

Prince William County Public Schools

Enterprise Elementary

2025-2026 25-26 CIP Summary

Validation of Continuous Improvement Plan Date: August 11, 2025

Executive Cabinet Member: Dr. Maggie De La Rosa

Principal/Director: Kelly Nickerson

Commitments

Commitment 1: Learning and Achievement for All

Division Objective:

1.1 PWCS will provide equitable opportunities for all students to achieve at high levels., 1.3 PWCS will prepare all staff members to support and challenge all students.

Theory of Action 1

If we ... (strategy(ies))	then ... (expected behavioral changes)	which will lead to ... (expected impact outcome)
utilize the division HQIM to teach decoding skills and incorporate comprehension building practices (high quality questions and student response to text in writing) (EB)	teachers will explicitly teach decoding skills and comprehension building practices and students will apply their knowledge through answering high quality questions and respond to text in writing	which will lead to 75% of students passing SOL, 85% of students in low/moderate range on VALLSS, and 70% of 2nd-5th grade will score in the on or above level on the HMH Growth Assessment.

Impact/Implementation Goal 1 Details
<p>Impact/Implementation Goal 1</p> <p>Goal Type: Impact Goal</p> <p>Impact Goal: By June 2026, 75% of students in grades 3-5 will demonstrate proficiency on the reading SOL assessment.</p>

Impact/Implementation Goal 2 Details
<p>Impact/Implementation Goal 2</p> <p>Goal Type: Impact Goal</p> <p>Impact Goal: By June 2026, 85% of students in grades K-2 will fall in the moderate or low risk band on the VALLSS assessment. (BOY: 75%, MOY: 80%)</p>

Impact/Implementation Goal 3 Details
<p>Impact/Implementation Goal 3</p> <p>Goal Type: Impact Goal</p> <p>Impact Goal: By June 2026, 70% of students in grades 2-5 will meet the benchmark for on or above grade level on the HMH Growth Assessment. (BOY: 60%, MOY: 65%)</p>

Impact/Implementation Goal 4 Details

Impact/Implementation Goal 4

Goal Type: Impact Goal

Impact Goal: By June 2026, 68% of students in grades 2-5 will demonstrate proficiency or mastery on the reading end of unit modules.

Impact/Implementation Goal 5 Details

Impact/Implementation Goal 5

Goal Type: Implementation Goal

Implementation Goal: All teachers will explicitly teach decoding skills and comprehension building practices (require students to use details from the text to demonstrate understanding and/or support their ideas about the text) as measured by the ELA Walkthrough tool.

Impact/Implementation Goal 6 Details

Impact/Implementation Goal 6

Goal Type: Implementation Goal

Implementation Goal: 100% of ELA observations will have students utilizing student ownership skills (students doing majority of work through speaking, reading, writing, and students providing text evidence to support their ideas and use text specific language in oral and written responses as measured by the ELA Walkthrough tools. .

Commitment 1: Learning and Achievement for All

Theory of Action 2

If we ... (strategy(ies))	then ... (expected behavioral changes)	which will lead to ... (expected impact outcome)
provide opportunities for all students to use a well-chosen set of concrete and semi-concrete representations to support learning of mathematical concepts and procedures (EB)	teachers will plan opportunities for all students to work with and practice aligned grade level problems and tasks which will allow students to create and connect multiple representations and ideas	an increase in math achievement as measured by 81% of students meeting mastery or proficiency on the Math SOL and 65% on end of unit assessments.

Impact/Implementation Goal 1 Details
<p>Impact/Implementation Goal 1</p> <p>Goal Type: Impact Goal</p> <p>Impact Goal: 81% of students in grades 3-5 will pass or pass advance the Math SOL.</p>

Impact/Implementation Goal 2 Details
<p>Impact/Implementation Goal 2</p> <p>Goal Type: Impact Goal</p> <p>Impact Goal: 65% of students in grades K-5 will demonstrate mastery/proficiency on end of unit math assessments. BOY: 55%, MOY: 60%</p>

Impact/Implementation Goal 3 Details
<p>Impact/Implementation Goal 3</p> <p>Goal Type: Implementation Goal</p> <p>Implementation Goal: 100% of Teachers will deliver instruction aligned to the standards using concrete, representational, and abstract representations with the new HQIM, which will be monitored through observations/ walkthroughs (TNTP walkthrough Form)</p>

Impact/Implementation Goal 4 Details

Impact/Implementation Goal 4

Goal Type: Implementation Goal

Implementation Goal: 100% of math observations will show students using concrete, representational, and/or abstract thinking skills to support and justify answers/thinking beyond just stating answers as measured by the Math Walkthrough Tools.

Commitment 1: Learning and Achievement for All

Theory of Action 3

If we ... (strategy(ies))	then ... (expected behavioral changes)	which will lead to ... (expected impact outcome)
plan and deliver instruction to support inquiry-based student learning (EB)	teachers will consistently and intentionally plan learning experiences through the 5E model that are aligned to the rigor of the standards which will allow students to assess their understanding with oral and written justification	70% of students in 5th grade demonstrating proficiency in science.

Impact/Implementation Goal 1 Details
<p>Impact/Implementation Goal 1</p> <p>Goal Type: Impact Goal</p> <p>Impact Goal: By June 2026, 70% of students will pass the 5th grade science SOL.</p>

Impact/Implementation Goal 2 Details
<p>Impact/Implementation Goal 2</p> <p>Goal Type: Impact Goal</p> <p>Impact Goal: By June 2026, 70% of students will show proficiency or mastery on end of unit assessments as measured by the 4th and 5th grade end of unit assessments. BOY: 50%, MOY: 60%.</p>

Impact/Implementation Goal 3 Details
<p>Impact/Implementation Goal 3</p> <p>Goal Type: Implementation Goal</p> <p>Implementation Goal: 100% of 4th and 5th grade teachers will support students to make sense of disciplinary core idea(s) through relevant phenomena, explanations, representations, tasks, examples and/or models as measured by the Science Walkthrough tool. BOY: 50% and MOY: 100%</p>

Impact/Implementation Goal 4 Details

Impact/Implementation Goal 4

Goal Type: Implementation Goal

Implementation Goal: 100% of science observations will have students justifying their understanding of science standards through verbal/written tasks.

Commitment 2: Positive Climate and Culture

Division Objective:

2.1 PWCS will provide a learning environment which fosters inclusivity, connectedness, and encourages social and emotional wellness for all., 2.2 PWCS staff will be empowered, supported, and engaged with a strong sense of belonging.

Theory of Action 1

If we ... (strategy(ies))	then ... (expected behavioral changes)	which will lead to ... (expected impact outcome)
implement the social and emotional lessons from Leader in Me	teachers will create a learning environment that supports students in understanding and managing emotions	a 4.0 on the overall grand mean in the Social emotional learning domain of the Gallup poll.

Impact/Implementation Goal 1 Details
<p>Impact/Implementation Goal 1</p> <p>Goal Type: Impact Goal</p> <p>Impact Goal: 4.0 on the overall grand mean in the Social emotional learning domain of the Gallup poll.</p>

Impact/Implementation Goal 2 Details
<p>Impact/Implementation Goal 2</p> <p>Goal Type: Implementation Goal</p> <p>Implementation Goal: All classrooms will implement at least three Leader in Me lessons per week as measured by the walk-through form.</p>

Impact/Implementation Goal 3 Details
<p>Impact/Implementation Goal 3</p> <p>Goal Type: Implementation Goal</p> <p>Implementation Goal: By June 2026, 100% of students will utilize Leadership Portfolios bi-weekly to include reading, math data, and social emotional 4DX forms as measured school Leader in Me Walkthrough Form. BOY: 80%, MOY: 90%</p>

Impact/Implementation Goal 4 Details

Impact/Implementation Goal 4

Goal Type: Impact Goal

Impact Goal: 4.0 out of 5.0 mean on quarterly social emotional learning survey to 3-5 grades. BOY: 3.5, MOY: 3.8

Commitment 2: Positive Climate and Culture

Theory of Action 2

If we ... (strategy(ies))	then ... (expected behavioral changes)	which will lead to ... (expected impact outcome)
design a system to track and highlight staff recognition	staff will feel recognized and appreciated for the hard work that they do	an increased mean to 3.5 on staff Gallup survey for being recognized for the good work they do.

Impact/Implementation Goal 1 Details
<p>Impact/Implementation Goal 1</p> <p>Goal Type: Impact Goal</p> <p>Impact Goal: By June 2026, we will increase the mean to 3.5 on the staff Gallup Poll for staff recognition.</p>

Impact/Implementation Goal 2 Details
<p>Impact/Implementation Goal 2</p> <p>Goal Type: Impact Goal</p> <p>Impact Goal: Quarterly staff survey on recognition will score a mean score of 3.5 out of 5. BOY: 2.5, EOY: 3.0.</p>

Impact/Implementation Goal 3 Details
<p>Impact/Implementation Goal 3</p> <p>Goal Type: Implementation Goal</p> <p>Implementation Goal: 100% of staff meetings will have a set agenda item for staff recognition (pass the starfish, where we saw genius, answer is in the room, etc.) as measured by staff meeting agendas.</p>

Commitment 3: Family and Community Engagement

Division Objective:

3.1 PWCS will engage families as authentic partners in education to support academic progress., 3.3 PWCS will ensure honest, transparent, and two-way communication with families, schools, and the community to foster trusting relationships.

Theory of Action 1

If we ... (strategy(ies))	then ... (expected behavioral changes)	which will lead to ... (expected impact outcome)
continue to improve in our communication of academic achievement to parents	parents will have a stronger understanding of where their child is performing academically	increase of the overall mean in communication from 4.24 to 4.40 on the Parent Gallup Survey.

Impact/Implementation Goal 1 Details
<p>Impact/Implementation Goal 1</p> <p>Goal Type: Impact Goal</p> <p>Impact Goal: Increase the mean on parent communication to 4.40 on the Gallup Survey.</p>

Impact/Implementation Goal 2 Details
<p>Impact/Implementation Goal 2</p> <p>Goal Type: Impact Goal</p> <p>Impact Goal: By June 2026, parents will rate academic communication at 4.40 on school quarterly survey. BOY: 4.24, MOY: 4.35</p>

Impact/Implementation Goal 3 Details
<p>Impact/Implementation Goal 3</p> <p>Goal Type: Implementation Goal</p> <p>Implementation Goal: All classroom teachers will communicate with families on students' academic progress using the progress report from Teacher/Parent Vue each month.</p>

Commitment 4: Organizational Coherence