# **Virginia’s Division Support and Improvement Plan**

Virginia’s Division Support and Improvement Plan (DSIP) integrates findings from Virginia’s needs assessment to help guide divisions as they prioritize work, predict and neutralize barriers, and catalyze transformative practices that will improve student outcomes. There are four sections to the Division Support and Improvement Plan, aligned to the Virginia Support Framework:

* Academic Supports
* Staffing Supports
* Professional Learning Supports
* School Climate Supports

High-quality improvement plans support division leaders as they work to allocate human and fiscal resources, establish short-and long-term goals, monitor processes, and scale successes. Specifically, a high-quality improvement plan is:

* Grounded in the continuous improvement process and high expectations for all students;
* Developed and revised through engagement with stakeholders-- including families; and,
* Based on evidence-and research-based strategies aligned to the needs and context of the division.

Effective plans are based on the most important changes needed in the division and demonstrate alignment to federal, state, and division priorities by relating goals, objectives, measures, strategies, and resources to federal and state laws and guidance, including Virginia’s Support Framework.

How to use the Virginia Division Support and Improvement Plan:

1. Review the Virginia Support Framework domains and the results of the Virginia Support Framework Needs Assessment.
2. Become familiar with the explanation and example of the Division Support and Improvement Plan template which includes a description and example for each item.
3. Complete the profile information with an overview of the internal and external stakeholder, including families, that have been engaged in the improvement process should also be documented.
4. Use the results from the needs assessment to develop the plan for each domain and indicator, including the identifying ***barriers*** from root-cause analysis ***establishing division-level goals***, selecting ***evidence-and research-based strategies***, developing short-term objectives and quarterly measures to reach the Division-level goal, creating an ***action*** ***plan***, and choosing artifacts to be regularly collected and analyzed for ***progress monitoring***.

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| **Domain of Support** | **Description of Domains** |
| [**Academic**](#Academic) | Providing high-quality instructional materials, routines, and prioritized placement are critical to the successful operation of the school division, and focuses on alignment, engagement, rigor, and organizing staff based on need. |
| [**Staffing**](#Staffing) | Recruiting, allocating, and retaining teachers and principals to address schools and areas with the greatest needs, to include building capacity from those within and the retention of high-quality staff are integral to school division success. |
| [**Professional Learning**](#ProfessionalLearning) | Managing a school building effectively by providing logistical support to maximize learning through clear calendars and master schedules; and targeting professional learning centered on the instructional cycle with a focus on student outcomes. |
| [**School Climate**](#SchoolClimate) | Engaging with families and providing instructional materials, learning opportunities, and supports to improve attendance creates a welcoming culture. Connecting each student with an adult creates a safe and orderly environment. |

Diagram

Description automatically generated

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| **Profile Information** | |
| **Division:** Click or tap here to enter text. | **Superintendent:** Click or tap here to enter text. |
| **Stakeholder/Family Engagement** | |
| ***Describe how the division will routinely involve internal and external stakeholders in the school improvement process to include conducting the needs assessment; selecting evidence-and research-based strategies; and developing, implementing, monitoring, and evaluating the plan.*** | |
| Click or tap here to enter text. | |

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| **Domain I: Academic Supports** | | | **Focus Area:  High-Quality Instructional Materials** | | | | | | **​ School Quality Indicator: Choose an item.** | | |
| **Division-level Goal:** | | | | | | | | | | | |
| **Barrier(s):** | | | | | | | | | | | |
| **Strategy:** | | | | | | | | | | | |
| **Strategy:** | | | | | | | | | | | |
| **Measurable Objective 1:** | | | | | | **Measurable Objective 2:** | | | | | |
| **Quarterly Progress Measures** | | | | | | **Quarterly Progress Measures** | | | | | |
| **Quarter 1** | |  | | | | **Quarter 1** |  | | | | |
| **Quarter 2** | |  | | | | **Quarter 2** |  | | | | |
| **Quarter 3** | |  | | | | **Quarter 3** |  | | | | |
| **Quarter 4** | |  | | | | **Quarter 4** |  | | | | |
| **Action Plan** | | | | | | | | | | | |
| **OBJ: QTR** | **Action Steps**  **(Describe the step and include who will implement and how often it will be implemented)** | | | **Other Collaborators** | **Position/Office/ Department Responsible for Monitoring** | | | **Start of Action Step** | | **End of Action Step** | **Budget (local, state, federal funds)** |
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| **Domain II: Staffing Supports** | | | | **Focus Area:** Choose an item. | | | | | |
| **Division-level Goal:** | | | | | | | | | |
| **Barrier(s):** | | | | | | | | | |
| **Strategy:** | | | | | | | | | |
| **Strategy:** | | | | | | | | | |
| **Measurable Objective 1:** | | | | | **Measurable Objective 2:** | | | | |
| **Quarterly Progress Measures** | | | | | **Quarterly Progress Measures** | | | | |
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| **Domain III: Professional Learning Support** | | | | **Focus Area:** Choose an item. | | | | | |
| **Division-level Goal:** | | | | | | | | | |
| **Barrier(s):** | | | | | | | | | |
| **Strategy:** | | | | | | | | | |
| **Strategy:** | | | | | | | | | |
| **Measurable Objective 1:** | | | | | **Measurable Objective 2:** | | | | |
| **Quarterly Progress Measures** | | | | | **Quarterly Progress Measures** | | | | |
| **Quarter 1** | |  | | | **Quarter 1** |  | | | |
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| **Domain IV: School Climate Support** | | | | **Focus Area:  ​** Choose an item. | | | | | |
| **Division-level Goal:** | | | | | | | | | |
| **Barrier(s):** | | | | | | | | | |
| **Strategy:** | | | | | | | | | |
| **Strategy:** | | | | | | | | | |
| **Measurable Objective 1:** | | | | | **Measurable Objective 2:** | | | | |
| **Quarterly Progress Measures** | | | | | **Quarterly Progress Measures** | | | | |
| **Quarter 1** | |  | | | **Quarter 1** |  | | | |
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