

Name of School: Lake Taylor High School
Schools

School Division: Norfolk Public

Area of Focus: English

SMART Goal: By the end of the 2023-2024 SY, 85% of students will meet or exceed accreditation benchmarks in English. At least 95% will take the End Of Course Test for English.

Essential Action/ Evidence-based Intervention/Research-based Strategy:

Monitor the implementation of the written, taught, tested. Utilize coaching questions when providing feedback to teachers on the written, taught, and tested curriculum aligned to the Standards of Learning Curriculum Frameworks in both content and cognition. (AR)

Develop and implement a plan to provide written feedback to teachers on the planning and delivery of aligned lessons within daily instruction (connecting all classroom activities to the aligned objective/s). (AR)

✓ ☐ 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. Provide professional development on curricular alignment to include utilizing the curriculum framework to unpack the curriculum standards to develop	Administrators and Content Department Chairperson	August 2023-September 2023 or ongoing throughout the SY as needed	Meeting Agendas PowerPoint Presentations and Training Materials Staff Sign-in Sheets	Principal and Administrator Assigned to English	Ongoing throughout the 2022-2023 SY			Student excellence & workforce

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learning objectives and lesson activities that address the appropriate content as identified in the curriculum framework. (AR)								
Provide professional development on utilizing Bloom's Taxonomy and the Depth of Knowledge to develop learning objectives and lesson activities are aligned to cognitive level of the standard as identified in the curriculum framework.	Administrators and Content Department Chairperson	August 2023- September 2023 <i>or</i> ongoing throughout the SY as needed	Meeting Agendas PowerPoint Presentations and Training Materials Staff sign-in sheets	Principal and Administrator Assigned to English	Ongoing throughout the 2023-2024 SY			Student excellence & workforce
Provide professional development	Administrators and Content	August 2023- September 2023 <i>or</i>	Meeting Agendas PowerPoint Presentations	Principal and Administrator	Ongoing throughout the 2022-2023 SY			Student excellence & workforce

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on utilizing Bloom's Taxonomy and the Depth of Knowledge to develop learning objectives and lesson activities are aligned to cognitive level of the standard as identified in the curriculum framework.	Department Chairperson	ongoing throughout the SY as needed	and Training Materials Staff sign-in sheets	Assigned to English				
Attend planning meetings with teachers and provide feedback to them using coaching questions to ensure aligned lesson plans. (AR)	Administrators and Content Department Chairperson	Beginning September 2023 Ongoing throughout the 2023-2024 SY	Coaching Logs Common Planning Feedback Forms	Principal	Weekly throughout the 2022-2023 SY			Student excellence & workforce
Conduct walkthroughs, informal, and formal	Administrators	September 2023-June 2024	Walk-through Forms, Informal, and Formal Feedback Forms	Principal	Weekly throughout the 2022-2023 SY			Student excellence & workforce

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observations and provide feedback to teachers the alignment of the written, taught, and tested curriculum as a follow-up to feedback provided in planning.								
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Essential Action/ Evidence-based Intervention/Research-based Strategy:

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Provide clear expectations to teachers on their use of professional development learning and monitor and provide evidence-based feedback to teachers with an explicit focus on student learning outcomes. (AR)

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)
During professional development sessions and at the conclusion of professional development sessions, administrators will provide teachers clear expectations on how professional learning is to be	Administrators	September 2023-June 2024	PowerPoint Presentations Weekly Newsletters to Staff	Principal	Ongoing throughout the 2022-2023 SY			Student excellence & workforce

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implemented in planning, instructional delivery, and/or student assessments to improve student outcomes.								
Provide teachers written feedback on their implementation of professional learning in instructional walk-throughs, informal, and formal observations with a focus on student outcomes.	Administrators	September 2023-June 2024	Walk-through Forms Informal and Formal Observation Feedback Forms	Principal	Weekly throughout the 2023-2024 SY			Student excellence & workforce

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Area of Focus: Science

SMART Goal: By the end of the 2023-2024 SY, 70% of students will meet or exceed the accreditation benchmark for science. Ninety-five percent of students will take the End of Course Science Assessment.

Essential Action(s) /Research-based Strategy/Evidence-based Intervention:

✓ ☐ Academic Review Finding

Monitor the implementation of the written, taught, tested. Utilize coaching questions when providing feedback to teachers on the written, taught, and tested curriculum aligned to the Standards of Learning Curriculum Frameworks in both content and cognition. (AR)

Develop and implement a plan that provides feedback to teachers during planning in writing and delivering aligned lessons within daily instruction (connecting all classroom activities to the aligned objective/s). (AR)

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Provide professional development on curricular alignment to include utilizing the curriculum framework to unpack the curriculum	Administrators and department chairperson	August 2023-September 2024	Meeting Agendas PowerPoint Presentations and Training Materials Staff sign-in sheets	Principal and Administrator Assigned to science	Ongoing throughout the 2022-2023 SY			Student excellence & workforce

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standards to develop learning objectives and lesson activities that address the appropriate content within the right context of the standards as identified in the curriculum framework. (AR)								
Provide professional development on utilizing Bloom's Taxonomy and the Depth of Knowledge develop learning objectives and lesson activities are at the appropriate cognitive level of the standard as identified in	Administrators and department chairperson	August 2023-September 2024	Meeting Agendas PowerPoint Presentations and Training Materials Staff sign-in sheets	Principal and Administrator Assigned to science	Ongoing throughout the 2022-2023 SY			Student excellence & workforce

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the curriculum framework.								
Establish an in-building coaching team that will provide instructional coaching and support to teachers.	Administrators and department chairperson	October 2022-June 2023	Meeting Agendas PowerPoint Presentations and Training Materials Staff sign-in sheets	Principal and Administrator Assigned to science	Ongoing throughout the 2022-2023 SY			Student excellence & workforce
Provide professional development to members of the coaching team on the New Teacher Center Coaching framework.	Administrators in collaboration with the New Teacher Center, a district-wide resource and initiative	October 2022-June 2023	Meeting Agendas PowerPoint Presentations and Training Materials Staff sign-in sheets	Principal and Administrator Assigned to science	Ongoing throughout the 2022-2023 SY			Student excellence & workforce
Revise common planning feedback form to include a section that provides clear feedback to teachers on the alignment of the learning objectives,	Administrators	January 2023-June 2023	Common planning monitoring form	Principal	Weekly throughout the 2022-2023 SY			Student excellence & workforce

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lesson activities, and formative assessments.								
Attend planning meetings with teachers and provide feedback to them using coaching questions to ensure aligned lesson plans.	Administrators and department chairperson	September 2023-June 2024	Coaching Logs Planning Feedback Forms	Principal	Weekly throughout the 2023-2024 SY			Student excellence & workforce

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Essential Action/ Evidence-based Intervention/Research-based Strategy:

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Develop and implement a plan that focuses on analyzing assessment data to ensure alignment, attainment, and proficiency on the Virginia Standards of Learning with a specific focus on all student groups and adjust existing practices, programs, and strategies as needed. (AR)

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Conduct data team meetings after common formative assessments and district unit tests to determine the standards and skills that students have mastered and skills that students need	Teachers, Department Chairpersons, and Administrators	August 2023- June 2024	Data Team Data Analysis Forms	Principal and Administrator assigned to science	Monthly or after each unit throughout the 2023-2024 SY			Student excellence & workforce

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support to extension activities and instructional interventions.								
After analyzing common formative assessment data and district unit test data, teachers will tier students and provide instructional interventions to support student learning and improve student outcomes.	Teachers, Department Chairpersons, and Administrators	August 2023-June 2024	Data Team Data Analysis Forms	Principal and Administrator assigned to science	Monthly or after each unit throughout the 2023-2024 SY			

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Essential Action/ Evidence-based Intervention/Research-based Strategy:

Provide clear expectations to teachers on their use of professional development learning and monitor and provide evidence-based feedback to teachers with an explicit focus on student learning outcomes. (AR)

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During and at the conclusion of professional development sessions, administrators will provide teachers clear expectations on how professional learning will be implemented in planning, instructional delivery, and/or assessment of	Administrators	September 2023-June 2024	PowerPoint Presentations Weekly Newsletters to Staff	Principal	Ongoing throughout the 2023-2024 SY			Student excellence & workforce

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student outcomes								
Provide teachers written feedback on their implementation of professional learning in instructional walk-throughs, informal, and formal observations	Administrators	September 2023-June 2024	Walk-through forms Informal and Formal Observation Feedback forms	Principal	Weekly throughout the 2023-2024 SY			Student excellence & workforce

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Area of Focus: Student Engagement Indicator: Attendance Graduation Completion Index (GCI) & Dropout Rate

SMART Goal:

By the end of the 2023-2024 SY Lake Taylor High School will

- decrease chronic absenteeism by 10% from 29% to 19%.
- increase the GCI rate from 81% to 88%.
- decrease the dropout rate from 12.8% to under 5%

Essential Action/ Evidence-based Intervention/Research-based Strategy:

Develop and implement a plan to monitor student absenteeism and increase student attendance.

Implement and monitor a plan to track and monitor student progress in each cohort.

Implement a plan to recover dropouts that includes identifying alternative options and multi-tiered systems of support.

☐ Academic Review Finding

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Provide staff development on the student engagement indicator to include student attendance, the graduation and completion	Graduation Coaches	August 2023-September 2023	Meeting Agendas PowerPoint Presentations and Training Materials Staff sign-in sheets	Principal	Ongoing throughout the 2023-2024 SY			Student excellence & workforce

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index, and the dropout rate. Staff development will also be provided on the PBIS Framework.								
Conduct attendance meetings to identify students who have missed 3, 5, 7 or more days and develop interventions based on student needs.	Attendance team to include administrators, counselors, and graduation coaches	August 2023-September 2023	Meeting Agendas Attendance Conferences and Plans Attendance Tracking Forms	Principal	Ongoing throughout the 2022-2024 SY			Student excellence
Identify off track students for each cohort and develop interventions and or support that include credit recovery (Edmentum), support with	Graduation coaches, department chairpersons, school counselors, and administrators	August 2023-June 2023	On-track/ Off-track Data Tracking forms 2023 Cohort Student Tiers	Principal	Ongoing throughout the school 2023-2024 SY			Student excellence

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testing to earn verified credits.								
Conduct on-time graduation meetings to monitor student progress with-in the tiers	Graduation Coaches, School Counselors, and Administrators	August 2023-June 2023	Meeting Agenda Action Item Action Steps Report Out	Principal	Ongoing throughout the 2023-2023 SY of a bi-weekly or weekly basis.			Student excellence

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Area of Focus: Family Engagement

SMART Goal: Lake Taylor School will increase its parent and student engagement at events to include 9th grade transition, freshmen and new student orientation, open house, SOL nights).

Essential Action/ Evidence-based Intervention/Research-based Strategy:

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- Lake Taylor High School Staff will use multiple communication methods (i.e., parent newsletter, blackboard connect, social media, school website) to communicate parent engagement events.
- Develop a focus group to identify barriers and possible solutions to increasing parent and student involvement in engagement activities.

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1. Develop and implement a family engagement calendar that is aligned to student achievement data and determine the communication methods.	Principal Administrators	September 2023	Family engagement calendar, sign-in sheets, PowerPoint presentations	Principal	Monthly			Community
2. Identify staff members to participate in the parent and	Principal	September 2023	Focus Group Roster	Principal	Monthly			Community

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student engagement focus group.								
3. Create and Send out a survey to identify barriers and possible solutions to increase family engagement.	Focus Group Chair	September 2023	Survey Survey Responses	Principal	Twice a year			Community