# Overview of Empower 2025

## Empower 2025
A STRATEGIC PLAN FOR THE FUTURE
CHESAPEAKE PUBLIC SCHOOLS

### Vision
We inspire, engage, and empower all students to achieve their highest potential.

### Mission
The Chesapeake Public School family promotes educational excellence by engaging all students in meaningful and innovative learning experiences that empower them to successfully fulfill their life's purpose.

### Core Values
Our Educational Family:
- Fosters Equity
- Cultivates Innovation
- Models Integrity
- Promotes Accountability
- Inspires Excellence

### Strategic Goals
- Provide exemplary teaching and learning experiences.
- Recruit, retain, and support our valued employees.
- Provide a safe and supportive learning environment.
- Engage, inform, and collaborate with the community.

Chesapeake PUBLIC SCHOOLS

# GOAL 1: ACADEMICS

## Provide exemplary teaching & learning experiences.

## Strategy 1: Curriculum
### Broaden curriculum offerings to enhance rigorous, relevant, and innovative learning opportunities.

A. Establish a teaching and learning framework.
B. Develop social-emotional learning objectives across the curriculum.
C. Implement comprehensive literacy expectations.
D. Offer a variety of post-secondary college and career readiness opportunities.
E. Embed communication, collaboration, creativity, critical thinking, and citizenship skills into the curriculum.
F. Incorporate Computer Science Standards of Learning across the curriculum.
G. Integrate Science, Technology, Engineering, Arts, and Math across the curriculum.

## Strategy 2: Instruction
### Utilize research-based and innovative instructional practices to promote meaningful student learning.

A. Use high-yield research-based strategies to address intellectual, social, and emotional development.
B. Incorporate culturally-relevant practices.
C. Create differentiated project-based learning activities.
D. Implement a framework to support K-12 digital learning.
E. Afford experiential learning opportunities for students in a variety of settings.
F. Provide a tiered system of academic supports.
G. Engage students in personalized learning experiences that enhance their unique interests and strengths.

## Strategy 3: Assessment
### Create a balanced assessment model to effectively measure student achievement and growth.

A. Use a variety of tools to provide formative feedback for teaching and learning.
B. Embed performance-based assessments across all content areas.
C. Build a division-wide repository of common assessments that align with the scope and rigor of the curriculum.
D. Organize data in a learning management system to support informed decision-making.
E. Gather teaching and learning feedback from stakeholders using focus groups and surveys.
F. Evaluate grading practices for academics and work habits.
G. Streamline data reports at the student, teacher, school, and division levels.

# GOAL 2: EMPLOYEES

*Recruit, retain, and support our valued employees.*

## Strategy 1: Workforce

*Utilize innovative strategies to employ a high-quality, diverse workforce.*

A. Implement early hiring practices utilizing strategies such as aggressive media campaigns, innovative technologies, and incentives.
B. Strengthen the development of homegrown talents through programs such as Teachers for Tomorrow, Chesapeake Career Center internships, and Career Commitment programs.
C. Partner with colleges and universities to identify, recruit, and employ high-quality employees who reflect our diverse community.
D. Communicate our story to showcase the highlights of our division and stakeholders.
E. Enhance our website and recruitment collateral.
F. Enhance our hiring process to appeal to potential candidates and make the hiring process extremely user friendly.

## Strategy 2: Compensation

*Provide best-in-class employee compensation, benefits, recognition, and total rewards package.*

A. Exceed the national average teacher pay and provide comparable equity for all other employee groups.
B.  Implement additional employee recognition programs that ensure all employees feel valued.
C. Provide industry-leading non-salary components of total compensation.
D. Promote, to both potential and current employees, the total compensation and value of working for Chesapeake Public Schools.

## Strategy 3: Growth

*Promote professional and personal development that ensures employee growth and engagement.*

A. Provide engaging, personalized professional development that focuses on district initiatives, cultivates leadership capacity, and a growth mindset.
B. Collaborate with local colleges and universities to explore teacher residency programs.
C. Create a new teacher program that provides a variety of mentoring and training opportunities for the first three years of service.
D. Develop retention plans that include robust growth opportunities for employee groups.

# GOAL 3: ENVIRONMENT

## Provide a safe and supportive learning environment.

## Strategy 1: Safety

### Research and implement best practices to ensure student and staff safety.

A. Enhance school safety and functions by utilizing student identification systems.
B. Provide adequate personnel to ensure school safety based on individual school needs.
C. Equip all school classrooms with appropriate emergency supplies and ensure all staff are properly trained on the utilization of the identified supplies.

## Strategy 2: Supports

### Utilize interventions and practices to promote a positive school climate.

A. Identify, develop, and implement virtual opportunities for students and staff to increase their knowledge of safety procedures and actions.
B. Continue collaborative relationships with police and fire departments to enhance best practices for safety, crisis management, and unified responses.
C. Include stakeholders to gather feedback, investigate solutions, and guide proactive safety recommendations.
D. Address mental health needs and concerns via social-emotional interventions, trauma informed care, and allocation of resources.
E. Utilize a tiered systems approach to proactively manage student conduct.

## Strategy 3: Technology

### Integrate sustainable technology to enhance safe and innovative learning experiences.

A. Continuously update the network infrastructure to support dynamic technology initiatives.
B. Provide 1:1 device access to enhance student learning.
C. Utilize digital applications to support more efficient and effective systems of productivity.
D. Implement current classroom technology tools for teachers to engage students in relevant learning experiences.

## Strategy 4: Facilities

### Provide the school community with healthy, flexible, and innovative learning spaces.

A. Continue to explore and implement efficient and green practices.
B. Provide collaborative opportunities for students and staff through furniture, makerspaces, and/or outdoor learning settings.
C. Continue to expand control access and physical barriers in schools and support facilities.
D. Provide well-maintained facilities for both interior and exterior spaces.

# GOAL 4: COMMUNITY

## Engage, inform, and collaborate with the community.

### Strategy 1: Partnerships

Develop and enhance collaborative relationships to support student success.

A. Assess current needs of stakeholders.
B. Develop partnerships with businesses.
C. Develop sustainable mentorship opportunities.
D. Enrich our military partnerships.
E. Develop a volunteer "hub" (platform) for parents, community members, and businesses.

### Strategy 2: Communication

Utilize innovative methods to engage and inform all stakeholders.

A. Evaluate and enhance our communication systems and practices.
B. Strengthen our partnerships with mass media.
C. Utilize social media to inform, celebrate, and promote our district's successes.