Mission: Our mission is to nurture and empower our diverse student population while fostering critical thinking, creativity, and a deep understanding of others through STEAM education.

Vision: Our vision is to cultivate an authentic and relevant learning environment through an investigative approach, empowering all students to empathize, problem solve, explore, discover, and innovate collaboratively.

SMART Goal #1 – Increase cohesion in instructional approaches and curriculum both horizontally & vertically.	SMART Goal #2 – Increase overall attendance rates in all grade levels from our baseline of 2023.24 school year.	SMART Goal #3 – Implement MTSS using research-based interventions to move students toward on-grade level performance.	SMART Goal #4 – Increase family engagement across all grade levels to actively participate in their child's literacy and numeracy development.

Strategic Priorities | **School Strategies**

Fostering Academic Excellence for All
Data, Curriculum & Instruction, Signature Program

1. **Improve academic achievement** in Math, Reading, and Science by increasing the % of students scoring in the proficient & distinguished categories on MAP & Milestones.
2. **Close academic gaps**, in Math & Reading, for our school subgroups. (ESOL, African American, SWD)

- **Streamline professional learning communities (PLC)** where teachers focus on what students need to learn, determine a pathway for how to show students have learned it, assess what to do if students do not learn it and how to respond if they already know it.
- **Incorporate school wide writing block** for all teachers at all grade levels.
- **Incorporate gifted strategies** across all grade levels for all students. (% of teachers gifted endorsed)
- **Incorporating the VHE Design Thinking Process** to help guide our writing block. (include on lesson plan format)
- **Implement real-world PBL Opportunities** to encourage integrating content (STEAM), critical thinking, problem solving & collaboration.
- **Implement "WISE Time"** on GATE days for students needing remediation.
- Implement the Readers are Leaders initiative and strategies, extended learning & enrichment opportunities

Building a Culture of Student Support
Whole Child & Intervention Personalized Learning

3. **Create an Inclusive School Environment:** Foster a culture of belonging where every student feels safe, valued, and supported.
4. **Implement a Comprehensive Multi-Tiered System of Supports (MTSS):** Address academic, behavioral, and social-emotional needs through evidence-based interventions and supports.

- **Strengthen Social-Emotional Learning (SEL) Programs:** Implement programs that build emotional intelligence, resilience, and interpersonal skills. Create a bank of pre-recorded lessons by administration – Counselor, AP, Principal, Coaches
- **Enhance Teacher Capacity for Student Support:** Provide professional development to help educators address diverse needs effectively, leveraging tech.
- **Develop Personalized Intervention Plans:** Use data to identify at-risk students and provide targeted supports.
- **Strengthen Cross-Grade Level & Dept. Collaboration:** Ensure alignment between grade levels, instructional staff, and other school departments such as GATE, ESOL, SWD & EIP.
- **Foster Student Goal-Setting and Reflection for academics and behaviors:** Empower students to set academic and personal goals and track their progress toward mastery.
- **Monitor and discuss Attendance** data during Whole Child Meetings f all students for excused and unexcused absences as well as accumulated tardies.
- Better understand the accessibility of our building and the needs of students.

Equipping & Empowering Leaders & Staff
Strategic Staff Support Equitable Resources Allocation

5. **Build Capacity Across All Grade Levels:** Develop comprehensive training and mentorship programs that empower teachers & future leaders to drive school improvement, foster innovation, and implement equity-focused practices.
6. **Enhance Teacher and Staff Retention Efforts:** Create a supportive work environment through recognition programs, and initiatives that promote work-life balance and long-term commitment.
7. **Equitable Resources:** Distribute resources strategically based on student and school needs to ensure equitable support for underserved populations and maximize educational outcomes.

- **Conduct Frequent Observations:** Add one additional observation, above district/state requirements, for all teachers to provide continued constructive feedback.
- **Establish Recognition Programs:** System to regularly recognize outstanding performance (e.g., "Teacher of the Month"). Celebrate staff contributions through public recognition, awards, and celebratory events.
- **Create a Work-Life Balance Initiative:** - Offer flexible scheduling options where possible (e.g., staggered start times, remote work for planning days). Partner with childcare providers to establish a partnership.
- **Conduct Exit and Stay Interviews:** - Regularly conduct stay interviews to understand what motivates staff to remain. Analyze exit interviews to identify trends and address underlying retention challenges.
- **Develop a Resource Allocation Framework:** Create a rubric or criteria to identify student groups with the greatest need. Include factors such as socioeconomic status, academic performance, and access to extracurricular opportunities.
- **Provide PD Opportunities district, state and national.**
- **Leverage Teacher Knowledge** – Asks teachers to provide PD to leverage their knowledge
- Mentor/Mentee support with other grade level teachers.

Creating a System of School Support
Collective Action, Engagement & Empowerment

8. **Develop Cross-School Collaboration Networks** Establish professional learning communities (PLCs) and inter-school partnerships to share best practices, resources, and innovative solutions.
9. **Foster a Culture of Shared Accountability** Engage all stakeholders—teachers, staff, families, and community members—in setting and achieving common goals for student success.
10. **Empower Students & Parents as Active Participants in Their Child's Education** Implement programs that encourage student voice, leadership, and ownership of their learning journey.

- **Create a family resource center** to support engagement and collaboration
- **Engage Families and Communities as Partners:** Build collaborative relationships to support students' academic and personal growth.
- Increase percentage of teachers with credentials or certifications for advanced learning (e.g. gifted, reading, math, ESOL, SPED)
- Form a teacher committee specifically working towards hiring highly qualified and effective teachers to join the VHE team.
- **Promote parent engagement** and involvement through PTO in 4 school wide PTO meetings a year. Topics to be determined based on parent input.
- **Promote parent engagement** and involvement through grade level family academic nights.
- Translation services and opportunities for parents who speak other languages to engage with teachers and the community.
- Strategic Feedback sessions with parents led by school. Grade level discussions with families. (PTO)
- Teacher perspective on what we can do better.