

Strategic Plan Report 2015-16

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November 2, 2016



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

Overview

- 2015-16 was the first year of the new 2016-20 Strategic Plan
- Presentation of data from 2015-16 school year
- Opportunity to reflect on current reality and set improvement priorities and targets

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

IN

P W C S

OUR GRADUATES

ARE PREPARED TO COMPETE

IN THE 21st CENTURY GLOBAL COMMUNITY

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



Goal 1: Student Achievement



Strategic Measure 1.1.1

All schools will be fully accredited.

Year of Award	# of Schools	Fully Accredited*					Not Fully Accredited		
		ES	MS	HS	Total	%	ES	MS	HS
2007-08	79	53	13	10	76	96%	0	3	0
2008-09	80	53	15	10	78	98%	0	2	0
2009-10	82	55	16	10	81	99%	0	1	0
2010-11	82	55	17	10	82	100%	0	0	0
2011-12	82	55	17	10	82	100%	0	0	0
2012-13	85	57	16	11	84	99%	0	1	0
2013-14	86	57	17	9	83	97%	0	1	2
2014-15	86	51	15	8	74	86%	6	3	3
2015-16	87	54	15	11	80	92%	4	3	0
2016-17	88	56	13	10	79	90%	3	5	1



Strategic Measure 1.1.2

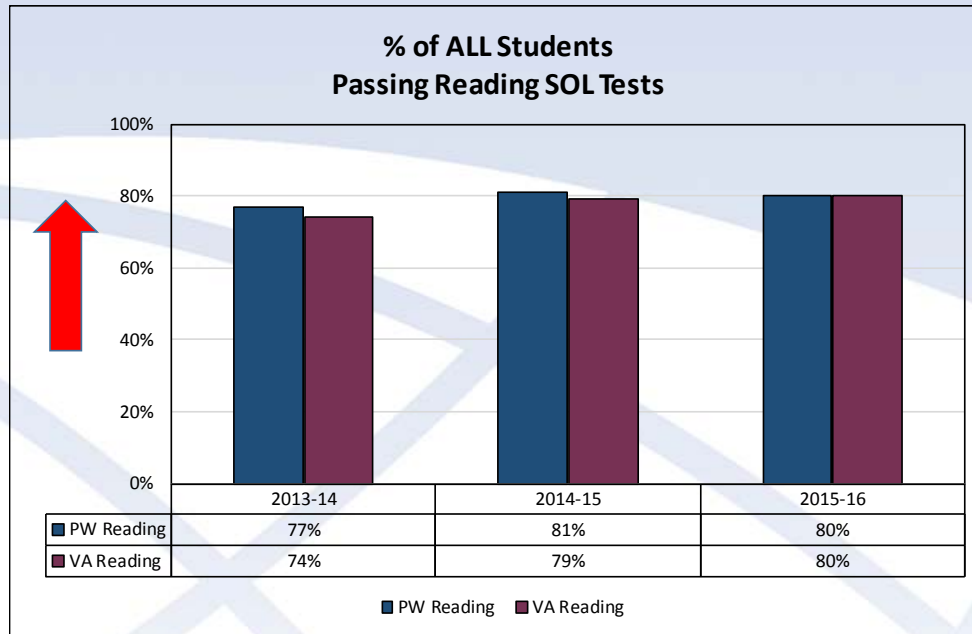
Federal Accountability - Pass Rate Comparison

Division	Reading Pass Rate 14-15	Reading Pass Rate 15-16	Math Pass Rate 14-15	Math Pass Rate 15-16
STATE	79	80	79	80
Prince William	81	80	80	79
Alexandria	71	73	69	68
Arlington	86	87	87	87
Fairfax	85	85	83	83
Fauquier	80	80	80	80
Loudoun	87	88	85	86
Manassas City	72	73	78	77
Manassas Park	71	71	76	79
Stafford	83	82	84	83



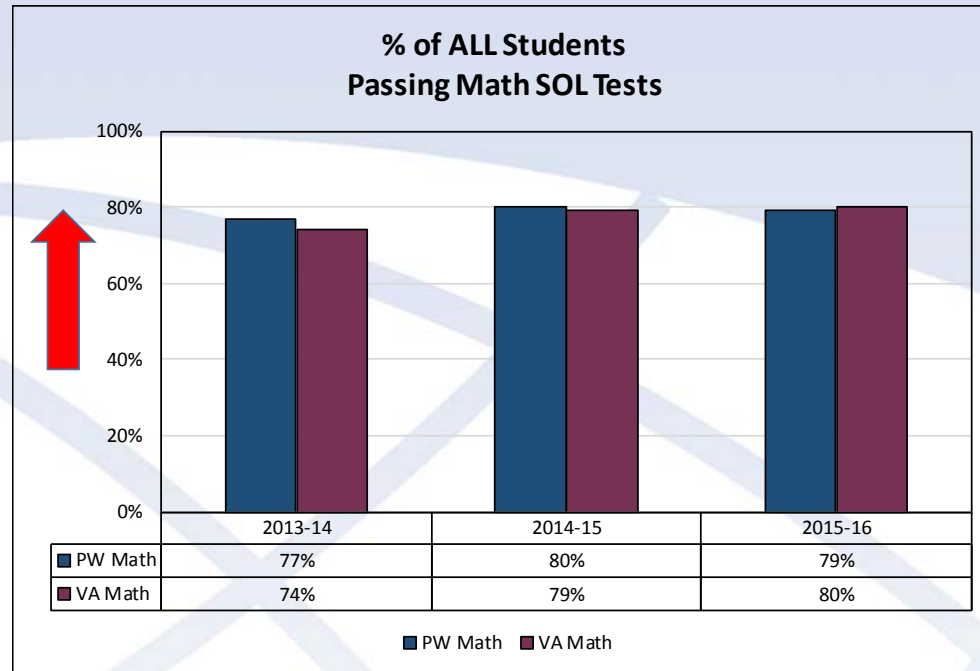
Strategic Measure 1.1.2

Division Pass Rates - Reading



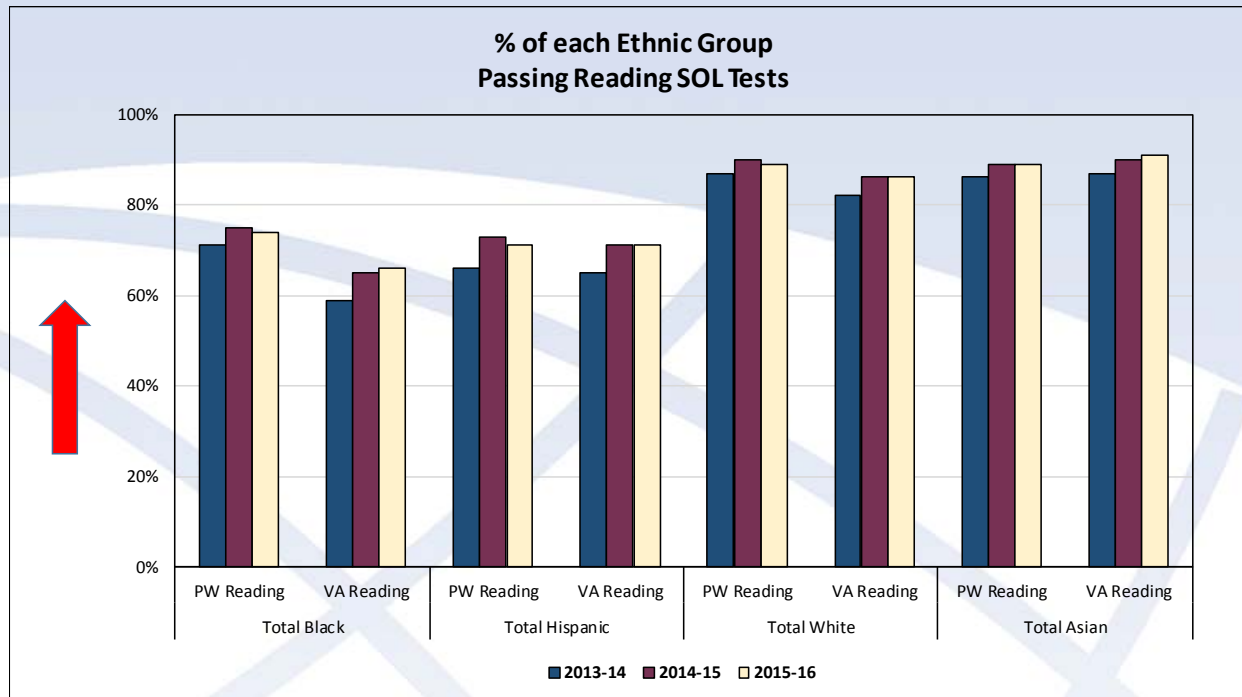
Strategic Measure 1.1.2

Division Pass Rates - Mathematics



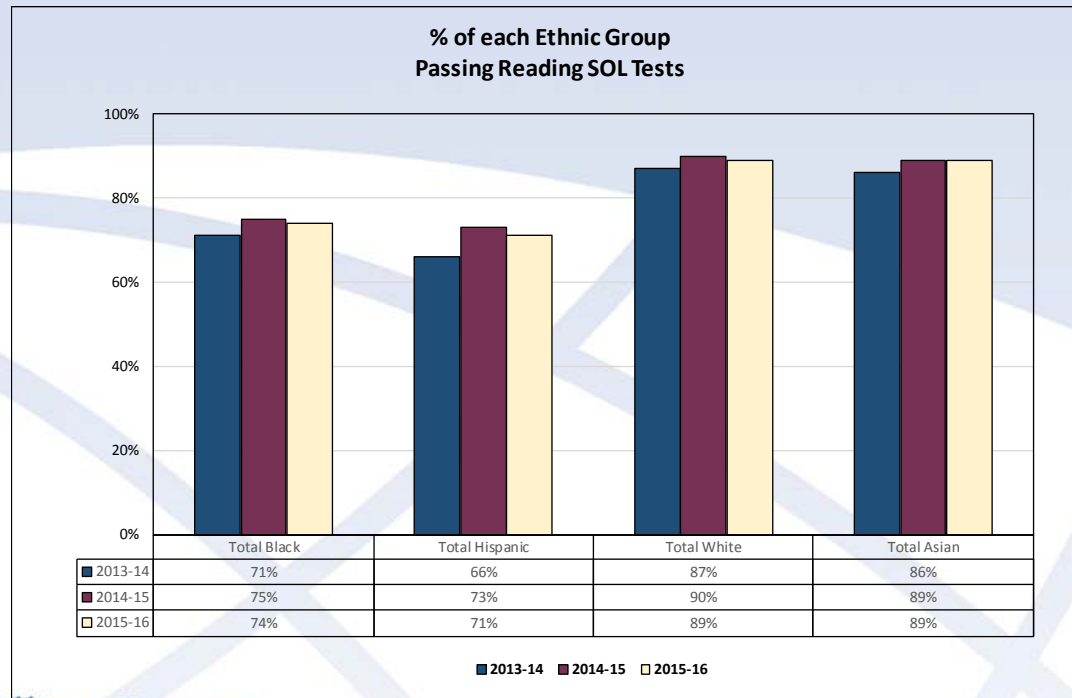
Strategic Measure 1.1.2

Reading Pass Rates by Ethnic Group – PWCS and VA



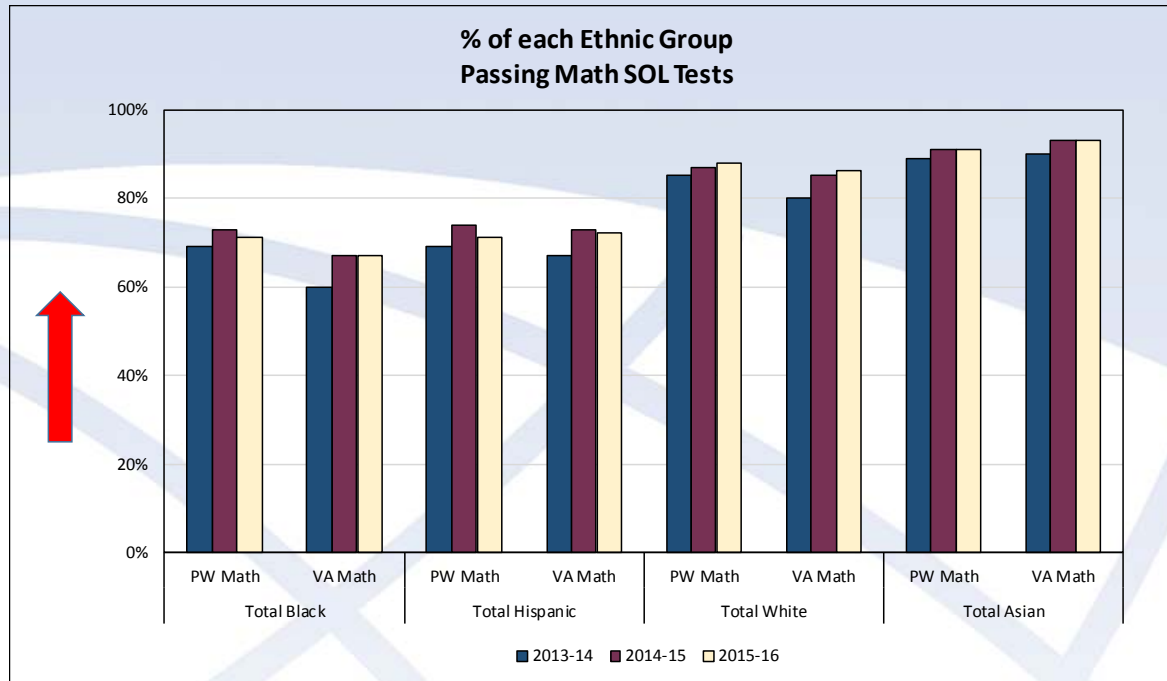
Strategic Measure 1.1.2

Reading Achievement Gaps by Ethnic Group



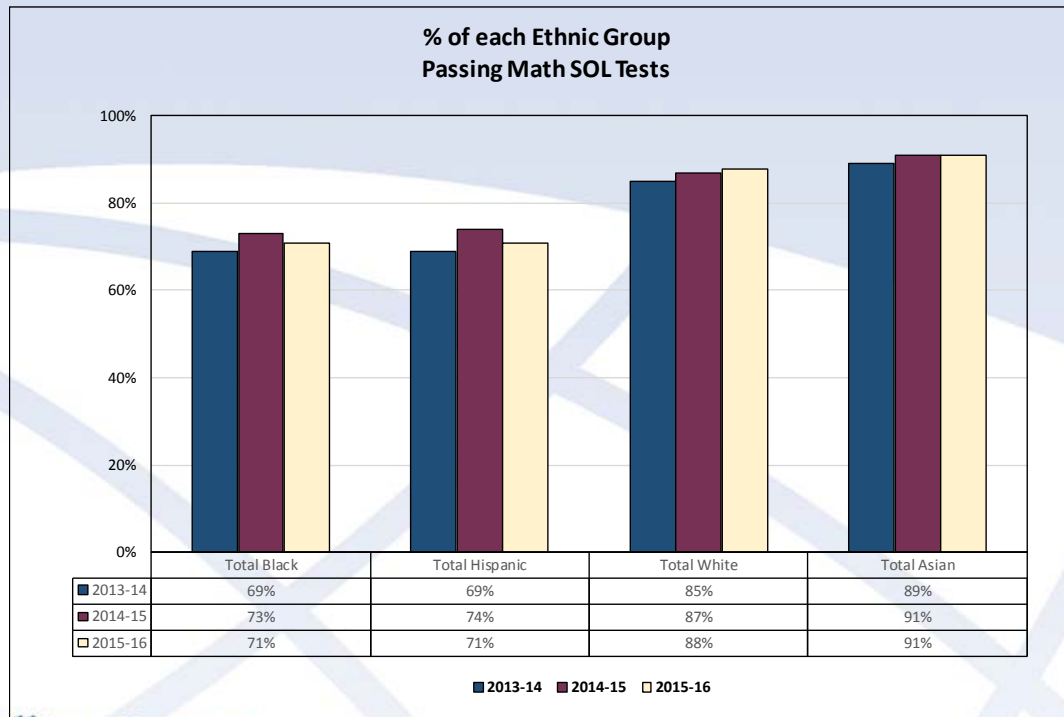
Strategic Measure 1.1.2

Mathematics Pass Rates by Ethnic Group – PWCS and VA



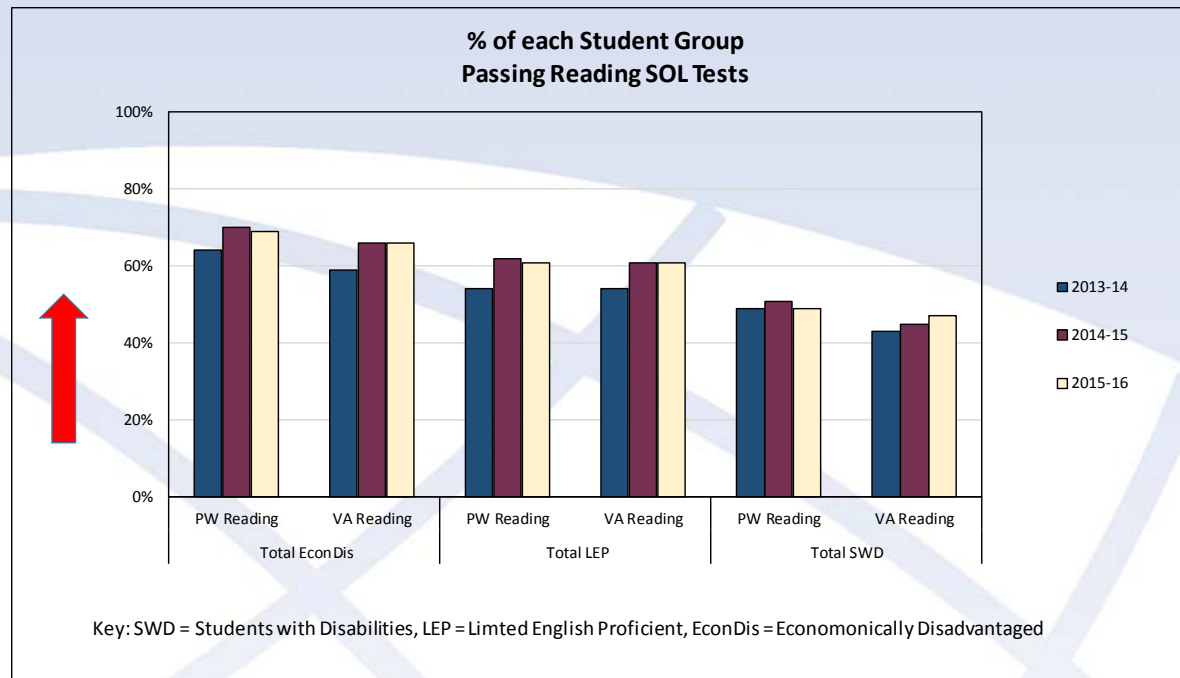
Strategic Measure 1.1.2

Mathematics Achievement Gaps by Ethnic Group



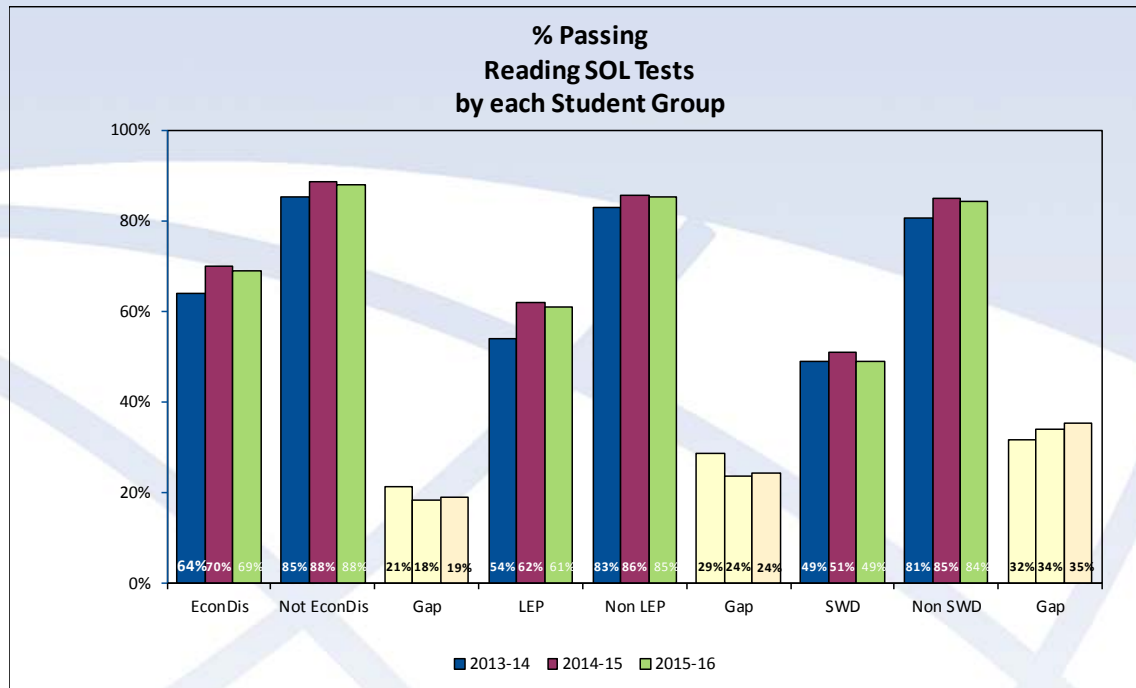
Strategic Measure 1.1.2

Reading Pass Rates by Student Group – PWCS and VA



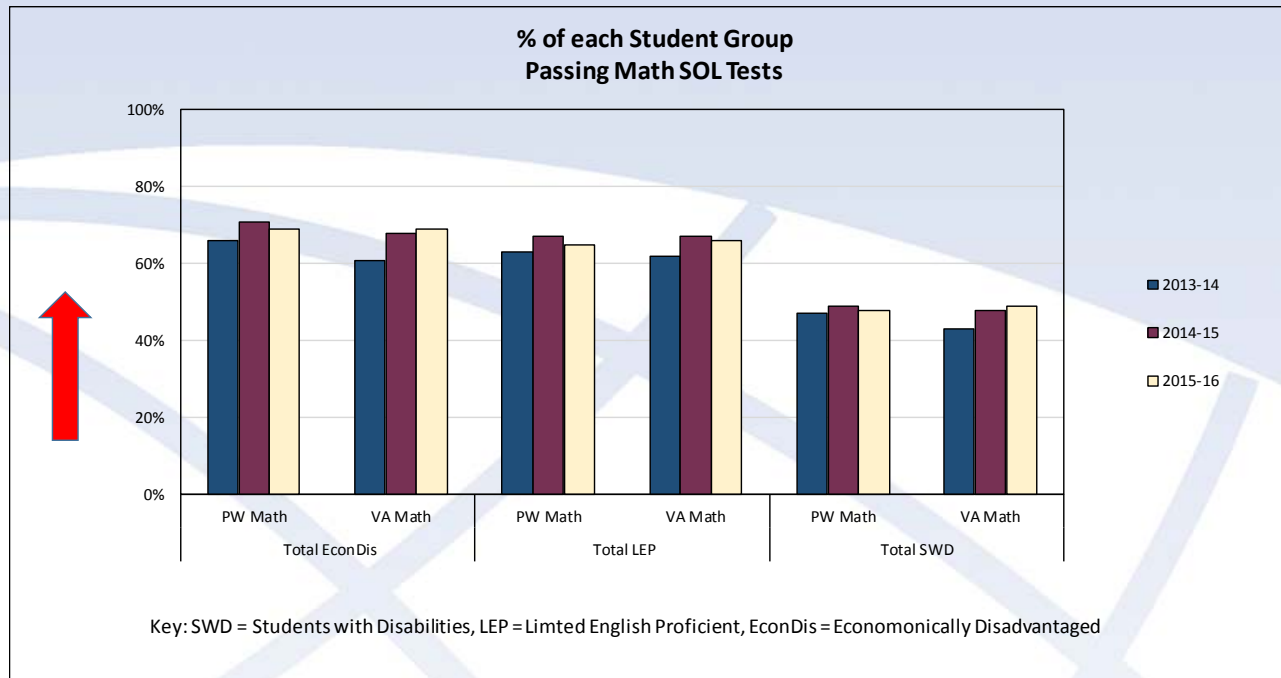
Strategic Measure 1.1.2

Reading Achievement Gaps by Student Group



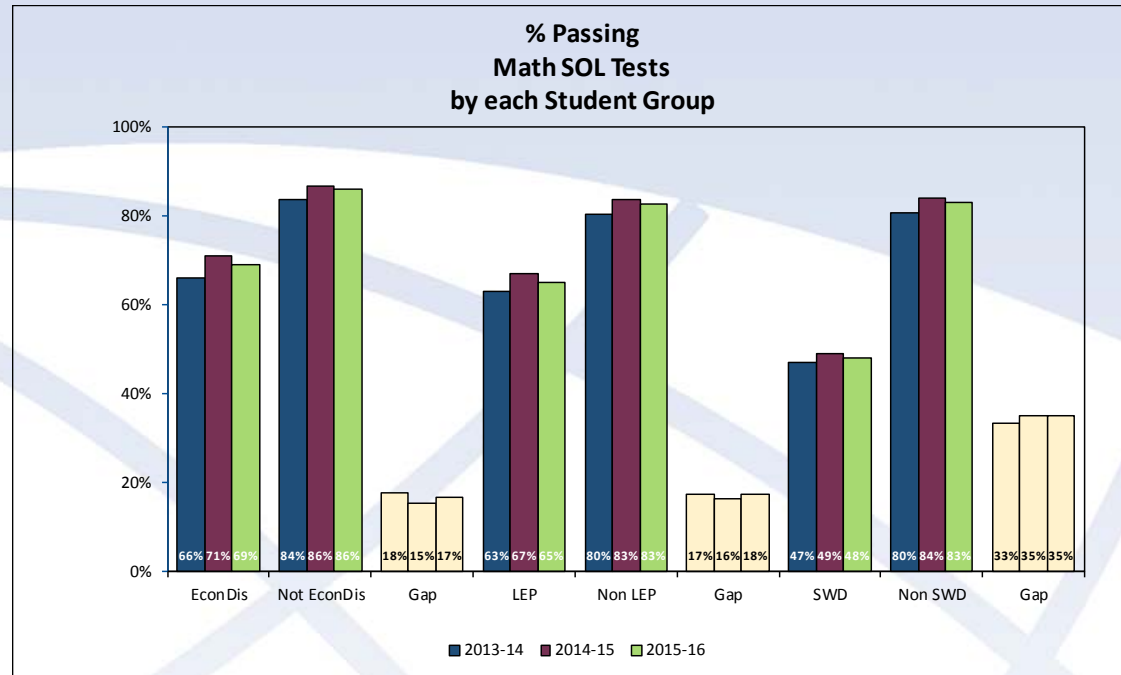
Strategic Measure 1.1.2

Mathematics Pass Rates by Student Group – PWCS and VA



Strategic Measure 1.1.2

Mathematics Achievement Gaps by Student Group



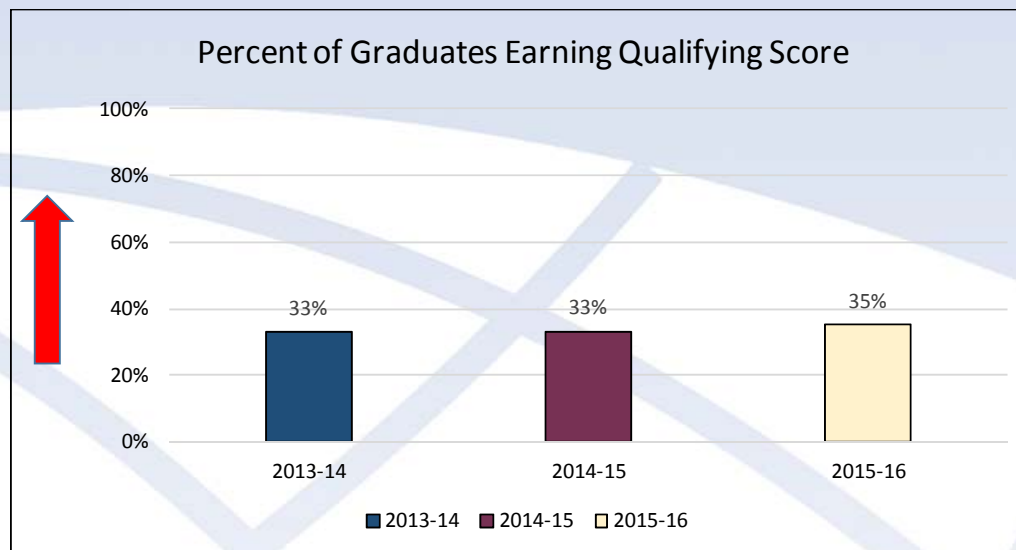
Strategic Measure 1.1.3

Pass Advanced Rates – PWCS and VA

Subject Area	2013-14		2014-15		2015-16	
	PWCS	VA	PWCS	VA	PWCS	VA
Reading	16	16	17	18	18	18
Mathematics	18	16	19	18	17	18
Science	15	15	15	14	15	16
Social Studies	31	29	27	25	26	26

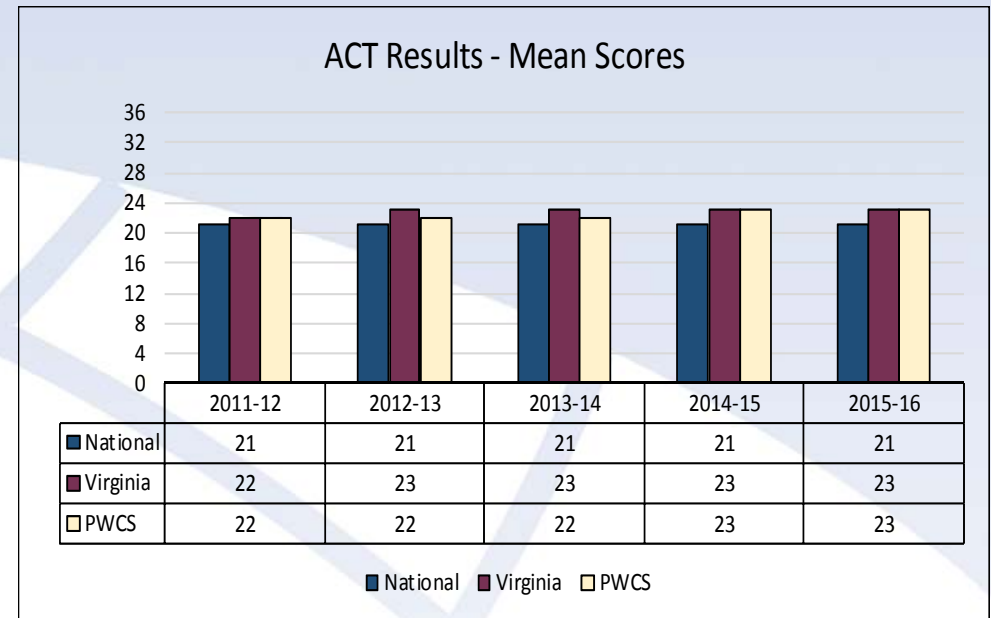
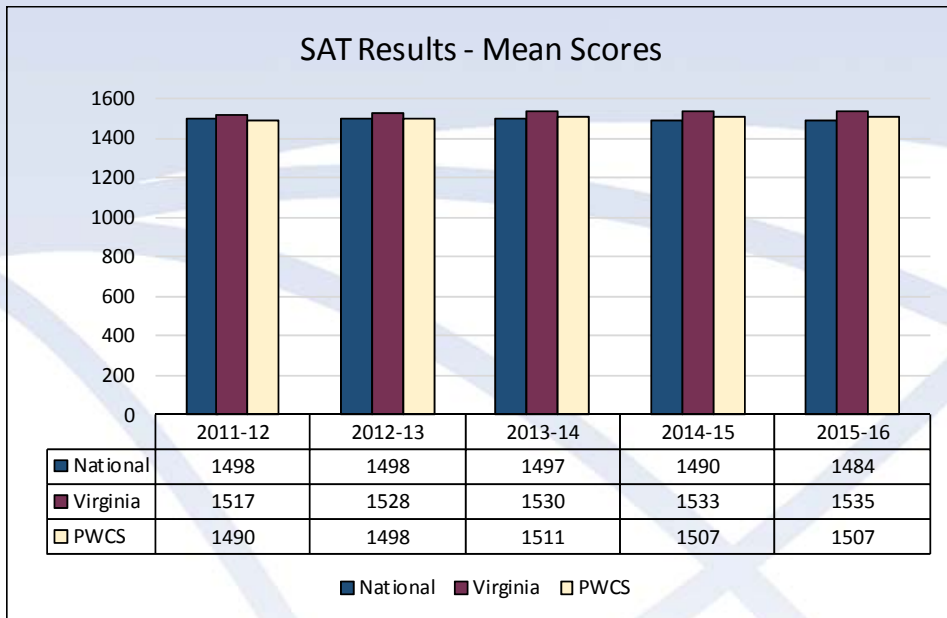
Strategic Measure 1.1.4

Graduates Receiving Qualifying Scores on AP/IB/Cambridge



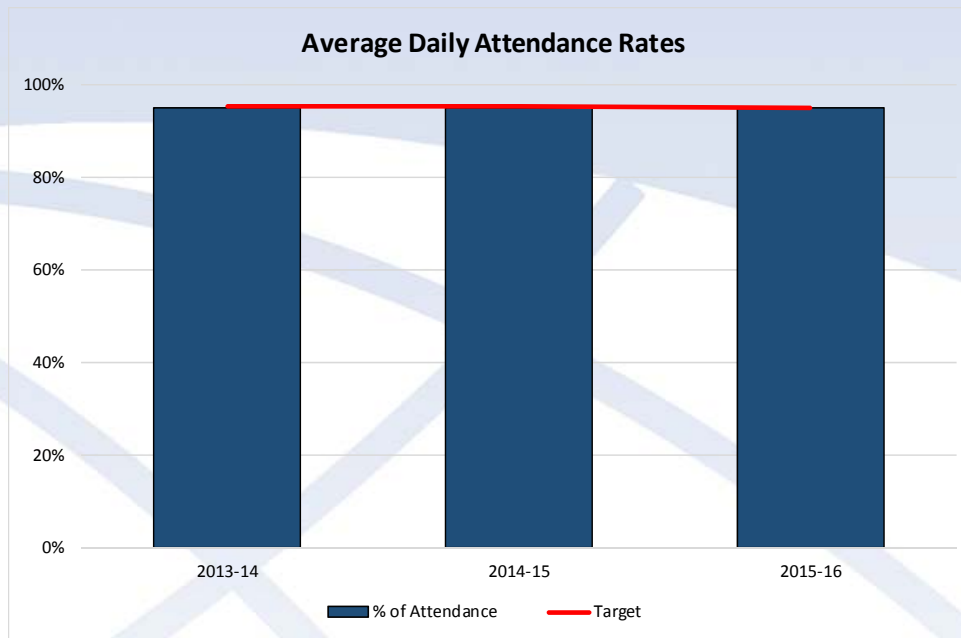
Strategic Measure 1.1.5

SAT and ACT Results



Strategic Measure 1.1.6

Average Daily Attendance



Strategic Measure 1.1.7

On-Time Graduation Rate

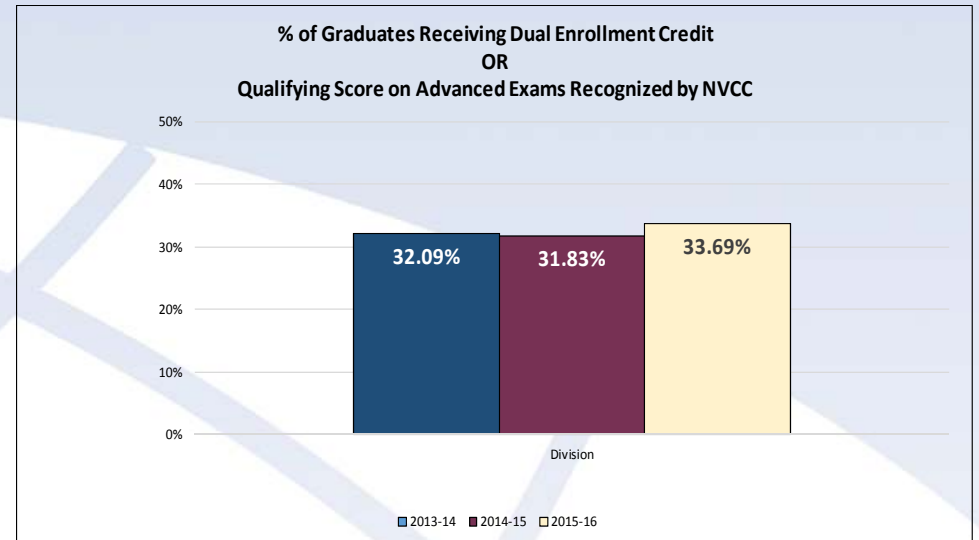
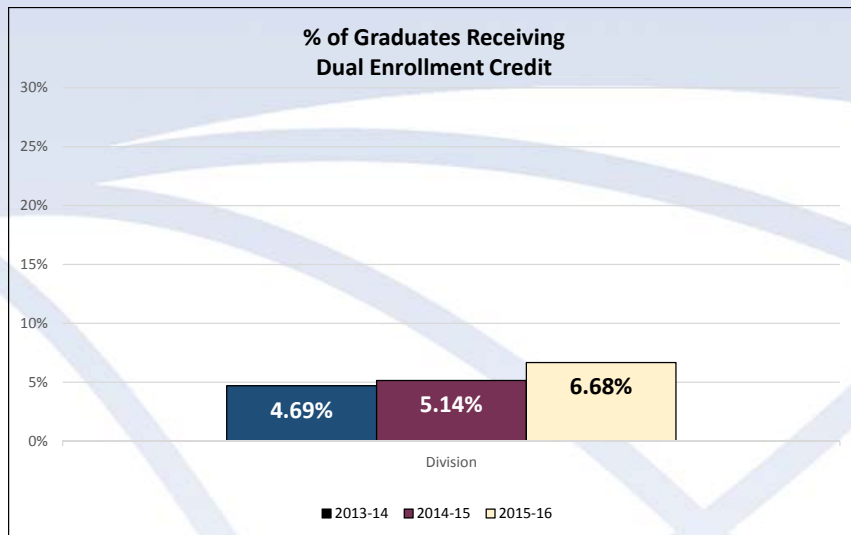
	2016 On-Time Graduation Rate (Four Year)							
	All	Black	Hispanic	White	Asian	Econ. Disadv.	English Learners	Students with Disabilities
STATE	91.3%	88.3%	82.8%	93.9%	96.6%	87.5%	67.5%	87.8%
Prince William	91.8%	91.8%	86.2%	95.0%	97.1%	88.2%	77.3%	90.7%
Alexandria	82.1%	84.6%	70.5%	92.8%	100.0%	77.5%	67.7%	85.9%
Arlington	91.1%	94.4%	77.1%	99.1%	96.2%	94.2%	56.1%	93.6%
Fairfax	92.3%	93.2%	77.1%	97.3%	96.9%	87.0%	62.2%	89.2%
Fauquier	95.1%	86.9%	89.2%	96.6%	TS	87.8%	70.0%	95.6%
Loudoun	95.9%	96.4%	86.1%	98.0%	98.4%	89.3%	69.4%	94.7%
Manassas	79.8%	80.9%	71.4%	92.7%	91.7%	81.5%	51.9%	85.5%
Manassas Park	86.3%	85.7%	80.5%	91.7%	100.0%	81.7%	54.1%	95.8%
Stafford	92.9%	91.9%	87.2%	94.4%	95.5%	85.6%	74.6%	86.5%

Note: TS = Too Small



Strategic Measure 1.1.8

Dual Enrollment



Strategic Measure 1.1.9

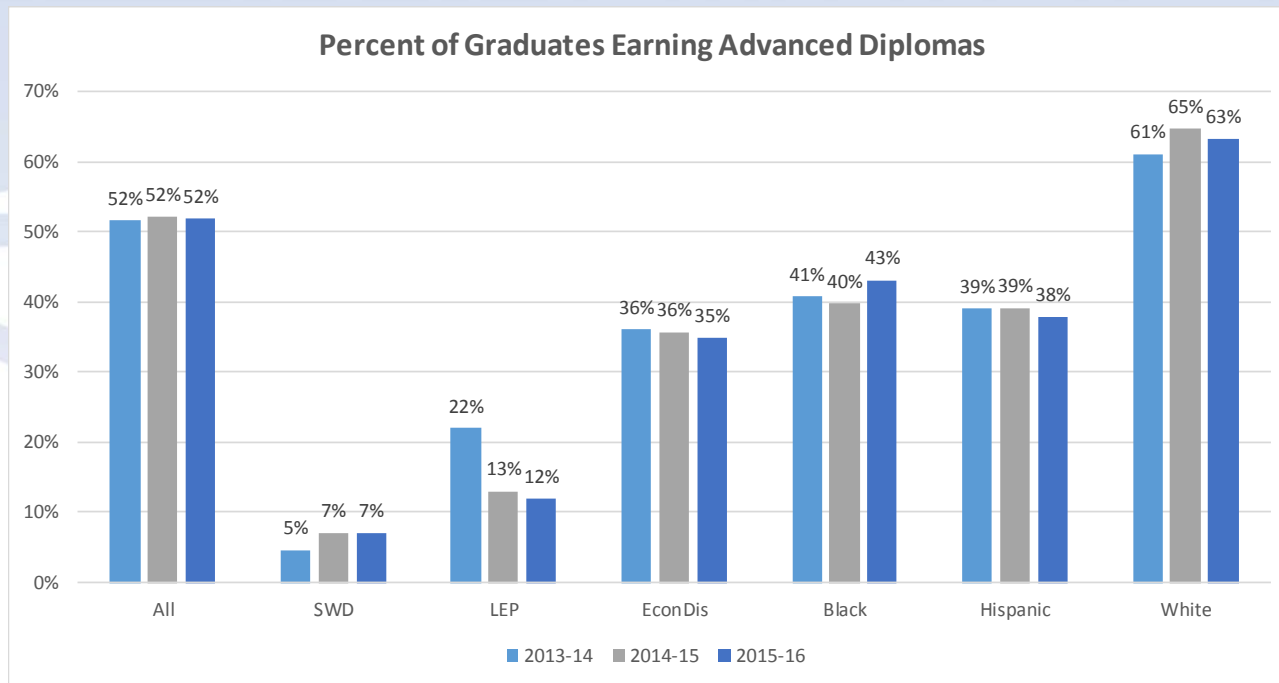
College Readiness

- PWCS is identifying ways to measure college readiness as measured by the assessments used as placement tests by the Virginia Community College System
 - Due to changes in the PSAT and SAT assessments, these calculations will be put in place beginning in 2016-17
- The College Board also publishes a college readiness rate, based on a benchmark score of 1550 on the SAT
 - 42.9% of graduating seniors in PWCS met this benchmark in 2016



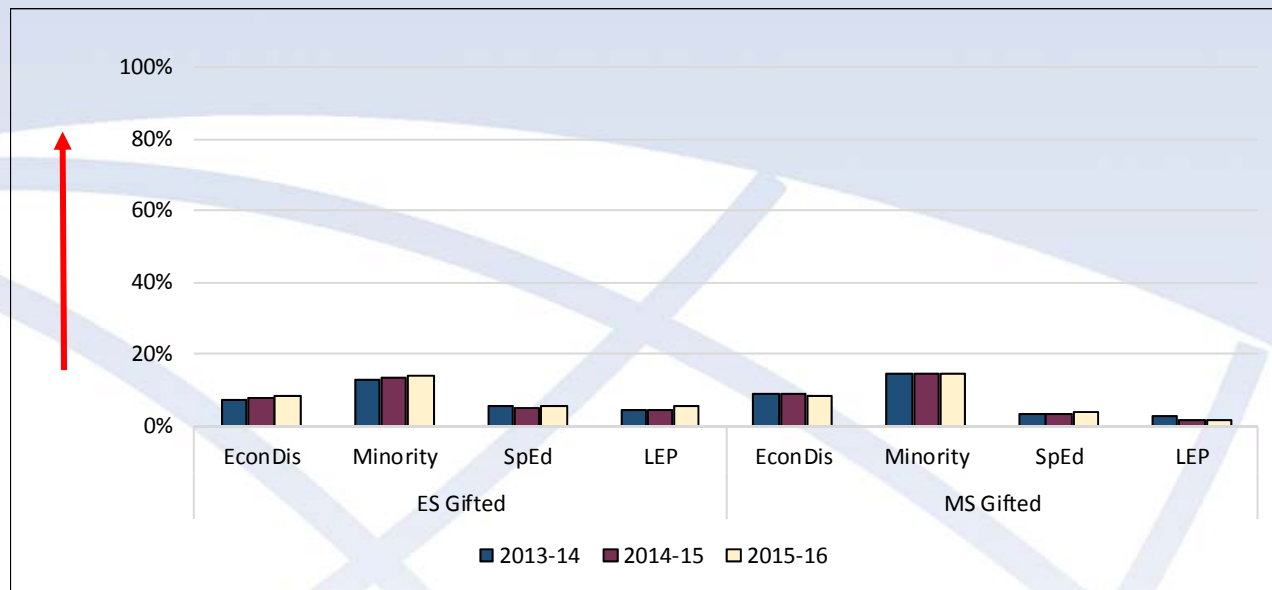
Strategic Measure 1.1.10

Advanced Studies Diplomas



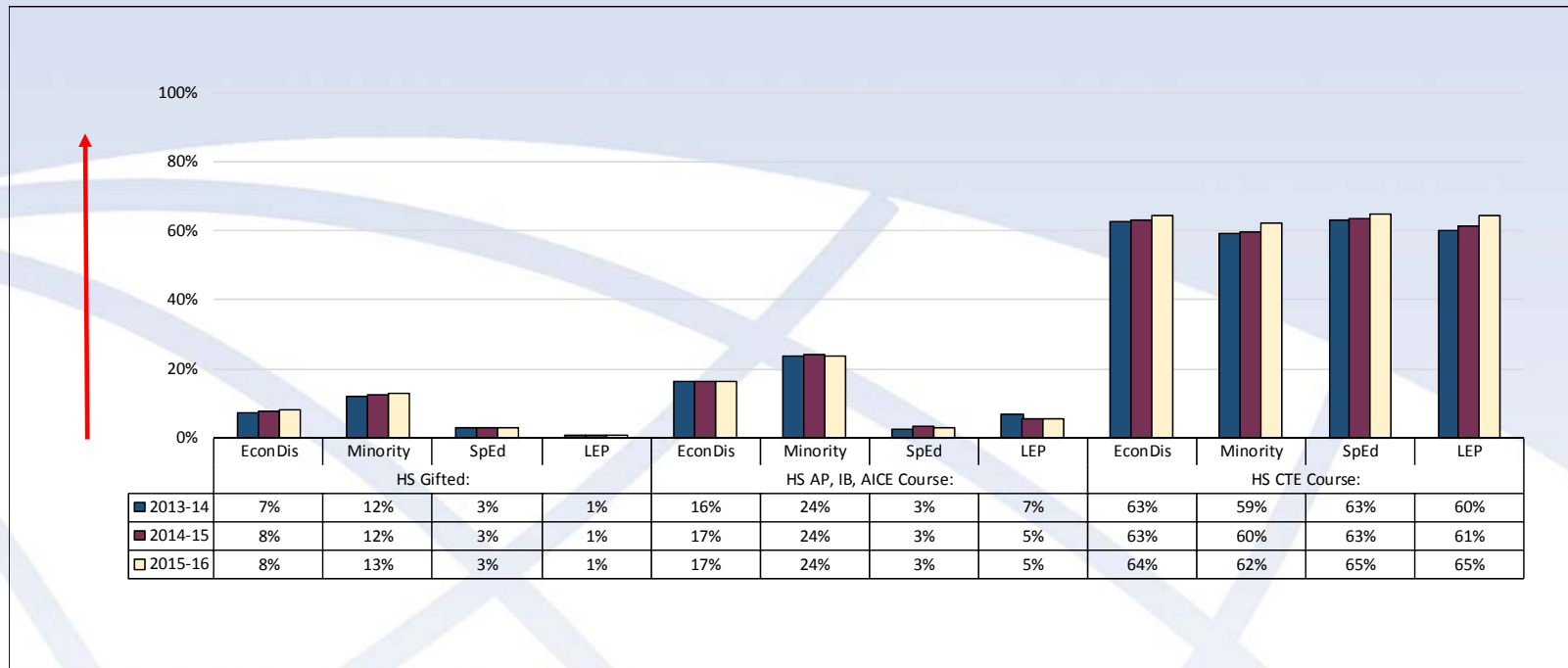
Strategic Measure 1.2.1

Program Participation



Strategic Measure 1.2.1

Program Participation



Strategic Measure 1.2.2

Representation in Special Education

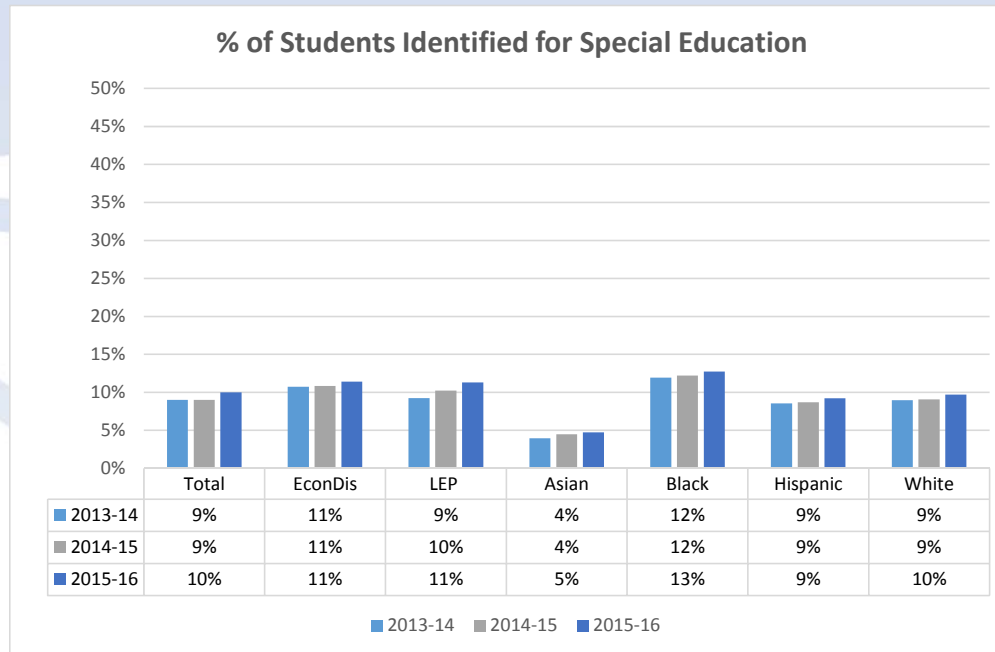


Table shows % of each student group identified for special education

Strategic Measures 1.2.3 and 1.2.4

Equitable Access to Fine and Performing Arts/Application of Technology

- 96 percent of parents indicated satisfaction with the elementary strings program in spring 2016
- PWCS continues to focus on the scheduling of arts classes at all levels
- Students are provided with opportunities to apply technology effectively to gain knowledge, develop skills, and create and disseminate products that reflect their understanding

Goal 2: Climate



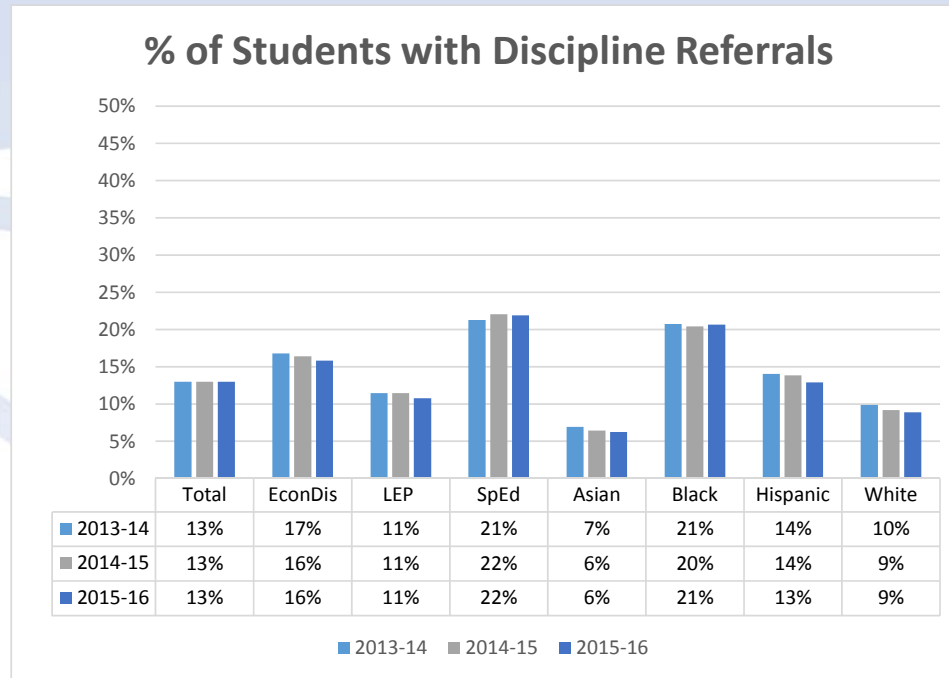
Strategic Measures 2.1.1 and 2.1.2

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

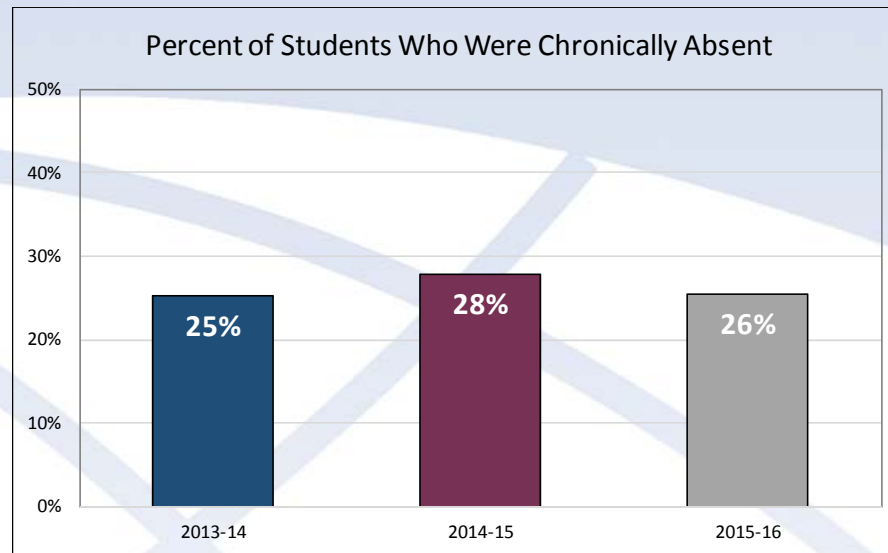
Discipline Referrals



Discipline Referrals: % of each student group with discipline referrals

Strategic Measure 2.2.2

Chronic Absenteeism

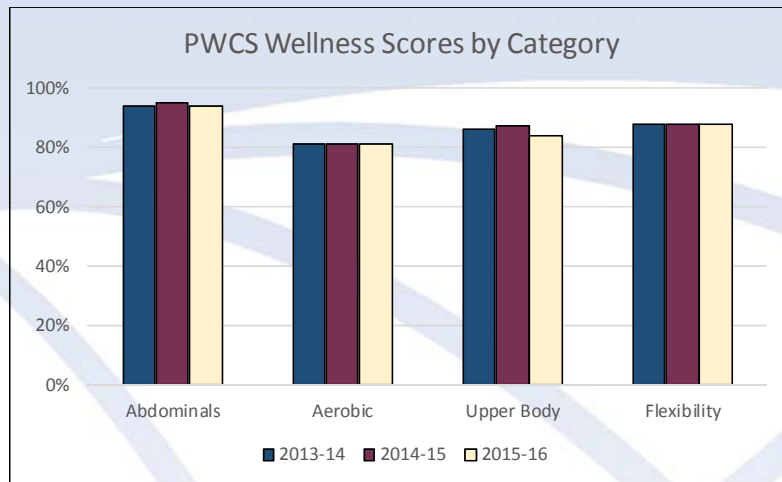


Chronically Absent =
Students absent 10 or
more days in a given
school year

Strategic Measure 2.2.3

Student Wellness

PWCS and VA Wellness Scores by Gender and Grade



	Grade	Boys		Girls		Boys		Girls	
		VA	PW	VA	PW	VA	PW	VA	PW
		2014-15	2014-15	2014-15	2014-15	2015-16	2015-16	2015-16	2015-16
Abdominal	Grade 5	81%	93%	81%	92%	82%	93%	82%	92%
	Grade 8	87%	96%	86%	95%	87%	95%	87%	93%
	Grade 10	89%	97%	88%	98%	89%	97%	89%	97%
Aerobic	Grade 5	71%	81%	84%	95%	72%	81%	84%	95%
	Grade 8	67%	78%	70%	86%	67%	75%	71%	84%
	Grade 10	58%	72%	60%	78%	59%	72%	61%	76%

Strategic Measure 2.2.4 and 2.2.5

Community Service and Wellness Committees

- All schools provide multiple opportunities for students to participate in school or community service
- All schools maintain Wellness Committees that are responsible for implementing the Wellness regulation

Strategic Objective 2.3

Enhancing Facilities and Equipment

- Compliance Audits
- Energy Management
- Instructional Equipment Refresh Cycles
- Information Technology Refresh Cycles

Goal 3: Family, Community, and Employee Engagement



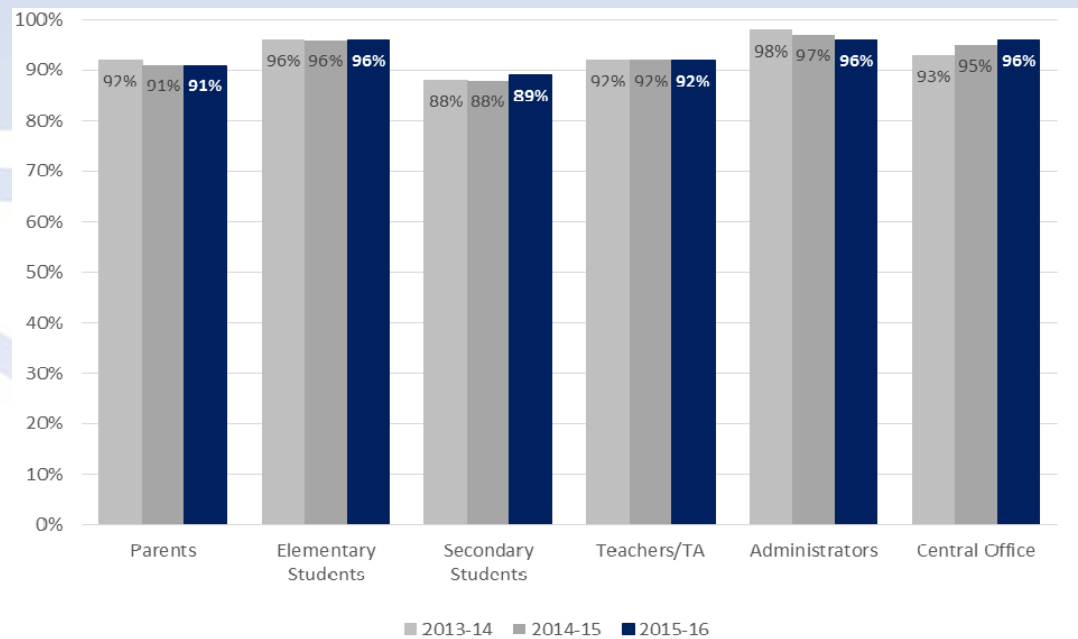
Strategic Measures 3.1.1 and 3.1.2

Community Partnerships and School Advisory Councils

- All schools maintain school-home and school-community partnerships
- Over the past 11 years, all new principals have been trained in how to run School Advisory Councils
- Beginning in January 2017, all schools will receive School Advisory Council training

Strategic Measure 3.2.1

Stakeholder Survey Data – Overall Satisfaction

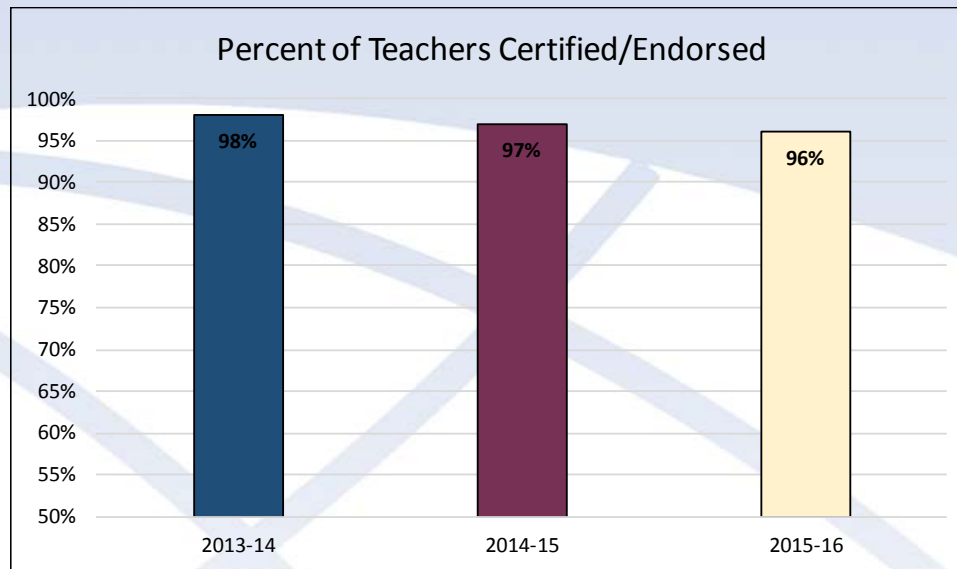


Goal 4: Qualified Work Force



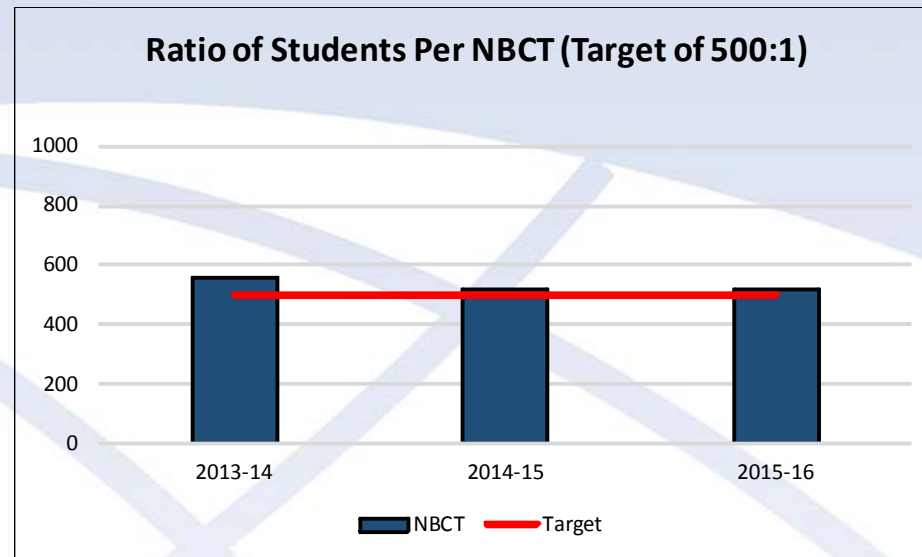
Strategic Measure 4.1.1

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



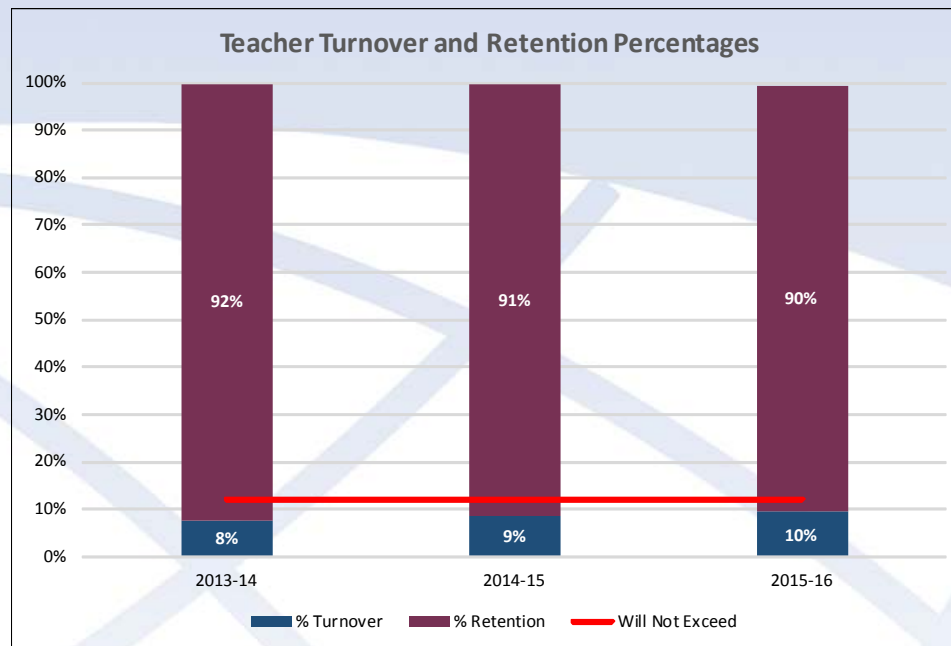
Strategic Measures 4.3.1 and 4.4.1

Equal Opportunity and Competitive Salaries

- 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 FY2017

Strategic Measure 4.4.2

Teacher Turnover



Goal 5: Organizational Alignment



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)
 - FY2017 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 2014	3.1%
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%



Strategic Objective 5.3

Fiscal Integrity

- The School Division received an unqualified opinion on the Appropriated Fund Audit for FY2015
- The School Division maintained a positive end-of-year fund balance for FY2016

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