

Norfolk Public Schools  
Comprehensive School Improvement Plan 2023-2024

Name of School: Bay View Elementary

School Division: Norfolk Public Schools

Area of Focus: Literacy

**SMART Goal:** By June 2024, we will increase the percentage of students in ALL STUDENTS category passing the Reading SOL assessment from 73% (2023) to 85% by using literacy strategies as measured on SOL assessments. Additionally, we will increase the percentage of SWD students passing the Reading SOL assessment from 50% to 70% by using research-based literacy strategies in the inclusion setting.

**Essential Action/ Evidence-based Intervention/Research-based Strategy:** Develop, implement, and monitor a multi-tiered literacy plan with explicit focus on student achievement, progress, and growth.

☐ Academic Review Finding

Action Plan

Action Steps (Place in sequential order) One must be related to family engagement.	Position(s) Responsible for Implementation	Implementation Frequency	Evidence/ Artifacts: Implementation and Impact	Position(s) Responsible for Monitoring	Monitoring Frequency	Budget (Title I, SIG, other funding sources)	Title I Measurable Objective	Alignment to NPS Strategic Plan Goal (name goal)
1. Teachers will meet biweekly with the Reading Specialist to review student data and outcomes	Teachers Administrators Reading Specialist Instructional Leadership Team	Biweekly	Meeting Minutes and Lesson Plans	Reading Specialist and Administrators	Monthly	Title I	M01	Student Excellence
2. Teachers will be able to observe model teachers in the ELA block in order to allow the Reading Specialist time	Reading Specialist Administrators  Instructional Leadership Team	Quarterly	Walkthrough Forms	Administrators	Quarterly	Title I	M 01	Student Excellence  Workforce

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to provide higher level support to experienced teachers. This will also empower the model teachers.								
3. Teachers will incorporate supplemental, high-quality fiction and non-fiction texts to build vocabulary and background knowledge through a core curriculum that addresses phonological awareness, phonics, fluency, comprehension , and vocabulary.	Teachers	Daily	Lesson Plans and Curriculum Guides	Reading Specialist and Administrators	Weekly	Title 1	M01	Student Excellence

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4. Using PALS to identify students that need additional support, PALS tutors will use SIPSS to provide targeted interventions.	Teachers and PALS Tutors	Daily	PALS Data PALS Tutor Scheudle	Reading Specialist and Administrators	Weekly		M01	Student Excellence
5. Individualized Learning Goals will be set for each student to develop action plans to ensure success. Goals will be communicated with parents during parent/teacher conferences.	Teachers	Quarterly	Learning Goals Documentation	Reading Specialist Family Engagement Specialist Administrators	Quarterly	Title I	M01 M04	Student Excellence
6. Teachers will have one full day three times a year of Progress Growth and Achievement meetings to discuss student	Teachers	Beginning, Middle, and End of Year	PGAM Agenda and Data Collection	Administrators	Beginning, Middle, and End of Year	Title I	M01	Student Excellence

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progress based on data.								
7. Ongoing professional development for staff members in best practices for the inclusion model to meet the individual needs of our SWD group.	Learning Support and Administrators	Bi-Monthly	PD Materias	Administrators	Bi-monthly	Title I	M01	Student Excellence
8. Students will use Lexia for the recommended time based on their levels every week	Teachers	Daily	Usage Reports	Reading Specialist	Weekly	Title I	M01	Student Excellence
9. Family Engagement Activities that provides families with examples of activities that can be done at home to	Reading Specialist Family Engagement Specialist	Monthly	Family Engagement Agendas and Presentations	Family Engagement Specialist	Monthly	Title I	M01 M04	Student Excellence

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support reading and learning.								
10.								

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**Name of School:** Bay View Elementary **School Division:** Norfolk Public Schools

**Area of Focus:** Numeracy

**SMART Goal:** By June 2024, we will increase the percentage of students in ALL STUDENTS category passing the Math SOL assessment from 80.69% (2023) to 90% by using research-based numeracy and mathematics strategies as measured on SOL assessments.

**Essential Action/ Evidence-based Intervention/Research-based Strategy:** Develop, implement, and monitor a multi-tiered numeracy plan with explicit focus on student growth and progress and growth. ☐ Academic Review Finding

**Action Plan**

Action Steps (Place in sequential order) One must be related to family engagement.	Position(s) Responsible for Implementation	Implementation Frequency	Evidence/ Artifacts: Implementation and Impact	Position(s) Responsible for Monitoring	Monitoring Frequency	Budget (Title I, SIG, other funding sources)	Title I Measurable Objective	Alignment to NPS Strategic Plan Goal (name goal)
1. Teachers will meet biweekly with the Math Specialist to review student data and outcomes	Teachers Administrators Math Specialist Instructional Leadership Team	Biweekly	Meeting Minutes and Lesson Plans	Math Specialist and Administrators	Monthly	Title I	M02	Student Excellence
2. Teachers will be able to observe model teachers in the Math block in order to allow the Math Specialist time to provide higher level	Math Specialist Administrators  Instructional Leadership Team	Quarterly	Walkthrough Forms	Administrators	Quarterly	Title I	M02	Student Excellence  Workforce

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support to experienced teachers. This will also empower the model teachers.								
3. Teachers will implement high-quality instruction using the VDOE Mathematical Process Goals: Problem Solving, Connecting, Communicating, Representing, and Reasoning incorporating the CRA framework and manipulatives as necessary	Teachers	Daily	Lesson Plans and Curriculum Guides	Math Specialist and Administrators	Weekly	Title 1	M02	Student Excellence
4. Conduct focus walks to ensure that teachers are following the	Math Specialist Administrators Instructional Leadership Team	Weekly	Walkthrough Data Collection	Administrators	Weekly	Title I	M02	Student Excellence

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math curriculum								
5. Individualized Learning Goals will be set for each student to develop action plans to ensure success. Goals will be communicated with parents during parent/teacher conferences.	Teachers	Quarterly	Learning Goals Documentation	Math Specialist Family Engagement Specialist Administrators	Quarterly	Title I	M02 M04	Student Excellence
6. Teachers will have one full day three times a year of Progress Growth and Achievement meetings to discuss student progress based on data.	Teachers	Beginning, Middle, and End of Year	PGAM Agenda and Data Collection	Administrators	Beginning, Middle, and End of Year	Title I	M02	Student Excellence
7. Ongoing professional development for staff	Learning Support and Administrators	Bi-Monthly	PD Materials	Administrators	Bi-monthly	Title I	M02	Student Excellence



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members in best practices for the inclusion model to meet the individual needs of our SWD group.								
8. Students will use Edmentum for the recommended time based on their levels every week	Teachers	Daily	Usage Reports	Math Specialist	Weekly	Title I	M02	Student Excellence
9. Family Engagement Activities that provides families with examples of activities that can be done at home to support reading and learning.	Family Engagement Specialist	Monthly	Family Engagement Agendas and Presentations	Family Engagement Specialist	Monthly	Title I	M02 M04	Student Excellence
10. Teachers will be able to observe model teachers in the	Teachers	Quarterly	Learning Goals Documentation	Math Specialist and Administrators	Montly	Title I	M02	Student Excellence

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Math block in order to allow the Math Specialist time to provide higher level support to experienced teachers. This will also empower the model teachers.								
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Name of School: Bay View Elementary

School Division: Norfolk Public Schools

Area of Focus: Science

**SMART Goal:** By June 2024, we will increase the percentage of students in ALL STUDENTS category passing the Science SOL assessment from 74% (2023) to 80% by using research-based hands-on strategies as measured on SOL assessments.

**Essential Action/ Evidence-based Intervention/Research-based Strategy:** Provide hands-on learning opportunities that allow students to access the curriculum through various modalities.

☐ Academic Review Finding

### Action Plan

Action Steps (Place in sequential order) One must be related to family engagement.	Position(s) Responsible for Implementation	Implementation Frequency	Evidence/ Artifacts: Implementation and Impact	Position(s) Responsible for Monitoring	Monitoring Frequency	Budget (Title I, SIG, other funding sources)	Title I Measurable Objective	Alignment to NPS Strategic Plan Goal (name goal)
1. Teachers will meet biweekly to review student data and outcomes	Teachers Administrators Instructional Leadership Team	Biweekly	Meeting Minutes and Lesson Plans	Math Specialist and Administrators	Monthly	Title I	M03	Student Excellence
2. Teachers will be able to observe model teachers in the Science block in order to allow teachers to learn from successful veteran teachers.	Administrators  Instructional Leadership Team	Quarterly	Walkthrough Forms	Administrators	Quarterly	Title I	M03	Student Excellence  Workforce

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3. Teachers will have one full day three times a year of Progress Growth and Achievement meetings to discuss student progress based on data.	Teachers	Daily	Lesson Plans and Curriculum Guides	Reading Specialist and Administrators	Weekly	Title 1	M03	Student Excellence
4. Conduct focus walks to ensure that teachers are following the math curriculum	Math Specialist Administrators Instructional Leadership Team	Weekly	Walkthrough Data Collection	Administrators	Weekly	Title I	M03	Student Excellence
5. Individualized Learning Goals will be set for each student to develop action plans to ensure success. Goals will be communicated with parents during	Teachers	Quarterly	Learning Goals Documentation	Math Specialist Family Engagement Specialist Administrators	Quarterly	Title I	M03 M04	Student Excellence

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parent/teacher conferences.								
6. Teachers will have one full day three times a year of Progress Growth and Achievement meetings to discuss student progress based on data.	Teachers	Beginning, Middle, and End of Year	PGAM Agenda and Data Collection	Administrators	Beginning, Middle, and End of Year	Title I	M03	Student Excellence
7. Ongoing professional development for staff members in best practices for the inclusion model to meet the individual needs of our SWD group.	Learning Support and Administrators	Bi-Monthly	PD Materials	Administrators	Bi-monthly	Title I	M03	Student Excellence
Family Engagement Activities including STEM night that provides	Family Engagement Specialist	Monthly	Family Engagement Agendas and Presentations	Family Engagement Specialist	Monthly	Title I	M03 M04	Student Excellence

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families with examples of activities that can be done at home to support scientific inquiry.								
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<b>Name of School:</b> Bay View Elementary Schools						<b>School Division:</b> Norfolk Public		
<b>Area of Focus:</b> Social Emotional Learning								
<b>S.M.A.R.T. Goal:</b> By June 2024, we will decrease the number of office referrals by 25% to ensure that students are in their classrooms actively learning.								
<b>Essential Action /Research-based Strategy/Evidence-based Intervention:</b> Teachers will provide SEL lessons and provide students opportunities to learn developmentally appropriate problem-solving skills. <i>Implement and monitor the written, taught, and tested curriculum with fidelity focusing on students' academic performance while integrating social-emotional learning into daily instruction.</i>							<input type="checkbox"/> Academic Review Finding	
<b>Action Plan</b>								
<b>Action Steps</b> (Place in sequential order) One must be related to family engagement.	<b>Position(s) Responsible for Implementation</b>	<b>Implementation Frequency</b>	<b>Evidence/ Artifacts: Implementation and Impact</b>	<b>Position(s) Responsible for Monitoring</b>	<b>Monitoring Frequency</b>	<b>Budget</b> (Title I, SIG, other funding sources)	<b>Title I Measurable Objective</b>	<b>Alignment to NPS Strategic Plan Goal (name goal)</b>

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<p>1. Establish a Morning Meeting with the following components:</p> <p>Greeting: Students and teachers greet and welcome each other.</p> <p>Sharing: Students share something about themselves or their lives, and the rest of their peers listen, then ask follow-up questions or offer comments.</p> <p>Activity: The group completes an activity that encourages teamwork while re-emphasizing social or academic skills.</p> <p>Morning message:</p>	School counselor, teachers, administrators	Ongoing	Lesson Plans and Google Slides	School Counselor and Administrators	Weekly	Title I	M01 M02 M03 M04	Student Excellence
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Students read a short message from their teacher, usually describing what is to come in the day ahead.								
2. Small group counseling	School Counselor	Ongoing	Counselor's Schedule	Administrators	Monthly			Student Excellence Workforce
3. Use ClassDojo to promote positive behavior points and improve communication with the home	Teachers	Daily	Class Dojo Usage Reports	Administrators	Monthly	Title 1	M01 M02 M03 M04	Student Excellence
4. Provide professional development to teachers on culturally relevant practices and pedagogy.	Administrators	Ongoing	PD Logs	Administrators	Monthly	Title I	M01 M02 M03 M04	Student Excellence
5. Provide resources for	Administrators	Ongoing	Master Schedule and	Administrators	Quarterly	Title I	M01	Student Excellence



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teachers for independent play activities and increase recess to 30 minutes per day for all students in PreK-5th grade.			Budget Reports				M02 M03 M04	
6. Develop a committee to implement and support schoolwide MTSS and PBIS strategies. Share the implementation with families and community.	Teachers Administrators	Ongoing	PBIs Matrix and PBIS Activities	Committee Members	Quarterly	Title I	M01 M02 M03 M04	Student Excellence
7. Provide parents with a Resource Center where they can check out materials and	Family Engagement Specialist	Ongoing	Inventory and Check Out	Administrators	Bi-monthly	Title I	M01 M02 M03 M04	Student Excellence

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books that support social emotional well being								
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<b>Name of School:</b> Bay View Elementary Schools						<b>School Division:</b> Norfolk Public		
<b>Area of Focus:</b> Chronic Absenteeism								
<b>S.M.A.R.T. Goal:</b> By June 2023, we will decrease the number of chronically absent students from 21.43% to 15%.								
<b>Essential Action /Research-based Strategy/Evidence-based Intervention:</b> Create a tiered system of supports to address student behaviors in order to adopt effective attendance practices  <b>Essential Action /Research-based Strategy/Evidence-based Intervention:</b> <i>Implement and monitor the written, taught, and tested curriculum with fidelity focusing on students' academic performance while integrating social-emotional learning into daily instruction.</i>							<input type="checkbox"/> Academic Review Finding	
<b>Action Plan</b>								
Action Steps (Place in sequential order) One must be related to family engagement.	Position(s) Responsible for Implementation	Implementation Frequency	Evidence/ Artifacts: Implementation and Impact	Position(s) Responsible for Monitoring	Monitoring Frequency	Budget (Title I, SIG, other funding sources)	Title I Measurable Objective	Alignment to NPS Strategic Plan Goal (name goal)
1. Identify and establish a team to address attendance and chronic	School counselor, teachers, administrators	Ongoing	Team Minutes	School Counselor and Administrators	Weekly	Title I	M01 M02 M03	Student Excellence

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absenteeism.							M04	
2. Small group counseling	School Counselor	Ongoing	Counselor's Schedule	Administrators	Monthly			Student Excellence Workforce
3. Use ClassDojo to promote positive behavior points and improve communication with the home	Teachers	Daily	Class Dojo Usage Reports	Administrators	Monthly	Title 1	M01 M02 M03 M04	Student Excellence
4. Provide professional development to teachers on culturally relevant practices and pedagogy.	Administrators	Ongoing	PD Logs	Administrators	Monthly	Title I	M01 M02 M03 M04	Student Excellence
5. Restorative alternatives to discipline and out of school suspensions	Administrators Counselors Teachers	Ongoing	Student Discipline Data	Administrators	Quarterly	Title I	M01 M02 M03 M04	Student Excellence

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6. Provide students with incentives and rewards to improve student attendance.	Teachers Administrators	Ongoing	Monthly Incentive Reports	Committee Members	Quarterly	Title I	M01 M02 M03 M04	Student Excellence
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