



SUFFOLK
PUBLIC SCHOOLS

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Oakland Elementary School

School Performance Plan

2026-2027 SY

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Domain I: Academics

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High Quality Instructional Materials, High-Quality
Instructional Routines, High-Quality Prioritized
Placement

2026-2027 SY

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English

SMART Goal: By June 2027, we will maintain the state standard of a 75% pass rate on the Reading SOL through the use of MasteryConnect assessments and targeted remediation/intervention strategies, ensuring that all students receive the necessary support to meet or exceed academic standards.

Evidence-based Intervention: Systematic, Explicit daily instruction that follows the Science of Reading and VLA, frequent progress monitoring, and following the district assessment model of teach, assess, reteach.

Student Measures:

- OES will track the number of students who are performing mastery, near mastery, and remediation levels on Mastery Connect assessments. This measure will allow us to track and monitor students who are mastering each SOL standard and which students need remediation.
- OES will measure student achievement through the VALLSS screening progress alongside MasteryConnect data to align early literacy tracking.



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English

Staff Measures:

- OES Staff will complete PLCs weekly, and will use the district provided progress monitoring data sheet to have data analysis discussions. This will allow OES to monitor which students need remediation, before school tutoring, Saturday Academy and other interventions offered at OES. This will be measured through the PLC administrator checklist and other walkthrough measures.
- OES administrators and leadership team will monitor the use of highly qualified instructional materials and explicit, systematic instruction measured by weekly walkthroughs and coaching cycles.

Alignment to the Strategic Plan: GOAL 1: Students will develop characteristics of a Virginia graduate to include critical thinking, creative thinking, collaboration, communication, citizenship and growth in order to demonstrate academic excellence.



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Math

SMART Goal: By June 2027, we will maintain the state standard of a 70% pass rate on the Math SOL, leveraging standards-based data and delivering high-quality math instruction to ensure equitable academic success across all groups.

Evidence-based Intervention: Use standard based data to implement and monitor high quality mathematics instruction based on the National Teachers of Mathematics Effective Teaching Practices.

Student Measures:

- OES will track the number of students who are performing mastery, near mastery, and remediation levels on Mastery Connect assessments. This measure will allow us to track and monitor students who are mastering each SOL standard and which students need remediation.
- OES will measure which students attend the offered remediation/intervention opportunities and their effect on the students' learning through remediation and reassessment.



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Math

Staff Measures:

- OES Staff will complete PLCs weekly, and will use the district provided progress monitoring data sheet to have data analysis discussions. This will allow OES to monitor which students need remediation, before school tutoring, Saturday Academy and other interventions offered at OES. This will be measured through the PLC administrator checklist and other walkthrough measures.
- OES administrators and leadership team will explicitly monitor and track manipulative integration during weekly administrator walkthroughs.

Alignment to the Strategic Plan: GOAL 1: Students will develop characteristics of a Virginia graduate to include critical thinking, creative thinking, collaboration, communication, citizenship and growth in order to demonstrate academic excellence.



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Science

SMART Goal: By June 2027, Science achievement for all students will meet or exceed the state standard of a 70% pass rate on the Science SOL assessment through the implementation of the 5E instructional model and inquiry-based learning strategies to deepen student understanding and engagement in science concepts.

Evidence-based Intervention: All teachers will use the 5E model to facilitate inquiry based science instruction and hands on experiences.

Student Measures:

- OES will track student data through Mastery Connect assessments including the pre, mid and post test. OES will also monitor teacher created summative and formative assessments.
- OES will measure which students attend the offered remediation/intervention opportunities and their effect on the students learning through remediation and reassessment.



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Science

Staff Measures:

- OES will monitor and track implementation of all science lesson plans by ensuring that the district provided lesson plans and the 5e learning model is included in lesson plans and carried out in the classroom.
- OES Staff will complete PLCs weekly, and will use the district provided progress monitoring data sheet to have data analysis discussions. This will allow OES to monitor which students need remediation, before school tutoring and other interventions offered at OES. This will be measured through the PLC administrator checklist and other walkthrough measures.

Alignment to the Strategic Plan: GOAL 1: Students will develop characteristics of a Virginia graduate to include critical thinking, creative thinking, collaboration, communication, citizenship and growth in order to demonstrate academic excellence.



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Social Studies

SMART Goal: By June 2027, Social Studies achievement for all students will meet or exceed the state standard of a 70% pass rate on the Social Studies SOL, demonstrating mastery of the content through targeted instruction, regular progress monitoring, and strategic interventions throughout the school year.

Evidence-based Intervention: Incorporate district provided instructional best practice routines into daily instruction.

Student Measures:

- OES will track student data through Mastery Connect assessments including the district checkpoints. OES will also monitor teacher created summative and formative assessments.
- OES will measure which students attend the offered remediation/intervention opportunities and their effect on the students learning through remediation and reassessment.



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Social Studies

Staff Measures:

- OES will monitor and track implementation of all social studies lesson plans by ensuring that rich learning experiences such as classroom outreaches, field trips, and primary sources are included in social studies instruction.
- OES Staff will complete PLCs weekly, and will use the district provided progress monitoring data sheet to have data analysis discussions. This will allow OES to monitor which students need remediation, before school tutoring and other interventions offered at OES. This will be measured through the PLC administrator checklist and other walkthrough measures.

Alignment to the Strategic Plan: GOAL 1: Students will develop characteristics of a Virginia graduate to include critical thinking, creative thinking, collaboration, communication, citizenship and growth in order to demonstrate academic excellence.



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Domain II: Staffing Supports

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Teacher Recruitment & Prioritized Placement

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Staffing Supports

SMART Goal: By June 2027, OES will retain at least 85% of staff through effective communication, increased opportunity for autonomy and staff team building thereby fostering a stable and positive school culture and climate by the end 26-27 academic year.

Evidence-based Intervention: Lead Mentor and Mentor/Mentee Program

Student Measures:

- Teachers who are supported will yield students with proficient academic performance. We will track student common formative assessment data to assess teacher needs for support.
- Monitor student behavior data to determine if additional classroom management/behavior support is needed.



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Staffing Supports

Staff Measures:

- OES will track and monitor mentor logs and the agendas of the monthly lead mentor meeting to ensure all new staff/long term subs are getting the required number of hours of support but also any additional support needed for staff.
- OES will track and monitor climate surveys and teacher check ins throughout the year and ensure all teachers are feeling supported. We will also monitor professional development given to new teachers to ensure that it is relevant to their individual needs.

Alignment to the Strategic Plan: GOAL 3: Ensure the effective and efficient management of capital and human resources for the development and retention of high-quality staff, sustainable operations, and systems.



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Domain III: Organizational Learning

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Logistical & Operational, Instructional Support Cycles,
Career Development

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Professional Learning

SMART Goal: By June 2027, we will increase the percentage of staff who perceive that "Professional development activities connect directly to my work with students in the classroom" from 71% to at least 80% by enhancing collaborative planning and incorporating effective Professional Learning Communities (PLCs) to ensure alignment between professional development and classroom practices.

Evidence-based Intervention: Collaborative Planning and PLCs

Student Measures:

- OES will track student data through mastery connect assessments including the district checkpoints. OES will also monitor teacher created summative and formative assessments.
- OES will measure which students attend the offered remediation/intervention opportunities and their effect on the students learning through remediation and reassessment.



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Professional Learning

Staff Measures:

- OES will track staff climate/survey perception data directly (e.g., quarterly pulse surveys measuring staff perception of PD relevance to classroom practice).
- OES will monitor and track professional development implementation through walkthroughs and the instructional look fors for the week. Administrators will provide walkthrough feedback based on the instructional focus and will communicate with the academic coach and reading specialist any need for further development.

Alignment to the Strategic Plan: GOAL 3: Ensure the effective and efficient management of capital and human resources for the development and retention of high-quality staff, sustainable operations, and systems.



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Domain IV: School Climate Supports

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Stakeholder Engagement, Student Attendance,
Behavior and Discipline

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School Climate Supports

SMART Goal: By June 2027, referrals will decrease by 5%, by targeting the function of the behavior and providing effective interventions to address the needs of students.

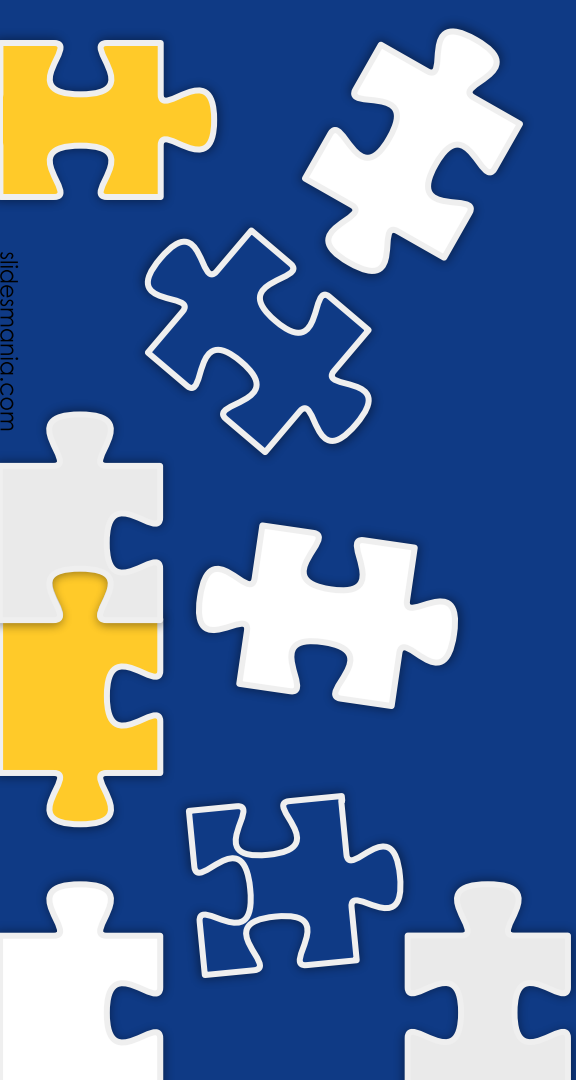
Evidence-based Intervention: Restorative Practices and data driven decision making.

Student Measures:

- OES will monitor and track students who receive two or more referrals and determine what additional interventions need to be put into place to address the needs of the students.
- OES will monitor and track where referrals are taking place, when they are taking place, what incidents are taking place and will implement interventions and strategies to address those data points.



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School Climate Supports

Staff Measures:

- OES will track and monitor which teachers are giving the most referrals, which teachers are giving out Caught Being Goods, and which teachers are requesting classroom management supports.
- OES will do PBIS walkthroughs when the instructional focus is classroom routines and procedures focused.

Alignment to the Strategic Plan: GOAL 2: Create a dynamic learning environment that promotes high student achievement, stimulates student engagement, supports staff creativity, ensures school safety, and reinforces positive staff and student relationships.



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Defining Distinction

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Current Status: TBD

As a result of changing cut scores and standards, OES will focus on maintaining “On Track” status for the 26-27 school year and strive for “Distinction” for the the 27-28 school year.

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