



# 2025-2026

## Portage Public Schools Continuous Improvement Overview

Our commitment to continuously improve within the four pillars:

OUR GOALS — OUR ACTION STEPS — HOW WE MONITOR

	STUDENT SUCCESS	PEOPLE AND CULTURE	SERVICE EXCELLENCE	STEWARDSHIP
<b>OUR GOALS</b>	<p>Ensures student success: Every student is welcomed, valued, individually known by strength and need, and supported on their path</p>	<p>Be a great place to teach and work: Employees are valued and connected by our focus on ensuring success for every student, every day</p>	<p>Proudly partner with families and our community: Strong relationships are the anchor to our shared commitment to student success</p>	<p>Respect our resources: We value what we are given and responsibly use resources in the best ways possible to support student success</p>
<b>OUR ACTION STEPS</b>	<ul style="list-style-type: none"> <li>Support each student using the continuum of Tier 1 instruction (learning that happens in the classroom) to address student learning needs</li> <li>Support the whole PPS community by improving our climate and culture with a focus on students</li> </ul>	<ul style="list-style-type: none"> <li>Support the whole PPS community by improving our climate and culture with a focus on staff and embraces diversity and inclusion</li> <li>Create a culture that recognizes and acts on inequities</li> <li>Promote diversity and inclusion throughout PPS through hiring and retention practices that reflects our student population</li> </ul>	<ul style="list-style-type: none"> <li>Create a welcoming and inclusive environment that supports families and our community</li> <li>Use a layering communication strategy to increase reach to our families and the community</li> </ul>	<ul style="list-style-type: none"> <li>Use of school budget funds to invest in accelerated practices to address student learning needs</li> <li>Utilize bond funds along with Building Site and Sinking Funds to support student success in "Building the Future of Learning"</li> <li>Continue to invest in the maintenance and updates of our PPS properties</li> </ul>
<b>HOW WE MONITOR</b>	<ul style="list-style-type: none"> <li>Publication and rollout of Student Engagement Experience survey results and action steps for improvement</li> <li>Update Continuous Improvement Plan action steps based on Student Engagement survey results, District Benchmark Assessment Data, and SAS, TFI, and BLT data</li> <li>Present Monitoring Report 1.1 results to the PPS Board and post to PPS website</li> </ul>	<ul style="list-style-type: none"> <li>Targeted ongoing professional development for all employees</li> <li>District and Leader Rounding Process utilized with employees 2 times a year</li> <li>District and Leader rollout of Employee Engagement survey results and action steps for improvement</li> <li>Use EJATT to establish a baseline understanding of the district's culture, equity, access, and talent systems</li> </ul>	<ul style="list-style-type: none"> <li>Publication and rollout of Parent Engagement Experience survey results and action steps for improvement</li> <li>Proactive media outreach following each PPS Board Meeting when appropriate</li> <li>Use cascading communication to reach all relevant audiences for all messaging to families and our community</li> <li>Communicate with PPS families in their preferred language whenever possible.</li> </ul>	<ul style="list-style-type: none"> <li>Regular updates on PPS Bond progress on website and other means</li> <li>Publication and rollout of District Support Services survey results and action steps for improvement</li> <li>Administration Building team design and facilitate customer rounding process</li> </ul>
	<ul style="list-style-type: none"> <li>Increase student participation in the Student Engagement Experience survey to 80% 1st-12<sup>th</sup> graders only</li> <li>District-wide Student Engagement Experience score increases from 3.89 to 3.99</li> <li>Using our PPS Systems, MSTEP and PSAT assessments, and Universal Screener data in Reading and Math we will monitor our growth in each individual system to strive towards the benchmark of 80%</li> </ul>	<ul style="list-style-type: none"> <li>Increase employee participation in the Employee Engagement Experience survey to 80%</li> <li>District Employee Engagement Experience score increases from 3.87 to 3.97</li> <li>PPS new hires will represent our diverse student population from 11.4% to 25% as measured by the EEOC data</li> </ul>	<ul style="list-style-type: none"> <li>Increase family participation on the Family Satisfaction Experience survey from 1341 to 1475</li> <li>Parent/Family Engagement Experience increases from 4.08 to 4.13</li> <li>Use social media and other analytics to measure communication engagement and trends</li> <li>Create an annual communications report to the community to present to PPS Board</li> </ul>	<ul style="list-style-type: none"> <li>Increase participation in District Support Services survey to 80%</li> <li>Increase in District Support Services score from 4.06 to 4.11</li> <li>Increase our lowest DSS score of Timeliness from 3.96 to 4.06</li> </ul>



# 2025-2026

## Central High School

### Continuous Improvement Overview



Our commitment to continuously improve within the four pillars:

	STUDENT SUCCESS	PEOPLE AND CULTURE	SERVICE EXCELLENCE	STEWARDSHIP
	<p>Ensures student success: Every student is welcomed, valued, individually known by strength and need, and supported on their path</p>	<p>Be a great place to teach and work: Employees are valued and connected by our focus on ensuring success for every student, every day</p>	<p>Proudly partner with families and our community: Strong relationships are the anchor to our shared commitment to student success</p>	<p>Respect our resources: We value what we are given and responsibly use resources in the best ways possible to support student success</p>
OUR GOALS	<p>Support each student using the continuum of Tier 1 Instruction and Support</p> <p>Support the whole PPS community by improving our climate and culture with a focus on students</p>	<p>Support the whole PPS community by improving our climate and culture with a focus on staff</p>	<p>Support our families and communities by ensuring families feel like they are a part of us</p>	<p>Respect the resources and facilities our community has given us – and improve upon them</p>
OUR ACTION STEPS	<ul style="list-style-type: none"> <li>Targeted professional learning for staff members connected to Tier 1 instruction</li> <li>Peer to Peer programs from tutoring to LINK Crew to fully engage as a Mustang</li> <li>Survey results shared with staff and students (roll-out)</li> </ul>	<ul style="list-style-type: none"> <li>Committee and mentors are dedicated to new staff members as they begin their journey at CHS</li> <li>Consistent communication loop in order to constantly learn and adapt to meet our building needs mixed in with strategic opportunities for fun celebratory traditions</li> <li>Survey results shared with staff (roll-out)</li> </ul>	<ul style="list-style-type: none"> <li>Survey results (roll out) and other important school information shared with families through our Mustang Minutes</li> <li>Community partnerships to ensure all families have what they need</li> <li>Relentless focus on creating an environment where students and families know “This Is Us” in our school community</li> </ul>	<ul style="list-style-type: none"> <li>Value what we have, using our funds thoughtfully, and building relationships with parents and community groups in order to share and build additional resources</li> <li>Taking care of what we have, like with school-beautification process led by colleagues and students</li> <li>Using our district resources, like building budgets and site-sinking funds, to have the strongest effect</li> <li>Continue to refine the structure and process used to distribute and support all school-improvement, athletic and activities teams with their work</li> </ul>
HOW WE MONITOR	<ul style="list-style-type: none"> <li>Academic, Intervention, Targeting, and Monitoring Team monitors progress and attendance for all students</li> <li>Monitor student engagement results</li> </ul>	<ul style="list-style-type: none"> <li>Behavior, Intervention, Targeting, and Monitoring Team monitors behavior and success patterns for all students</li> <li>Monitor Employee Engagement Results</li> <li>Provide multiple opportunities to gain insight from staff through rounding and SET</li> </ul>	<ul style="list-style-type: none"> <li>Monitor family engagement results</li> <li>Monitor attendance at a variety of student events</li> </ul>	<ul style="list-style-type: none"> <li>Check on the multiple school and community teams to ensure they have the time and resources they need to succeed</li> <li>Principal coordinates with key stakeholders around various funding sources</li> <li>Monitor student, family, and employee engagement results</li> </ul>



# 2025-2026

## Central Middle School

### Continuous Improvement Overview



Our commitment to continuously improve within the four pillars:

	STUDENT SUCCESS	PEOPLE AND CULTURE	SERVICE EXCELLENCE	STEWARDSHIP
	<p>Ensures student success: Every student is welcomed, valued, individually known by strength and need, and supported on their path</p>	<p>Be a great place to teach and work: Employees are valued and connected by our focus on ensuring success for every student, every day</p>	<p>Proudly partner with families and our community: Strong relationships are the anchor to our shared commitment to student success</p>	<p>Respect our resources: We value what we are given and responsibly use resources in the best ways possible to support student success</p>
OUR GOALS	<p>Support each student using the continuum of universal instruction and support</p> <p>Support the whole CMS community by improving our climate and culture with a focus on students</p>	<p>Support the whole CMS community by improving our climate and culture with a focus on staff.</p>	<p>Partner with families and our community to ensure the success of our students</p>	<p>Respect our resources and facilities as member of the CMS Herd</p>
OUR ACTION STEPS	<ul style="list-style-type: none"> <li>Strengthen teacher instructional practices and increase student engagement</li> <li>Continue to support the Mustang Mentor Program</li> <li>Utilize the PLC structure to collaborate and ensure student success</li> <li>Implement and sustain Positive Behavior Interventions and Supports (PBIS)</li> <li>Share survey results with students and discuss implications for growth</li> </ul>	<ul style="list-style-type: none"> <li>Principal and Assistant Principal will make intentional efforts to remain highly visible, collaborative, and supportive of all students and staff</li> <li>Provide opportunities for the school community to acknowledge and appreciate staff</li> <li>Share survey results with staff and use them to inform school practices</li> </ul>	<ul style="list-style-type: none"> <li>Communicate clearly and in a timely manner with all stakeholders</li> <li>Build and maintain strategic partnerships with community members to support students and families</li> <li>Share survey results with families and use the feedback to guide school improvement efforts</li> </ul>	<ul style="list-style-type: none"> <li>Strategically allocate funds to support staff professional learning</li> <li>Strategically allocate funds to meet classroom needs</li> <li>Provide explicit instruction on what it means to be a member of the CMS Herd</li> </ul>
HOW WE MONITOR	<ul style="list-style-type: none"> <li>Use universal screeners to monitor student progress in reading, math, and social-emotional learning</li> <li>Student Support Team will monitor student growth</li> <li>Increase Student Engagement survey results from 3.52 to 3.75</li> </ul>	<ul style="list-style-type: none"> <li>Conduct rounding (individual check-ins) with staff twice per year</li> <li>Increase Employee Engagement survey results from 3.54 to 4.0</li> </ul>	<ul style="list-style-type: none"> <li>Gather feedback from families and community partners</li> <li>Increase Parent Experience survey results from 3.75 to 4.0</li> </ul>	<ul style="list-style-type: none"> <li>Review and analyze quarterly budget reports</li> <li>Collaborate with key stakeholders to allocate funding sources effectively</li> </ul>



# 2025-2026

## Central Elementary School Continuous Improvement Overview



Our commitment to continuously improve within the four pillars:

OUR GOALS  
OUR ACTION STEPS  
HOW WE MONITOR

	STUDENT SUCCESS	PEOPLE AND CULTURE	SERVICE EXCELLENCE	STEWARDSHIP
	<p>Ensures student success: Every student is welcomed, valued, individually known by strength and need, and supported on their path</p>	<p>Be a great place to teach and work: Employees are valued and connected by our focus on ensuring success for every student, every day</p>	<p>Proudly partner with families and our community: Strong relationships are the anchor to our shared commitment to student success</p>	<p>Respect our resources: We value what we are given and responsibly use resources in the best ways possible to support student success</p>
	<p>Support each student using the continuum of Tier 1 instruction and support</p> <p>Support the whole PPS community by improving our climate and culture with a focus on students</p>	<p>Support the whole PPS community by improving our climate and culture with a focus on staff</p>	<p>Engage families and our community to ensure the success of our students</p>	<p>Respect our resources by strategically using funds to support continuous improvement strategies</p>
	<ul style="list-style-type: none"> <li>Focus on student self assessment with the success criteria so students know when they have met the target for learning.</li> <li>Continuation of prioritizing PBIS Systems</li> <li>Implement Instructional Coaching Cycles with teachers to support new ELA resource: Fishtank and Collaborative Teaching and Learning. Focus on use of feedback.</li> <li>Survey results shared with staff and students (roll-out)</li> <li>Use Continuous Improvement Plan Action Items to prioritize our work to meet common goals around student achievement and culture.</li> <li>Peer to Peer Program strengthening leadership skills among students.</li> </ul>	<ul style="list-style-type: none"> <li>Rounding &amp; specific feedback given to staff.</li> <li>Focus on clear weekly communication that builds culture and community.</li> <li>Recognition of staff is prioritized.</li> <li>Survey results shared with staff (roll-out).</li> <li>CARES and Social Committees focus on staff connection and relationships.</li> </ul>	<ul style="list-style-type: none"> <li>Maintaining classroom communication through a focus on what students are learning in two newsletters a month.</li> <li>Continue to seek out community partnerships to support students and families.</li> <li>Survey results shared with families (roll-out).</li> <li>In-person family events: Academic Nights, Music Programs, Battle of the Books, PTO events</li> <li>Strong partnership with our PTO coordinating both academic and social support for our students and families.</li> <li>Implementation of PAC: Parent Advisory Council</li> </ul>	<ul style="list-style-type: none"> <li>Provide students, family and community opportunities to access and benefit from the new school building.</li> <li>Strategically work with the PTO to meet the needs of both staff and students</li> <li>Focus on preparation for our new building in order to leverage and elevate the resources and space we have been given</li> <li>Allocating funds strategically to support students</li> </ul>
	<ul style="list-style-type: none"> <li>Use our Universal Screeners for Reading, Math, and Social Emotional Learning to monitor progress.</li> <li>Teams will utilize Profile of a Successful Elementary Team Learning Progression: Teacher Self-Assessment to rate their progress and set goals for growth.</li> <li>Utilize Self Assessment Survey and Tiered Fidelity Inventory results to gather staff and student feedback on PBIS systems.</li> <li>Increase Student Engagement from 4.05 to 4.10</li> </ul>	<ul style="list-style-type: none"> <li>Increase Employee Engagement from 3.84 to 3.94</li> <li>Studer Rounding process to gather feedback from staff.</li> <li>Informal conversations with staff on a daily basis.</li> </ul>	<ul style="list-style-type: none"> <li>Increase Parent Satisfaction from 4.02 to 4.07</li> <li>Informal feedback from community members and families</li> <li>Monitor classroom newsletters to ensure communication and engagement during family events</li> </ul>	<ul style="list-style-type: none"> <li>Monitoring of our budget and resources to leverage impact.</li> <li>Program Evaluation to evaluate effectiveness.</li> <li>Partner with the PTO to ensure funds are supporting both students and staff.</li> </ul>