

Providence Public School District

APPROVED January 28, 2026

Vision, Student Outcome Goals, and Guardrails Board Governance Framework

I. VISION

Guided by empathy and justice, PPSD students graduate as confident, capable, and compassionate change makers who think critically, lead boldly, and solve complex issues that strengthen themselves and their communities.

II. STUDENT OUTCOME GOALS with Interim Measures

Goal 1: Grade 3 Literacy (Early Childhood Literacy)

The percent of Grade 3 students who score proficient on the RICAS ELA assessment will increase from 24% in June 2025 to 50% in June 2030.

Interim Measures

1.1 K–2 Early Literacy Mastery on iReady

Measure: The percentage of K–2 students demonstrating mastery in core early literacy domains (Phonological Awareness/Target Sound, High-Frequency Words, Word Analysis) will increase from 57% June 2025 to 75% by June 2030 in the categories of early on or on grade level on iReady End of Year Diagnostic.

Baseline: EOY 2025 baseline 57%

Annual Targets:

- 2025–2026: Each grade from K-2 will increase domain-mastery rates by 3 percentage points from Winter baseline to June 2026.
- 2026–2027: Each grade from K-2 will increase 3 percentage points from the prior year's Spring performance to June 2027.
- 2027–2028: Each grade from K-2 will increase 3 percentage points from the prior year's Spring performance June 2028.
- 2028–2029: Each grade from K-2 will increase 3 percentage points from the prior year's Spring performance June 2029.
- 2028–2030: Each grade from K-2 will increase 3 percentage points, with all domains approaching or exceeding 75% mastery by June 2030.

1.2 Grade 3 Literacy Mastery on iReady

Measure: The percentage of Grade 3 students demonstrating mastery in core literacy domains will increase from 51% in June 2025 to 75% by June 2030 in the categories of *early on* or *on grade level* on iReady End of Year Diagnostic.

Baseline: 51% (Spring 2025).

Annual Targets:

- 2024–2025 (Baseline): 51%
- 2025–2026: 54%
- 2026–2027: 57%
- 2027–2028: 58%
- 2028–2029: 59%
- 2028–2030: 61%

1.3 Grade 3 RICAS Proficiency

Measure: The percentage of Grade 3 students who score proficient on RICAS ELA will increase from 24% in June 2025 to 37% by June 2030.

Annual Targets:

- 2024–2025 (Baseline): 24%
- 2025–2026: 26%
- 2026–2027: 29%
- 2027–2028: 31%
- 2028–2029: 34%
- 2029–2030: 37%

Goal 2 - Grade 4 Math Readiness

The percentage of Grade 4 students who score proficient on the RICAS Math assessment will increase from 23.6% in May 2025 to 36% in May 2030.

Interim Measures

2.1 Grade 4 Math Mastery on iReady

Measure: The percentage of Grade 4 students demonstrating mastery in core math domains and scoring *early on* or *on grade level* on the i-Ready EOY diagnostic will increase from 46% in June 2025 to 68% in June 2030.

Baseline: EOY 2025 baseline 46%.

Annual Targets:

- 2024–2025 (Baseline): 46%

- 2025–2026: 49%
- 2026–2027: 54%
- 2027–2028: 59%
- 2028–2029: 63%
- 2029–2030: 68%

2.2 Grade 4 iReady Diagnostic Growth

Measure: The percent of grade 4 students meeting Typical and Stretch Growth on iReady math will increase from 83% in June 2025 to 92% by June 2030.

Baseline (58% Typical, 26% Stretch at EOY 24-25)

Annual Targets:

- 2024–2025 (Baseline): 83%
- 2025–2026: 85%
- 2026–2027: 87%
- 2027–2028: 89%
- 2028–2029: 91%
- 2029–2030: 92%

2.3 Grade 4 RICAS Proficiency

Measure: The percentage of Grade 4 students who score proficient on RICAS Math will increase from 23.6% in June 2025 to 36% by June 2030.

Annual Targets:

- 2024–2025 (Baseline): 23.6%
- 2025–2026: 26%
- 2026–2027: 29%
- 2027–2028: 31%
- 2028–2029: 34%
- 2029–2030: 36%

Goal 3 Grade 8 Literacy (Middle School Readiness)

The percent of Grade 8 students who score proficient on the RICAS ELA assessment will increase from 15.9% in June 2025 to 25% in June 2030.

Interim Measures:

3.1 Grade 7 students mastery in core literacy on iReady

Measure: The percentage of Grade 7 students demonstrating mastery in core literacy domains and scoring *early on* or *on grade level* on the i-Ready EOY diagnostic will increase from 19% in June 2025 to 33% by June 2030.

Annual Targets:

- 2024–2025 (Baseline): 19%
- 2025–2026: 21%
- 2026–2027: 24%
- 2027–2028: 27%
- 2028–2029: 30%
- 2029–2030: 33%

3.2 Grade 8 mastery on iReady

Measure: The percentage of Grade 8 students demonstrating mastery in core literacy domains and scoring *early on* or *on grade level* on the i-Ready EOY diagnostic will increase from 23% in June 2025 to 36% by June 2030.

Annual Targets:

- 2024–2025 (Baseline): 23%
- 2025–2026: 23%
- 2026–2027: 27%
- 2027–2028: 30%
- 2028–2029: 33%
- 2029–2030: 36%

3.3 Grade 8 RICAS ELA Proficiency

Measure: The percent of Grade 8 students who score proficient on RICAS ELA Proficiency will increase from 15.9% in June 2025 to 26% by June 2030.

Annual Targets:

- 2024–2025 (Baseline): 15.9%
- 2025–2026: 18%
- 2026–2027: 20%
- 2027–2028: 23%
- 2028–2029: 25%
- 2029–2030: 26%

Goal 4 Graduates with Industry Credential

The percentage of students graduating with at least one approved industry credential will increase from 14.9% in June 2025 to 25% in June 2030.

Interim Measures:

4.1 CTE Enrollment & Completion

Measure: The percentage of students in Grades 10–12 enrolled in a credential-bearing pathway will increase from 52% in June 2025 to 59% in June 2030.

Annual Targets:

- 2024–2025 (Baseline): 52%
- 2025–2026: 53%
- 2026–2027: 54%
- 2027–2028: 55%
- 2028–2029: 57%
- 2029–2030: 59%

4.2 Industry Assessment Attempt Rate

Measure: The percentage of students in Grade 12 attempting a credential will increase from 71% in June 2025 to 79% in June 2030.

Annual Targets

- 2024–2025 (Baseline): 71%
- 2025–2026: 72%
- 2026–2027: 74%
- 2027–2028: 75%
- 2028–2029: 77%
- 2029–2030: 79%

4.3 Workforce credential attainment

Measure: The percent of students who attain a workforce credential will increase from 14.9% in June 2025 to 20% for Class of 2030.

Annual Targets

- 2024–2025 (Baseline): 14.9%
- 2025–2026: 15.9%
- 2026–2027: 17%

- 2027–2028: 18%
- 2028-2029: 19%
- 2029-2030: 20%

Goal 5 - Civic and Global Competence to Enhance Social Emotional Learning

The percentage of students who graduate demonstrating proficiency on the Portrait of a Graduate Civic and Global Engagement Rubric will increase from 0% in June 2028 to 30% in June 2030.

Training and implementation timeline:

By June 2026, a training and implementation timeline will be completed and approved at the district level for civics teachers and administrators at middle and high schools.

The percent of social studies and civics teachers in the middle and high schools trained on Portrait of a Graduate Rubrics will increase from 0% in June 2026 to 60% in June 2027.

The percent of social studies and civics teachers in middle and high schools implementing Portrait of a Graduate Rubrics will increase from 0% in June 2027 to 25% in June 2028.

May 2029 Student baseline is determined.

May 2030 Three student outcome data points available from the Portrait of a Graduate Civic and Global Competence Rubric from May 2028, May 2029, and May 2030.

III. GUARDRAILS with Suggested Interim Measures

The district will base its decisions on the experiences and needs of students who are most impacted by systems of oppression, ensuring every action supports their opportunity to learn, thrive, and be fully supported.

G1: The Superintendent shall not make decisions that have a disproportionately negative impact on students furthest from educational justice.

Interim Measures:

G.1.1 The Superintendent will increase the percentage of MLL students enrolled in advanced academics from 20% in June 2025 to 35% by June 2030.

Annual Targets

- 2025–2026: 22%
- 2026–2027: 25%
- 2027–2028: 28%
- 2028–2029: 31%
- 2029–2030: 35%

G.1.2 The Superintendent will increase the percentage of students with IEPs enrolled in advanced academics from 3.5% in June 2025 to 10% by June 2030.

Annual Targets:

- 2025–2026: 3.5%
- 2026–2027: 5%
- 2027–2028: 6%
- 2028–2029: 8%
- 2029–2030: 10%

G.1.3 The district will reduce the number of student subgroups who are disproportionately represented in each school from 46% in June 2025 to 36% in June 2030.

Annual Targets:

- 2025–2026: 44%

- 2026–2027: 42%
- 2027–2028: 40%
- 2028–2029: 38%
- 2029–2030: 36%

Guardrail 2 Community Partnership and Transparency

District decisions will be shaped through meaningful collaboration with those most impacted, with transparent communication to both participants and the broader public showing how input was considered in the final outcome.

Therefore the Superintendent shall not implement significant changes without first engaging community members most closely impacted by those changes.

Interim Measures:

G.2.1. The average number of days between engagement start and decision for non-emergency decisions that impact more than 20% of the PPSD school community will decrease from more than 60 days in June 2025 to less than 30 days by June 2030.

Annual Targets:

- 2025–2026: 54 days
- 2026–2027: 48 days
- 2027–2028: 42 days
- 2028–2029: 36 days
- 2029–2030: 30 days

G.2.2. The percentage of major initiatives with documented engagement before decision will be 100% of the families impacted by June 2030.

Annual Targets:

- 2025–2026: establish baseline
- 2026–2027: 30%
- 2027–2028: 50%
- 2028–2029: 75%
- 2029–2030: 100% engagement

G.2.3. The percentage of post implementation feedback satisfaction will increase from the baseline year of June 2026 (no baseline given) to 60% by June 2030 on post implementation feedback surveys.

Annual Targets:

- 2025–2026: establish baseline
- 2026–2027: increase by 15%
- 2027–2028: increase by 30%
- 2028-2029: increase by 45%
- 2029-2030: 60%

Guardrail 3 Safe, Supportive, and Restorative Learning Environments

Learning environments will center students' physical, emotional, and cultural wellbeing, using restorative approaches that build community and repair harm rather than relying on punitive or policing measures.

Therefore, the Superintendent shall not permit school environments or practices that compromise student safety or well-being physically, emotionally, or culturally, including the use of policing as the primary safety strategy.

Interim Measures:

G.3.1. Suspension Rates (disproportionately)

The suspension rate per 100 students will decrease between all student groups from 6.4% in June 2025 to 3.4% by June 2030.

Annual Targets:

- 2025–2026: 6%
- 2026–2027: 5.5%
- 2027–2028: 5%
- 2028-2029: 4.5%
- 2029-2030: 3.4%

G.3.2 Panorama Sense of Belonging

The district will increase the middle and high school students reporting feeling a sense of belonging from 31% June 2025 to 53% by June 2030 on Panorama Survey.

Annual Targets:

- 2025–2026: 33%
- 2026–2027: 38%
- 2027–2028: 43%
- 2028-2029: 48%

- 2029-2030: 53%

G.3.3. Bullying Data

The district will decrease the percentage of cases determined as bullying from 1.3 per 100 students in June 2025 to .3 per 100 students by June 2030.

Annual Targets:

- 2025–2026: 1.2%
- 2026–2027: 1.0%
- 2027–2028: .7%
- 2028-2029: .5%
- 2029-2030: .3%

Guardrail 4 High-Quality Educators for CSI and Redesign Schools

Students in CSI and redesign schools will be taught and supported by highly effective, well-prepared educators and leaders committed to accelerating student learning.

Therefore the Superintendent shall not allow Educators or leaders who have received appropriate support but continue to not meet performance expectations over time to serve in schools identified as CSI or redesign.

Interim Measures:

G.4.1 The percentage of teachers, certified staff, and administrators newly placed in CSI schools with a rating of Effective or Higher will increase from 69.8% June 2025 to 75% June 2030.

Annual Targets:

- 2025–2026: 70%
- 2026–2027: 71%
- 2027–2028: 72%
- 2028-2029: 74%
- 2029-2030: 75%

G.4.2 The percentage of teachers, certified staff, and administrators in CSI/Redesign schools scoring Effective+ will increase from 90% in June 2025 to 94% in June 2030

Annual Targets:

- 2025–2026: 90%
- 2026–2027: 91%
- 2027–2028: 92%
- 2028–2029: 93%
- 2029–2030: 94%

G.4.3 The percentage of teachers, certified staff, and administrators demonstrating growth on professional improvement plans will increase from 78% in June 2025 to 86% by June 2030.

Annual Targets:

- 2025–2026: 78%
- 2026–2027: 80%
- 2027–2028: 82%
- 2028–2029: 84%
- 2029–2030: 86%