<table>
<thead>
<tr>
<th>Strategic Goals</th>
<th>Equitable Approach</th>
<th>Strategic Supports</th>
<th>Measures</th>
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<tbody>
<tr>
<td><strong>Student Success</strong></td>
<td>Engage and challenge all students in authentic, rigorous, and culturally relevant learning experiences that foster innovation and critical thinking.</td>
<td>Identify and outline equitable practices that close achievement gaps and increase access to rigorous learning experiences.</td>
<td>• 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 aligned written-taught-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.</td>
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<td><strong>Student &amp; Staff Wellness</strong></td>
<td>Create an environment that promotes the social, emotional and physical well-being for students and employees.</td>
<td>Ensure all students and staff have access to programs and supports to meet their individual needs.</td>
<td>• 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.</td>
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<tr>
<td><strong>Employee Expertise</strong></td>
<td>Cultivate a premier workforce by prioritizing adult learning and innovation.</td>
<td>Ensure employee learning promotes culturally responsive practices.</td>
<td>• Develop and institute a five-year professional learning plan to support implementation of the NNSP 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.</td>
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<td><strong>Enhanced Partnerships</strong></td>
<td>Foster an active partnership between schools, families, and the community that mutually supports the advancement, success, and well-being of our students.</td>
<td>Create opportunities that challenge traditional norms and ensure access to a diverse group of professionals in non-traditional roles.</td>
<td>• 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.</td>
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<tr>
<td><strong>Stewardship of Resources</strong></td>
<td>Make financial and human resource decisions with a focus on student and staff needs, organizational data, and equitable practices.</td>
<td>Ensure the equitable distribution of all resources.</td>
<td>• 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.</td>
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</tbody>
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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.

As Leaders, we are:
• Confident
• Coachable
• Team Builders
• Champions of Change
• Respectful
• Influential

As Emotionally-Intelligent learners, we are:
• Committed
• Confident
• Coachable
• Team Builders
• Champions of Change
• Respectful
• Influential

As Academically-Prepared learners, we are:
• Literate
• Applies of our Knowledge
• Workforce-Minded
• Accountable
• Intrinsically Motivated
• Digitally Confident

As Innovators, we are:
• Deliberate
• Curious
• Entrepreneurial
• Problem-Finders
• Divergent Thinkers

As Resilient learners, we are:
• Responsive to Challenges
• Self-Directed
• Persistent
• Adaptive

As Equity-Minded learners, we are:
• Inclusive
• Ethically-Minded
• Culturally-Aware
• Responsive
• Advocates

As Reflective learners, we are:
• Receptive
• Self-Aware
• Goal-Oriented
• Developers

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