
	Grade 8	87%	95%	87%	93%	89%	95%	88%	94%
	Grade 10	89%	97%	89%	97%	90%	95%	87%	94%
Aerobic	Grade 5	72%	81%	84%	95%	74%	80%	80%	95%
	Grade 8	67%	75%	71%	84%	71%	75%	49%	86%
	Grade 10	59%	72%	61%	76%	68%	70%	62%	74%



Goal 3: Family, Community, and Employee Engagement

Connection to Superintendent's Goals

During the 2017-18 school year, the:

- Results of the Customer Satisfaction Survey will show at least an 85 percent satisfaction rate of central office and school administrators with Executive Administration (Measure 3.2.1).

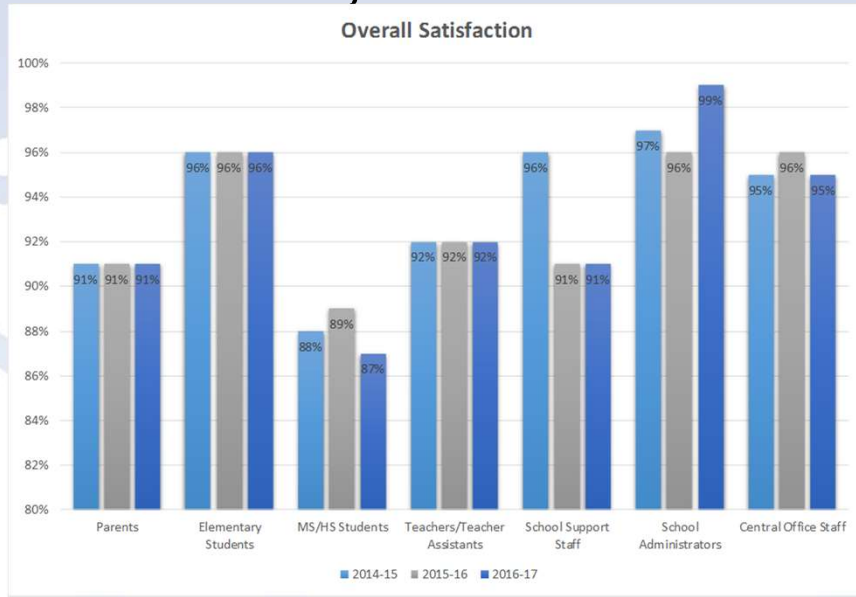
Strategic Measures 3.1.1 and 3.1.2

Community Partnerships and School Advisory Councils

- All schools maintain school-home and school-community partnerships.
- Over the past 12 years, all new principals have been trained in how to run School Advisory Councils.
- All principals have been receiving School Advisory Council training to share at their own schools.

Strategic Measure 3.2.1

Stakeholder Survey Data – Overall Satisfaction



Goal 4: Qualified Work Force

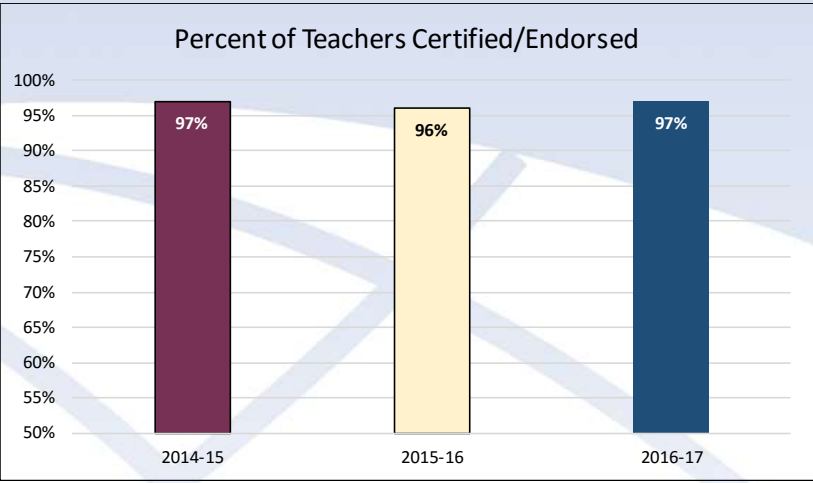
Connection to Superintendent's Goals

During the 2017-18 school year, the Superintendent will:

- Collaborate with the Associate Superintendent of Human Resources in hiring such that the percent of students in classes taught by highly qualified teachers will be at least 96 percent (Measure 4.1.1).
- Collaborate with staff to ensure that the teacher turnover rate will be less than 12 percent (Measure 4.4.2).

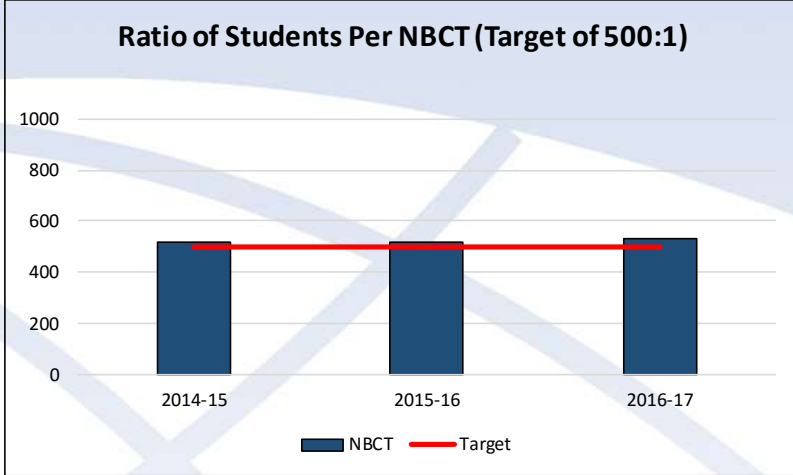
Strategic Measure 4.1.1

Highly Qualified Teachers



Strategic Measure 4.1.2

National Board Certified Teachers



Strategic Objective 4.2

Professional Growth

- All employees complete and implement individualized professional development plans.
- All first-year teachers are supported by a mentoring program for their first three years.
- All employees are evaluated through a standards-based performance evaluation system.
- All teachers participate as part of their school's professional learning communities and collaborative learning teams.

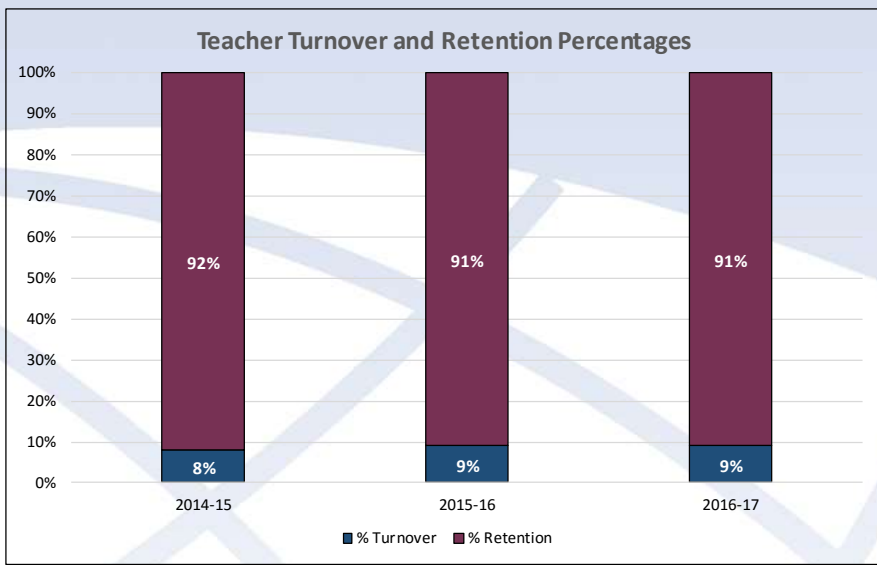


Strategic Measures 4.3.1 and 4.4.1

Equal Opportunity and Competitive Salaries

- Prince William County Public Schools (PWCS) uses non-preferential programs and strategies to provide equal opportunity and promote workforce diversity.
- PWCS strives to have competitive salary and benefits packages.
 - The School Board approved step increase for all employees for FY2018.

Strategic Measure 4.4.2 Teacher Turnover



Goal 5: Organizational Alignment

Connection to Superintendent's Goals

During the 2017-18 school year:

- The Superintendent will ensure that the Level Associates collect and monitor school improvement plans so that 100 percent of those plans are aligned with the Strategic Plan, including objectives related to improving the performance of students with disabilities (Measure 5.1.1).
- 100 percent of issues received from professional associations by the Superintendent's Office will be discussed with the Superintendent's Staff, and responses will be provided to the professional associations (Measure 5.1.2).



Strategic Objective 5.1

Aligned Planning

- School and department plans are aligned with the goals and objectives of the Strategic Plan and with school needs.
- The School Division strives to be responsive in addressing stakeholder questions and concerns.
- Internal and external performance reviews are conducted on a regular schedule.

Strategic Objective 5.2

Equitable Use of Funds

- Class size reduction (5.2.1)
 - FY2018 budget includes new teachers and support staff to reduce class sizes.
- Funding ratios are reviewed to ensure current needs are met within budgetary constraints (5.2.3).
- Internal Audits are conducted on a regular basis (5.2.4).

Funding for Renovations/Renewals will Average 3% of Replacement Value (5.2.2)

Year	% Value
FY 2015	3.4%
FY 2016	2.2%
FY 2017	3.4%
FY 2018	2.2%
FY 2019	3.4%
FY 2020	2.2%
FY 2021	3.4%
FY 2022	2.2%
FY 2023	3.4%
FY 2024	2.2%



Strategic Objective 5.3

Fiscal Integrity

- The School Division received an unqualified opinion on the Appropriated Fund Audit for FY2017.
- The School Division maintained a positive end-of-year fund balance for FY2017.

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