ENTRY PLAN REPORT

DANIEL W. SMITH, ED.D.
SUPERINTENDENT



Presented
April 8, 2025

Stafford County Public Schools
Inspire | Empower | Excel

Executive Summary

Community Engagement

Conducted over 50 Connections events.

Facilitated 23 structured engagement sessions.

Visited every school, facility and department.



Key Insights

Identified clear patterns and priorities that align with our strategic plan

Recognized strengths in our district, crucial for student success.

Challenges in resource allocation and support systems for students.



Actionable Steps

Develop strategies to inspire and empower every student.

Implement feedback mechanisms to continuously gather input.

Create a roadmap for addressing identified challenges



Personal Leadership Commitments

Student-Centered Focus

Prioritize decisions that enhance student success, particularly for those facing the greatest challenges.



Collaborative Approach

Encourage input and solutions from a diverse range of voices to foster innovation and inclusivity.



Open Communication

Maintain transparency with stakeholders through honest and timely updates to build trust.



Data-Informed Improvement

Utilize both qualitative stories and quantitative data to inform decision-making processes.



Vision

Personalize learning

Prepare students for success

Empower every student

Balance high expectations with personalized support

Support educators

Combine innovative strategies with proven practices

Foster belonging

Strengthen partnerships

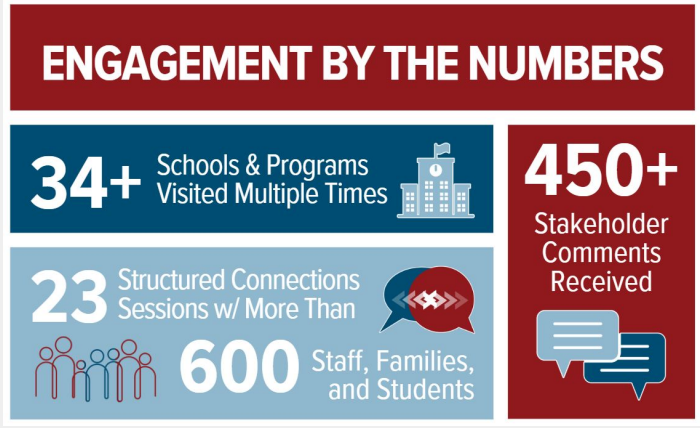
Advocate for sustainable funding & smart resource use

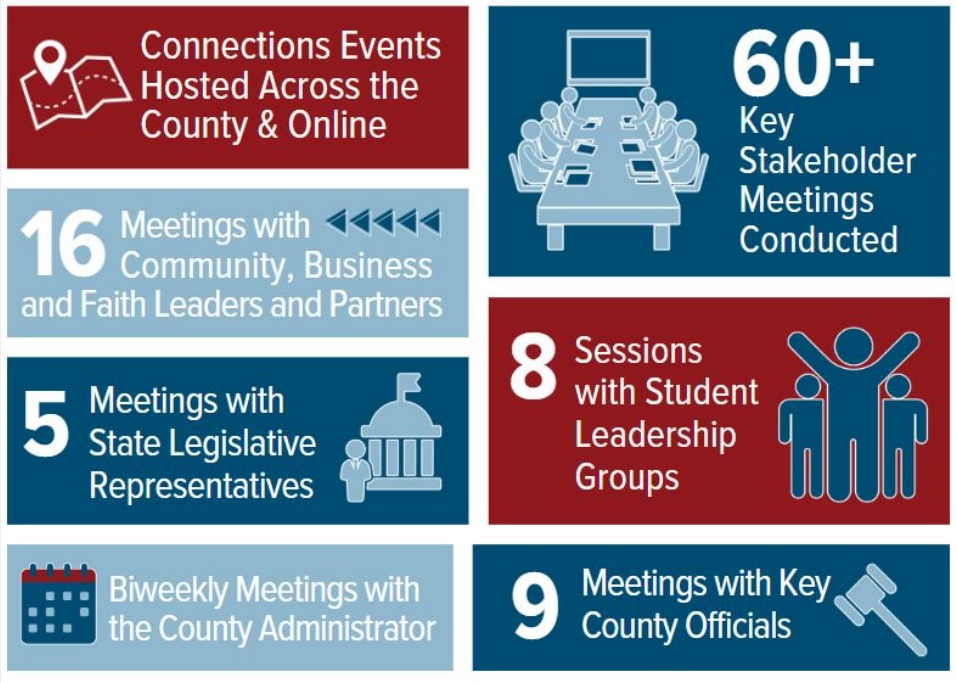






Connections: Shared Voice, Shared Future





*Where do we **excel** as a school system?*

*What needs to **improve**?*

*What is **most important** to do well?*

What I Learned: Our Strengths

- Dedicated Staff
- Academic Excellence and Future-Ready Opportunities
- Strong and Supportive School-Based Leadership
- Innovative Teaching Practices
- Strong Community Engagement
- Fiscal Responsibility





What I Learned: Opportunities for Growth



- Organizational Coherence
- Operational Efficiency
- Instructional Framework
- Special Education Systems
- Communication Systems
- Resource Allocation

Our Next Steps:

Goal 1
Ensure Meaningful Post-Secondary Outcomes

Implement strategic initiatives for improved postsecondary outcomes will create a more inclusive and effective educational environment.

Key initiatives to enhance postsecondary outcomes:

- Open the Business and IT Specialty Center in 2025 and plan new centers at High School 6 and North Stafford for 2026, focused on local high demand career fields.
- Strengthen counseling to guide students through personalized Academic and Career Plans.
- Improve individualized instruction, review IEP/504 processes, engage the advisory committee, and develop targeted programs.
- Align training with inclusive practices, assess needs, and support staff in serving all learners.
- Review English Learner programs, enhance translation, explore newcomer pilots, and train staff in language strategies.



Our Next Steps:

Goal 2
Support High Expectations for Academic Performance

Implementing robust support systems will enhance the academic environment by addressing various student needs effectively.

Strategies to Achieve High Academic Expectations

- Reinforce instructional practices by providing clear tools and resources for teachers to enhance classroom engagement.
- Expand Multi-Tiered Systems of Support (MTSS) to meet the unique academic, emotional, and behavioral needs of all students.
- Align instructional materials with professional development initiatives to ensure coherence in teaching strategies across the curriculum.
- Develop a coaching framework that supports educators in implementing best practices and fosters continuous improvement.
- Allocate budget resources strategically to support initiatives that directly impact student learning outcomes.

Our Next Steps:

Goal 3
Provide a Safe, Welcoming Environment

Build a safer, more responsive, and student-centered school system.

Strategic Initiatives

- Establish a comprehensive four-tier transportation system aimed at increasing safety and engagement for students by 2025-26.
- Launch an opt-in model for bus riders starting in Spring 2025 to provide efficient transportation routes focused on on-time arrivals.
- Review the academic calendar to ensure that we are providing enough time for learning and professional growth, ensuring better educational outcomes.
- Prepare for the successful opening and smooth transitions of three new schools in 2026, focusing on community integration and support.
- Enhance communication channels between schools and families to improve transparency and foster trust.
- Implement customer service standards to ensure all stakeholders receive timely and effective responses to inquiries.

Our Next Steps:

Goal 4
Support and Invest in All Staff

Build a stronger, more supportive workforce by improving leadership, communication, efficiency, and staff experience across the system.

Enhance Staff Investment and Engagement

- Create communication structures that provide for 2-way dialogue focused on organizational coherence and continuous improvement.
- Launch a Strategic Plan Steering Committee to ensure that our work remains focused on our goals. This group will also monitor and report our progress, making changes as needed to ensure success.
- Improve staff compensation and benefits to attract and keep talent, matching market and workload.
- Establish a workgroup that examines teacher workload and how we can optimize tools like artificial intelligence and other resources to eliminate burnout and focus on unnecessary tasks.
- Redesign onboarding to support new hires in tough-to-fill roles from day one through retirement.
- Grow staff recognition and wellness to strengthen morale and teamwork.

Operational Efficiency & Funding

Staffing Reviews

Conducting thorough reviews of staffing and scheduling to optimize resource allocation and ensure efficiency in operations.



Legislative Strategy

Launching a legislative strategy aimed at securing increased state funding and adjustments for better financial support.

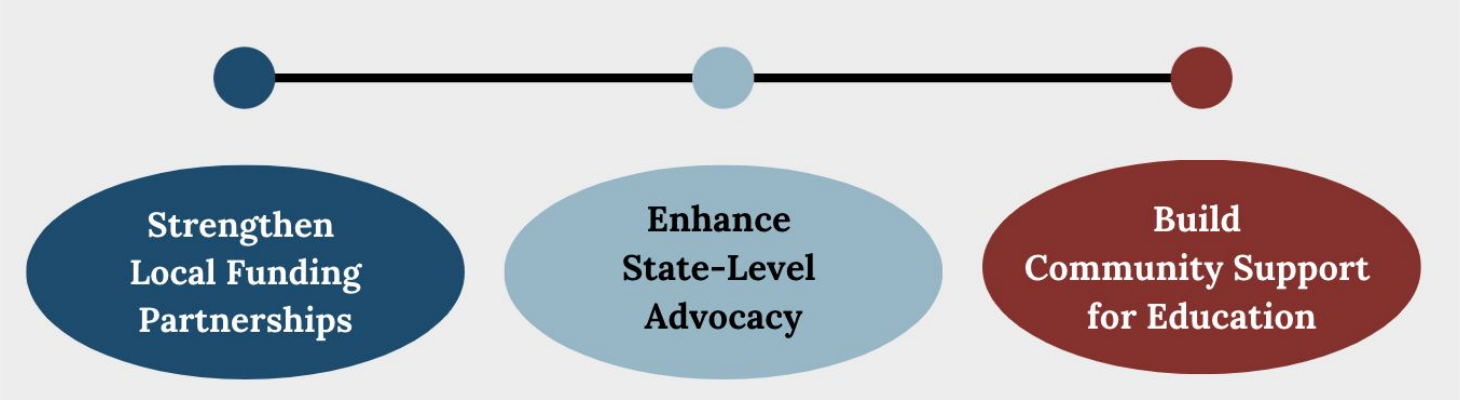


Communication & Engagement

Strengthen communication strategies to ensure clarity, alignment, and focus on key issues and their guiding policies, while fostering meaningful engagement through tools and partnerships that promote transparency, trust, and sustained community support.

Comprehensive Funding Advocacy

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Moving Forward

- We remain deeply committed to building strong, collaborative relationships with our community, staff, and funding partners.
- Our strategies will continue to evolve through thoughtful feedback and the changing needs of our students.
- With patience, dedication, and shared purpose, we will create exceptional learning experiences for every student in Stafford Schools.

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