

Compass to 2025: Student-Centered For Student Success – 2023-2024 School Year

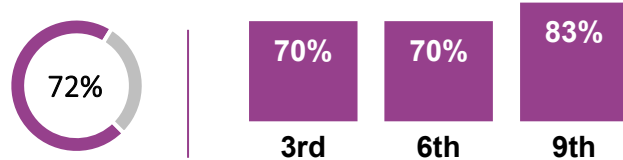
The goal of VBCPS is the successful preparation of every student to master the skills necessary to be college, career, and life ready when they graduate from VBCPS.

Goal 1: Educational Excellence

Challenge and support all students to excel academically by demonstrating the foundational literacies, core knowledge, and transferrable life skills outlined in the VBCPS Graduate Profile.

Students Reading on Grade Level

Reading Inventory assessment administered to students in grades 3-9.



Students Demonstrating Proficiency in Reading

Reading SOL administered to students in grades 3-8.



Students Demonstrating Proficiency in Mathematics

Mathematics SOL administered to students in grades 3-8.



Secondary Students Enrolling in and Successfully Completing Advanced Coursework

Students in grades 6-12 passing an advanced, AP, IB or dual enrollment course.



Students Reporting Proficiency in Critical Thinking

Survey administered to students in grades 4-12



Students Reporting Proficiency in Problem Solving

Survey administered to students in grades 4-12



N/A

Students Successfully Completing an Exhibition of Learning/Signature Project

Students Graduating Within Four Years

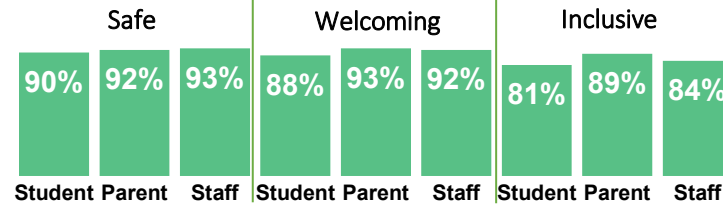
Cohort-based on-time graduation rate.



Goal 2: Student Well-Being

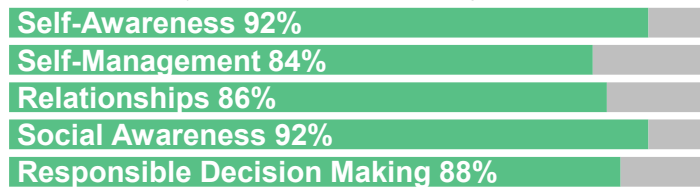
Create an inclusive learning environment that supports the physical and mental health of all students and strengthens the social-emotional skills they need to become balanced, resilient learners who are personally and socially responsible.

Stakeholders Reporting School/Workplace Environment is



Student Agreement on Social-Emotional Learning Skills

SEL survey administered to students in grades 4-12.



Students With 90% or Higher Attendance

Part of the State Accreditation System

Students Participating in Extracurricular Activities or Clubs



Students Reporting a Sense of Belonging to Their School

Survey administered to students in grades 4-12.

Students Participating in Community Service

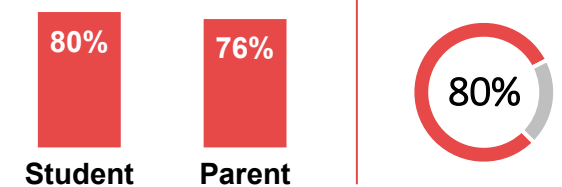


Goal 3: Student Ownership of Learning

Engage all students in rigorous, authentic, and student-centered learning to help them identify their passions, take ownership of their learning, and create a plan for pursuing their postsecondary goals.

Stakeholders Reporting That Students' Academic/Career Planning Process Helped Them Make Informed Decisions About Their Future Options

Survey administered to students in grades 4-12 and their parents



Students Engaging in Goal Setting to Support Their Learning and Future Plans

Survey administered to students in grades 4-12



Students Engaged in Their Learning

Survey administered to students in grades 4-12

Students Graduating With Industry Certifications



Graduates Demonstrating College, Career, and Civic Readiness

Part of the State Accreditation System

Students Enrolling in 2- and 4- Year Colleges One Year After High School Graduation

Class of 2023 graduates enrolled in college during 2023-2024 based on data from the National Student Data Clearinghouse



Compass to 2025: Student-Centered For Student Success – 2023-2024 School Year

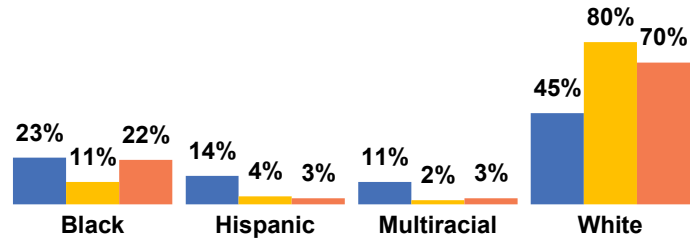
The goal of VBCPS is the successful preparation of every student to master the skills necessary to be college, career, and life ready when they graduate from VBCPS.

Goal 4: An Exemplary, Diversified Workforce

Foster a positive working climate that values and invests in a high-quality, diversified workforce who exemplify the division's core values.

Demographics

Based on student and staff membership as of September 30th.



■ Students ■ Instructional Staff ■ Administrators

Teacher Salary

VBCPS Ranking (out of 7) compared to 6 surrounding school divisions.

- 4 New Hires
- 2 5 Years of Experience
- 2 10 Years of Experience
- 2 25 Years of Experience

Health Benefits Package

VBCPS Ranking (out of 7) compared to 6 surrounding school divisions.

- 2 Employee Monthly Premium
- 2 Family Plan Monthly Premium
- 7 Employee Deductible
- 7 Family Plan Deductible

86% Staff Reporting Opportunities for Professional Learning Are Appropriate to Meet Their Needs

Staff Reporting High Levels of Job Satisfaction 88%

91% Teacher Retention Rate

Staff With Advanced Degrees and/or National Board Certification 60%

Goal 5: Mutually Supportive Partnerships

Cultivate mutually supportive partnerships among families, schools, the division, businesses, military, faith-based, civic and city agencies to support student well-being, enhance real-world learning, and broaden opportunities for career exploration and experience.

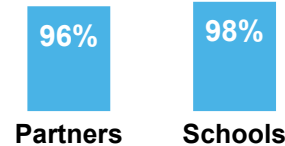
77% Families Aware of Events, Programs, and Resources Provided for Parents to Support Students

89% Families Expressing Satisfaction With Events, Programs, and Resources Provided for Parents to Support Students

Number of Partnerships by Type of Support Offered



Partners and Schools Expressing Satisfaction With their Partnership Relationship



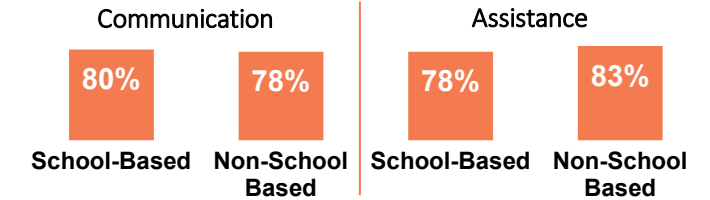
54% Graduates Participating in a Work-Based or Service Learning Experience

Goal 6: Organizational Effectiveness and Efficiency

Pursue the effective and efficient use of division resources, operations, and processes to support the division's vision, mission, and strategic goals.

100% Schools Accredited in VBCPS

Stakeholders Reporting Satisfaction With the Communication and Assistance Provided by Central Office



Satisfactory Building Inspection Reports (Custodial) ✓

Decrease energy consumption from the previous year ✗

Met Monthly Food Services Revenue/Expense Targets ✓

Safety Audits Completed by All Schools and Submitted to Office of Security and Emergency Management ✓

Clean Financial Audit With No Material Findings ✓

Annual Reversion Funds Between 2.0% - 2.5% ✗

On Time and Under Budget Capital Improvement Plan ✓

Compass to 2025 Navigational Markers by Year
Division - Overall

Goal 1: Educational Excellence	2020-21	2021-22	2022-23	2023-24
Students Reading on Grade Level - Grades 3-9	70%	71%	71%	72%
Students Reading on Grade Level - Grade 3	68%	68%	68%	70%
Students Reading on Grade Level - Grade 6	66%	67%	67%	70%
Students Reading on Grade Level - Grade 9	78%	80%	81%	83%
Students Demonstrating Proficiency in Reading		81%	80%	81%
Students Demonstrating Proficiency in Mathematics		74%	75%	77%
Secondary Students Enrolling in and Successfully Completing Advanced Coursework	64%	64%	66%	68%
Students Reporting Proficiency in Critical Thinking	89%	88%	88%	87%
Students Reporting Proficiency in Problem Solving	90%	89%	89%	89%
Students Graduating Within Four Years	95%	95%	95%	96%
Goal 2: Student Well-Being	2020-21	2021-22	2022-23	2023-24
Students Reporting School is Safe	95%	91%	90%	90%
Parents Reporting School is Safe	96%	94%	91%	92%
Staff Reporting Workplace is Safe	96%	93%	91%	93%
Students Reporting School is Welcoming	93%	89%	87%	88%
Parents Reporting School is Welcoming	96%	94%	93%	93%
Staff Reporting Workplace is Welcoming	94%	92%	92%	92%
Students Reporting School is Inclusive	83%	80%	79%	81%
Parents Reporting School is Inclusive	91%	90%	88%	89%
Staff Reporting Workplace is Inclusive	87%	83%	84%	84%
Student Agreement on Social Emotional Learning Skills: Self-Awareness	90%	89%	89%	92%
Student Agreement on Social Emotional Learning Skills: Self-Management	82%	79%	80%	84%
Student Agreement on Social Emotional Learning Skills: Relationships	88%	85%	85%	86%
Student Agreement on Social Emotional Learning Skills: Social Awareness	94%	92%	91%	92%
Student Agreement on Social Emotional Learning Skills: Responsible Decision Making	87%	85%	86%	88%
Students with 90% or Higher Attendance	89%	81%	84%	88%
Students Participating in Extracurricular Activities or Clubs	34%	56%	61%	62%
Students Reporting a Sense of Belonging to Their School	81%	79%	77%	78%
Students Participating in Community Service	21%	35%	38%	40%
Goal 3: Student Ownership of Learning	2020-21	2021-22	2022-23	2023-24
Students Reporting the Academic/Career Planning Process Helped Them Make Informed Decisions About Their Future	79%	82%	79%	80%
Parents Reporting the Academic/Career Planning Process Helped Students Make Informed Decisions About Their Future	80%	76%	74%	76%
Students and Parents Reporting the Academic/Career Planning Process Helped Students Make Informed Decisions About Their Future	80%	80%	78%	80%
Students Engaging in Goal Setting to Support Their Learning and Future Plans	84%	85%	85%	86%
Students Engaged in Their Learning	89%	90%	90%	91%
Students Graduating With Industry Certifications	81%	91%	92%	94%
Graduates Demonstrating College, Career, and Civic Readiness	74%	83%	86%	93%
Students Enrolling in 2- and 4- Year Colleges One Year After High School Graduation	56%	56%	57%	59%
Goal 4: An Exemplary, Diversified Workforce	2020-21	2021-22	2022-23	2023-24
Demographics: Black Students	23%	23%	23%	23%
Demographics: Black Instructional Staff	10%	11%	11%	11%
Demographics: Black Administrators	20%	20%	20%	22%
Demographics: Hispanic Students	13%	13%	14%	14%
Demographics: Hispanic Instructional Staff	4%	4%	4%	4%
Demographics: Hispanic Administrators	3%	3%	3%	3%
Demographics: Multiracial Students	10%	11%	11%	11%
Demographics: Multiracial Instructional Staff	1%	2%	2%	2%
Demographics: Multiracial Administrators	2%	2%	3%	3%

Compass to 2025 Navigational Markers by Year
Division - Overall

Goal 4: An Exemplary, Diversified Workforce	2020-21	2021-22	2022-23	2023-24
Demographics: White Students	46%	47%	46%	45%
Demographics: White Instructional Staff	82%	81%	80%	80%
Demographics: White Administrators	74%	73%	72%	70%
Teacher Salary - New Hires Ranking (out of 7) Compared to 6 Surrounding School Divisions	1	1	1	4
Teacher Salary - 5 Years of Experience Ranking (out of 7) Compared to Surrounding School Divisions	2	2	3	2
Teacher Salary - 10 Years of Experience Ranking (out of 7) Compared to Surrounding School Divisions	5	3	5	2
Teacher Salary - 25 Years of Experience Ranking (out of 7) Compared to Surrounding School Divisions	3	3	4	2
Employee Monthly Premium Ranking (out of 7) Compared to Surrounding School Divisions	6	6	2	2
Family Plan Monthly Premium Ranking (out of 7) Compared to Surrounding School Divisions	5	5	1	2
Employee Deductible Ranking (out of 7) Compared to Surrounding School Divisions	6	7	7	7
Family Plan Deductible Ranking (out of 7) Compared to Surrounding School Divisions	5	7	7	7
Staff Reporting Opportunities for Professional Learning are Appropriate to Meet Their Needs	90%	84%	85%	86%
Staff Reporting High Levels of Job Satisfaction	91%	82%	85%	88%
Teacher Retention Rate	90%	88%	90%	91%
Staff with Advanced Debrees and/or National Board Certification	61%	61%	61%	60%
Goal 5: Mutually Supportive Partnerships	2020-21	2021-22	2022-23	2023-24
Families Aware of Events, Programs, and Resources Provided for Parents to Support Students	78%	73%	77%	77%
Families Expressing Satisfaction with Events, Programs, and Resources Provided For Parents to Support Students	90%	87%	88%	89%
Total Number of Partnerships	1,148	1,094	1,145	1,179
Student Well-Being Partnerships	820	792	836	872
Real-World Learning Partnerships	405	396	423	467
Career Exploration and Experience Partnerships	633	594	611	625
Partners Expressing Satisfaction with their Partnership Relationship	92%	98%	99%	96%
Schools Expressing Satisfaction with the Partnership Relationship	90%	92%	96%	98%
Graduates Participating in a Work-Based or Service Learning Experience	15%	28%	32%	54%
Goal 6: Organizational Effectiveness and Efficiency	2020-21	2021-22	2022-23	2023-24
Schools Accredited in VBCPS	Waived	Waived	100%	100%
Stakeholders Reporting Satisfaction with Communication Provided by Central Office (School-Based)	85%	78%	79%	80%
Stakeholders Reporting Satisfaction with Communication Provided by Central Office (Non-School Based)	81%	76%	74%	78%
Stakeholders Reporting Satisfaction with Assistance Provided by Central Office (School-Based)	85%	76%	76%	78%
Stakeholders Reporting Satisfaction with Assistance Provided by Central Office (Non-School Based)	87%	83%	81%	83%
Satisfactory Building Inspection Reports (Custodial)	Yes	No	Yes	Yes
Decrease Energy Consumption from the Previous Year	Yes	No	Yes	No
Met Monthly Food Services Revenue/Expense Targets	No	Yes	Yes	Yes
Safety Audits Completed at All Schools and Submitted to the Office of Security and Emergency Management	Yes	Yes	Yes	Yes
Clean Financial Audit with No Material Findings	Yes	Yes	Yes	Yes
Annual Reversion Funds Between 2.0% - 2.5%	Yes	Yes	Yes	No
On Time and Under Budget Capital Improvement Plan	Yes	Yes	Yes	Yes

Compass to 2025 Navigational Markers by Student Group
Division - All Schools

Goal 1: Educational Excellence	Year	All	Females	Males	Asian	Black	Hispanic	Multi	White	SWD	EconDis
Students Reading on Grade Level - Grades 3-9	20-21	70%	73%	67%	80%	53%	64%	72%	77%	26%	57%
	21-22	71%	74%	69%	82%	54%	65%	74%	79%	27%	59%
	22-23	71%	73%	69%	82%	55%	64%	74%	79%	27%	59%
	23-24	72%	74%	70%	82%	56%	65%	76%	80%	28%	61%
Students Reading on Grade Level - Grade 3	20-21	68%	72%	64%	76%	51%	62%	68%	76%	25%	54%
	21-22	68%	71%	65%	81%	50%	61%	73%	76%	24%	56%
	22-23	69%	72%	66%	80%	54%	60%	72%	77%	20%	58%
	23-24	70%	71%	68%	80%	54%	60%	74%	77%	26%	59%
Students Reading on Grade Level - Grade 6	20-21	66%	68%	63%	75%	49%	62%	68%	73%	21%	53%
	21-22	67%	69%	64%	76%	48%	63%	67%	76%	24%	53%
	22-23	67%	68%	66%	78%	49%	59%	71%	75%	24%	54%
	23-24	70%	72%	67%	82%	52%	60%	71%	79%	22%	55%
Students Reading on Grade Level - Grade 9	20-21	78%	80%	76%	85%	65%	74%	80%	84%	35%	68%
	21-22	80%	82%	79%	88%	63%	76%	87%	87%	41%	69%
	22-23	81%	82%	80%	92%	70%	73%	82%	87%	48%	72%
	23-24	83%	85%	81%	88%	71%	79%	87%	88%	45%	75%
Students Demonstrating Proficiency in Reading	20-21	--	--	--	--	--	--	--	--	--	--
	21-22	81%	83%	79%	90%	66%	77%	83%	88%	47%	71%
	22-23	80%	83%	78%	89%	64%	76%	81%	88%	47%	70%
	23-24	81%	83%	78%	89%	64%	76%	83%	88%	48%	71%
Students Demonstrating Proficiency in Mathematics	20-21	--	--	--	--	--	--	--	--	--	--
	21-22	75%	75%	75%	90%	55%	69%	77%	84%	39%	62%
	22-23	75%	76%	75%	90%	55%	70%	77%	84%	38%	63%
	23-24	77%	77%	77%	90%	57%	70%	79%	86%	42%	65%
Secondary Students Enrolling in and Successfully Completing Advanced Coursework	20-21	64%	68%	60%	81%	47%	57%	65%	73%	20%	50%
	21-22	64%	67%	60%	80%	46%	57%	64%	72%	21%	50%
	22-23	66%	69%	63%	83%	49%	61%	67%	74%	24%	53%
	23-24	68%	71%	65%	84%	51%	61%	70%	76%	26%	55%
Students Reporting Proficiency in Critical Thinking	20-21	89%	89%	88%	93%	88%	86%	88%	89%	--	--
	21-22	88%	89%	89%	92%	87%	86%	86%	89%	--	--
	22-23	88%	88%	87%	92%	86%	87%	87%	88%	85%	--
	23-24	87%	88%	87%	92%	85%	87%	87%	88%	84%	--

Goal 1: Educational Excellence	Year	All	Females	Males	Asian	Black	Hispanic	Multi	White	SWD	EconDis
Students Reporting Proficiency in Problem Solving	20-21	90%	91%	90%	94%	90%	88%	89%	91%	--	--
	21-22	89%	90%	90%	93%	88%	87%	88%	91%	--	--
	22-23	89%	89%	89%	93%	87%	89%	89%	90%	87%	--
	23-24	89%	89%	89%	93%	87%	89%	89%	90%	86%	--
Students Graduating Within Four Years	20-21	95%	97%	93%	97%	92%	94%	96%	96%	93%	94%
	21-22	95%	97%	93%	96%	93%	93%	95%	96%	92%	96%
	22-23	95%	96%	95%	98%	94%	94%	96%	96%	95%	95%
	23-24	96%	97%	95%	99%	94%	94%	97%	97%	94%	96%
Goal 2: Student Well-Being	Year	All	Females	Males	Asian	Black	Hispanic	Multi	White	SWD	EconDis
Students Reporting School is Safe	20-21	95%	96%	95%	97%	96%	94%	95%	96%	--	--
	21-22	91%	92%	92%	93%	91%	89%	91%	92%	--	--
	22-23	90%	89%	90%	94%	87%	90%	89%	90%	90%	--
	23-24	90%	91%	90%	95%	88%	90%	89%	91%	88%	--
Students Reporting School is Welcoming	20-21	93%	93%	93%	95%	93%	92%	92%	93%	--	--
	21-22	89%	90%	90%	92%	88%	87%	88%	90%	--	--
	22-23	87%	87%	88%	92%	85%	88%	87%	88%	88%	--
	23-24	88%	88%	88%	93%	85%	88%	87%	88%	86%	--
Students Reporting School is Inclusive	20-21	83%	83%	85%	86%	85%	80%	82%	84%	--	--
	21-22	80%	81%	83%	84%	80%	77%	78%	83%	--	--
	22-23	79%	77%	81%	85%	77%	79%	79%	80%	79%	--
	23-24	81%	79%	82%	88%	78%	81%	79%	81%	77%	--
Student Agreement on Self-Awareness Skills	20-21	90%	89%	92%	92%	91%	89%	89%	91%	--	--
	21-22	89%	89%	91%	92%	90%	88%	88%	90%	--	--
	22-23	89%	88%	90%	92%	89%	88%	88%	89%	--	--
	23-24	92%	91%	92%	94%	91%	91%	90%	92%	--	--
Student Agreement Self-Management Skills	20-21	82%	81%	83%	85%	81%	80%	80%	83%	--	--
	21-22	79%	79%	81%	82%	77%	78%	77%	81%	--	--
	22-23	80%	79%	82%	84%	78%	80%	79%	82%	--	--
	23-24	84%	83%	85%	88%	81%	83%	82%	85%	--	--
Student Agreement on Relationship Skills	20-21	88%	89%	88%	91%	85%	87%	87%	90%	--	--
	21-22	85%	86%	86%	89%	81%	83%	84%	88%	--	--
	22-23	85%	85%	85%	89%	80%	84%	84%	86%	--	--
	23-24	86%	86%	87%	91%	82%	86%	85%	88%	--	--
Student Agreement on Social Awareness Skills	20-21	94%	95%	92%	96%	91%	93%	93%	95%	--	--
	21-22	92%	94%	90%	94%	89%	90%	91%	93%	--	--
	22-23	91%	93%	89%	94%	88%	91%	91%	93%	--	--
	23-24	92%	94%	91%	95%	89%	92%	92%	94%	--	--

Goal 2: Student Well-Being	Year	All	Females	Males	Asian	Black	Hispanic	Multi	White	SWD	EconDis
Student Agreement on Responsible Decision Making Skills	20-21	87%	88%	87%	89%	87%	85%	86%	88%	--	--
	21-22	85%	87%	85%	88%	84%	84%	84%	87%	--	--
	22-23	86%	87%	85%	89%	85%	85%	85%	86%	--	--
	23-24	88%	89%	88%	91%	87%	88%	87%	89%	--	--
Students with 90% or Higher Attendance	20-21	89%	90%	88%	96%	82%	86%	90%	92%	82%	82%
	21-22	81%	81%	81%	92%	76%	77%	81%	84%	74%	74%
	22-23	84%	84%	84%	92%	78%	81%	84%	87%	76%	77%
	23-24	88%	88%	87%	94%	82%	85%	86%	91%	80%	82%
Students Participating in Extracurricular Activities or Clubs	20-21	34%	36%	32%	40%	31%	30%	32%	36%	--	--
	21-22	56%	58%	54%	58%	55%	52%	55%	58%	--	--
	22-23	61%	63%	58%	63%	59%	54%	59%	63%	53%	--
	23-24	62%	65%	59%	66%	60%	56%	62%	65%	53%	--
Students Reporting a Sense of Belonging to Their School	20-21	81%	80%	83%	85%	80%	78%	79%	83%	--	--
	21-22	79%	79%	82%	83%	77%	75%	76%	82%	--	--
	22-23	77%	75%	80%	83%	73%	76%	77%	79%	77%	--
	23-24	78%	76%	80%	85%	73%	78%	77%	80%	75%	--
Students Participating in Community Service	20-21	21%	23%	20%	24%	24%	20%	23%	20%	--	--
	21-22	35%	37%	33%	39%	39%	33%	37%	32%	--	--
	22-23	38%	41%	36%	42%	43%	35%	37%	36%	41%	--
	23-24	40%	42%	37%	43%	42%	38%	38%	39%	41%	--
Goal 3: Student Ownership of Learning	Year	All	Females	Males	Asian	Black	Hispanic	Multi	White	SWD	EconDis
Students Reporting That Students' Academic/Career Planning Process Helped Them Make Informed Decisions About Their Future Options	20-21	79%	79%	80%	81%	82%	78%	77%	80%	--	--
	21-22	82%	82%	83%	85%	84%	81%	80%	82%	--	--
	22-23	79%	79%	79%	84%	80%	79%	79%	78%	80%	--
	23-24	80%	81%	80%	84%	81%	80%	79%	79%	81%	--
Students Engaging in Goal Setting to Support Their Learning and Future Plans	20-21	84%	85%	83%	87%	87%	81%	83%	83%	--	--
	21-22	85%	88%	86%	89%	87%	83%	84%	86%	--	--
	22-23	85%	86%	84%	89%	87%	85%	84%	83%	85%	--
	23-24	86%	87%	84%	89%	87%	86%	84%	85%	86%	--
Students Engaged in Their Learning	20-21	89%	90%	88%	92%	89%	87%	88%	89%	--	--
	21-22	90%	92%	90%	92%	90%	87%	89%	91%	--	--
	22-23	90%	92%	89%	94%	90%	90%	90%	91%	90%	--
	23-24	91%	93%	90%	94%	90%	91%	90%	92%	89%	--
Students Graduating With Industry Certifications	20-21	81%	81%	81%	84%	71%	80%	82%	85%	36%	74%
	21-22	91%	91%	91%	93%	85%	89%	93%	93%	52%	87%
	22-23	92%	93%	92%	94%	87%	93%	94%	94%	53%	89%
	23-24	94%	94%	94%	94%	90%	94%	95%	95%	64%	92%

Goal 3: Student Ownership of Learning	Year	All	Females	Males	Asian	Black	Hispanic	Multi	White	SWD	EconDis
Graduates Demonstrating College, Career, and Civic Readiness	20-21	74%	78%	70%	83%	61%	73%	73%	80%	26%	64%
	21-22	83%	85%	81%	91%	74%	79%	83%	88%	48%	75%
	22-23	86%	88%	84%	94%	80%	84%	86%	88%	60%	81%
	23-24	93%	93%	93%	95%	90%	92%	94%	94%	81%	90%
Students Enrolling in 2- and 4- Year Colleges One Year After High School Graduation	20-21	56%	65%	48%	64%	46%	50%	51%	62%	20%	43%
	21-22	56%	63%	49%	67%	46%	49%	53%	61%	22%	42%
	22-23	57%	63%	50%	65%	46%	47%	54%	63%	22%	42%
	23-24	59%	65%	52%	68%	51%	53%	56%	63%	25%	48%
Goal 5: Mutually Supportive Partnerships	Year	All	Females	Males	Asian	Black	Hispanic	Multi	White	SWD	EconDis
Students Participating in a Work-Based or Service Learning Experience	20-21	15%	18%	12%	21%	11%	16%	12%	17%	5%	13%
	21-22	28%	28%	28%	24%	26%	26%	27%	31%	25%	26%
	22-23	32%	32%	33%	29%	35%	33%	29%	32%	34%	34%
	23-24	54%	51%	57%	39%	61%	60%	54%	50%	61%	57%