Strategic Goals	Equitable Approach	Strategic Supports	Measures
Student Success Engage and challenge all students in authentic, rigorous, and culturally relevant learning experiences that foster innovation and critical thinking.	Identify and outline equitable practices that close achievement gaps and increase access to rigorous learning experiences.	• Ensure a rigorous curriculum is designed to personalize learning using a variety of research-based instructional strategies (experiential, problem-based, inquiry, project-based, service learning) • Implement a PK-12 literacy plan • Provide multiple opportunities for students to develop and grow through extracurricular activities • Support all educators with aligning written-taught-tested curriculum • Use data to inform instructional decisions, and a tiered system of support for student success • Explore multiple academic and career pathways to include increased work-based learning experiences, academic career planning, and engagement with business and industry partners	• Percentage of schools that are accredited • Growth in subgroup performance as measured by the SOLs • Increased middle and high school student participation in rigorous coursework (AP, IB, DE, Honors, Early College) • Successful completion of Algebra I by the end of 8th grade • Percentage of students reading on grade level by 3rd grade • Percentage of students that have a post-secondary plan • Number of students participating in work-based learning experiences • Increased graduation rate with an increase of Advanced vs. Standard diplomas • Growth in student success on the PSAT and SAT • Percentage of students earning a high school credit by the end of 8th grade
Student & Staff Wellness Create an environment that promotes social, emotional and physical well-being for students and employees.	Ensure all students and staff have access to programs and supports to meet their individual needs.	• Foster self-awareness and resilience to assist in the development of a positive self-image • Instill a growth mindset through multiple experiences • Nourish physical, mental and emotional health • Implement a social and emotional learning curriculum to support student needs • Create and maintain a safe and supportive environment in which all students and staff thrive, and all voices are heard and respected • Address inequities in discipline practices	• Improvement on a Staff, Student and Parent Perception Surveys • Implementation rate of a curriculum that includes lesson/activities on developing a positive self-image • Percentage of student goal setting documents completed each year • Implementation rate of social emotional learning curriculum • Increase in student involvement through extracurricular activities and athletics • Improvement in student discipline as seen from student discipline data reports
Employee Expertise Cultivate a premier workforce by prioritizing adult learning and innovation.	Ensure employee learning promotes culturally responsive practices.	• Develop and institute a five-year professional learning plan to support implementation of the NNPS Profile of a Learner • Develop and support employees by maintaining an aligned evaluation system that prioritizes feedback and growth • Support leadership development to create pathways to identify, develop and retain exceptional leaders • Equip employees to engage in collaborative teams that refine practice and develop a professional learning community culture • Develop a comprehensive plan to support teacher learning and the implementation of blended learning and technology integration	• Implementation and evaluation feedback from the professional development plan • Participation numbers in Emerging Leaders Institute and feedback received from attendees • Exit interview data from the Department of Human Resources • Implementation of effective professional learning communities as measured by observations and planning artifacts • Implementation of a digital transformation and blended learning plan as measured by a program evaluation
Enhanced Partnerships Foster an active partnership between schools, families, and the community that mutually supports the advancement, success, and well-being of our students.	Create opportunities that challenge traditional norms and ensure access to a diverse group of professionals in non-traditional roles.	• Increase the number of collaborative relationships with stakeholders that foster learning and cultural experiences • Leverage the expertise of partners to create experiential learning opportunities that allow for enhanced career exploration • Streamline communication tools to engage schools, families, students, and the community • Promote a global mindset to prosper as a premier community within an interconnected world	• Increase in the number of effective and engaged partners to include work-based learning opportunities • Implementation of a tracking tool of learning experiences provided by local partners • Improved data from an annual survey to community partners • Implementation of customer service benchmarks to improve responses to staff, families and community members • Utilization of an efficient communication platform to engage and connect families and community partners
Stewardship of Resources Make financial and human resource decisions with a focus on student and staff needs, organizational data, and equitable practices.	Ensure the equitable distribution of all resources.	• Implement inclusive budgetary practices that include input and feedback from all stakeholders • Establish processes and procedures for all hiring managers to recruit, hire and promote a highly-qualified workforce that would best serve our diverse student population • Develop a comprehensive approach to staff retention that includes differentiated career advancement pathways based on goals and interests • Create and implement a plan for a digital transformation including 1 to 1 technology for K-12 students • Ensure measures are in place to promote and maintain safe and secure workplaces and school buildings	• Amendments to budget based on stakeholder meeting input • Annual staffing updates • Implementation and updates on career advancement pathways program • Status of digital transformation technology initiative • Staff, student and parent survey results regarding issues of safety

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NNPS PROFILE OF A **LEARNER**

As **R**esilient learners, we are:
• Responsive to Challenges
• Self-Directed
• Persistent
• Adaptive

As **A**cademically-Prepared learners, we are:
• Literate
• Appliers of our Knowledge
• Workforce-Minded
• Accountable
• Intrinsically Motivated
• Digitally Confident

As i**N**novators, we are:
• Deliberate
• Curious
• Entrepreneurial
• Problem-Finders
• Divergent Thinkers

As **E**motionally-Intelligent learners, we are:
• Committed
• Confident
• Resourceful
• Empathetic
• Focused

As **E**quity-Minded learners, we are:
• Inclusive
• Ethically-Minded
• Culturally Aware
• Responsive
• Advocates

As **L**eaders, we are:
• Confident
• Coachable
• Team Builders
• Champions of Change
• Respectful
• Influential

As **R**eflective learners, we are:
• Receptive
• Self-Aware
• Goal-Oriented
• Developers

LEARNER

CRITICAL THINKING
CREATIVE THINKING
COLLABORATION
COMMUNICATION
CITIZENSHIP

As students, we embody the characteristics of the
NNPS Profile of a Learner and the Virginia Profile of a Graduate.

NEWPORT NEWS PUBLIC SCHOOLS

College, Career, and Citizen-Ready!

JOURNEY 2025

A Strategic Plan to *College, Career and Citizen-Readiness!*

NNPS Mission:
We ensure that all students graduate *college, career and citizen-ready.*

NNPS Vision:
The Newport News Public Schools community commits to ensuring all graduates will be:

• *College-Ready* - Whether it be in college or the workplace, graduates of NNPS will understand the importance of being life-long learners. Graduates will be prepared for future learning and to take on new challenges.

• *Career-Ready* - By offering a variety of certifications and opportunities for all students, graduates will be ready to join the workforce in a globally competitive market. Graduates will understand the importance of having a career mindset.

• *Citizen-Ready* - As a result of the commitment to students' social, emotional and academic development, graduates of NNPS will be competent in civic engagement, intellectual freedom, service to community, and tenets of diversity.
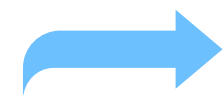
Student Success
Engage and challenge all students in authentic, rigorous, and culturally relevant learning experiences that foster innovation and critical thinking to ensure that all graduates are *college, career, and citizen-ready.*

Student & Staff Wellness
Create an environment that promotes the social, emotional and physical well-being for students and employees.

Employee Expertise
Cultivate a premier workforce by prioritizing adult learning and innovation.

Enhanced Partnerships
Foster an active partnership network between schools, families, and the community that mutually support the advancement, success, and well-being of our students.

Stewardship of Resources
Make financial and human capital decisions with a focus on student and staff needs, organizational data, and equitable practices.

NEWPORT NEWS PUBLIC SCHOOLS