



FREDERICKSBURG CITY PUBLIC SCHOOLS

2020-2021 AND 2021-2022

PLANS & INITIATIVES TO ADDRESS STUDENT ACHIEVEMENT

Since 2020, instructional teams have strategically researched evidence-based practices to address student-centered instruction, academic structure, PreK- 12 vertical alignment, implementation of new programs, safe and equitable environments for learning, and staff training, support and evaluative processes. Recent challenges based on the need to implement numerous instructional programs and processes impact on student achievement. Our 2020-to-now plans were complicated with COVID-19 that resulted in less accurate SOL scores (multiple learning modalities, decreased student participation, decreased retesting, testing refusals, etc.) We also recognize that many children had different levels of guidance during COVID. We understand the amount of extra support each child will need to recover from interrupted learning is not a one-size-fits-all solution. This school year will require additional focus to meet every child’s individual needs. Below are our plans and initiatives to improve the academic progress and wellness trajectory of FCPS students.

<p>Goal: To deliberately and consistently focus on closing the achievement gap.</p> <p>To focus on sub-group performance.</p>	<p>Goal: To address placement, monitoring, and evaluation effectively of all staff.</p> <p>To conduct two-year equity training for all FCPS staff through VCU.</p>	<p>Goal: To address the impact of multiple years with overcrowded elementary schools.</p> <p>To emphasize elementary education as the essential foundation of life-long student success.</p>
<p>We researched effective and quality instructional programs.</p> <ul style="list-style-type: none"> • Implement new English curriculum in all grades • Implement new Math curriculum in all grades • Add online instructional support for virtual learning and at-home practice • Restructure grading processes to align with a ten-point scale • Eliminate International Baccalaureate (IB), Middle Years Program (MYP) and Primary Years Program (PYP) to allow teachers to focus on instruction without the structural requirements of IB • Renew focus on tiered levels of instruction • Participate in the Virginia is for Learners Innovation Network • Participate in Virginia Middle School Working Group • Maximize technology by increasing department personnel and resources in order to meet instructional needs 	<p>We sought out quality professionals and provided timely staff development to focus on student achievement.</p> <ul style="list-style-type: none"> • Hire additional teaching staff to reduce teacher to student ratio • Add administrative intern at K-5 and additional Assistant Principal in 9-12 • Add three positions to focus on graduation plans and keeping students engaged in school • Reconfigure all administrative teams with new principal at every school site since 2019-2020 • Establish Department of Teaching and Learning • Restructure Central Office positions with targeted assistance to schools • Add social workers at each building • Prepare over 70 professional development sessions for FCPS teachers and staff to improve instruction and communication with the community 	<p>The Enrollment, Capacity, and Expansion (ECE) Taskforce reviewed research on class sizes, school sizes, overcrowding, etc. to address student achievement.</p> <ul style="list-style-type: none"> • Survey community regarding school capacity • Pause Single Stream and established two cohesive K-5 schools • Continue working with City Council to build additional school • Discuss the critical need for Career and Technical Education (CTE) space • Combine the Preschool Programs in one building: Head Start, Virginia Preschool Initiative (VPI) and Early Special Education (ECSE)

Revised: October 11, 2021

The Strategic Plan can be found at: www.fxbschools.us/about/strategic-plan