

Norfolk Public Schools
Comprehensive School Improvement Plan 2023-2024

Name of School: Southside STEM Academy at Campostella				School Division: Norfolk Public Schools				
Area of Focus: Teaching for Learning - Literacy								
SMART Goal: By the end of the 2023-2024 School-Year, 100% of students in grades 2-8 will show a SGP between 35-60 points as evidenced by the STAR Reading assessment. Additionally, 80% of K-1 students will meet the Spring PALs Benchmark with all remaining students showing growth within their bands. #2: By the end of the 2023-2024 School Year, Southside STEM will increase the SOL Reading pass rate for all students from 63.05% (Combined) to 75%. #3: By the end of the 2023-2024 School Year, Southside STEM will increase the combined pass rate for students with disabilities from 55% to 65%.								
Essential Action/ Evidence-based Intervention/Research-based Strategy: Daily Small Group Instruction with Systematic Phonemic Awareness/Phonics, Classroom Libraries, Independent Reading w/Reading Conferences							<input type="checkbox"/> 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)
Teachers will deliver small group reading instruction with systematic phonemic awareness/phonics instruction.	Classroom and Learning Support Teachers	Daily	Professional Development Agendas Phonics/Word Study Lesson Plan Feedback Walkthroughs	Classroom Teacher Reading Specialist District Learning Support Dept. Chair Instructional Coach Administration	Weekly	Subs provided for extended PD opportunities during the school day. Quarterly Power Planning sessions with vertical teams	M01	Student Excellence
Teachers will hold reading conferences during Independent Reading (14.2).	Classroom and Learning Support Teachers	Daily	Master Schedule Anecdotal Notes	Learning Support Department Chairperson Reading Specialist	Weekly	Subs provided for extended PD opportunities during the school day.	M01	Student Excellence

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				District Instructional Coach Administration Classroom Teacher				
Teachers will deliver instruction and model the writing process, grammar and hold writing conferences with students.	Classroom and Learning Support Teachers	Weekly	Composition Evaluations Master Schedule Lesson Plans	Learning Support Department Chairperson Reading Specialist District Instructional Coach Administration Classroom Teacher	Weekly	Subs provided for extended PD opportunities during the school day.	M01	Student Excellence
Family Engagement Specialist alongside Teachers and Administration will plan activities to support literacy	Family Engagement Specialist	August 2023- June 2024	Agendas	Title I Program Specialist Senior Director of Early Learning and Title I	Ongoing through June 2024	Literacy Family Engagement Nights	M01	Student Excellence
Essential Action(s): Provide clear expectations to teachers on their use of professional development	Reading Specialists Administration	Weekly	Feedback Cardinal Updates Newsletter Collaborative Planning Meeting Minutes	Reading Specialists Administration	Weekly		M01	Student Excellence

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learning and monitor and provide evidence-based feedback to teachers with an explicit focus on student learning outcomes.								
Supplemental Supports: What additional action steps will be implemented to support achievement, opportunity, and/or access for students?								
English Learners				Students with Disabilities				
Classroom Teachers and the English as a Second Language Teacher will support the needs of the English Learners through individual and collaborative instruction.				Special Education Teachers will work collaboratively with the General Classroom Teachers to implement the NPS Literacy Model Special Education Teachers and General Education Teachers will utilize a co-teaching model and collaboratively plan for lessons. Special Education Teachers and Inclusion Teachers will attend professional development training. Small Group Instruction PD will be conducted by the Reading Specialist and Title 1 District Instructional Coach				
Economically Disadvantaged				Transient, Foster and Homeless				
Additional Small Group Remediation opportunities based on data from STAR, PALS, SOL and LEXIA.				Additional Small Group Remediation opportunities based on data from STAR, PALS, SOL and LEXIA.				

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Name of School: Southside STEM Academy at Campostella				School Division: Norfolk Public Schools				
Area of Focus: Teaching for Learning - Numeracy								
<p>S.M.A.R.T. Goal: #1: By the end of the 2023-2024 School Year, 100% of all students will show growth in their ability to comprehend numeracy as measured by our internal assessments (STAR).</p> <p>#2: By the end of the 2023-2024 School Year, Southside STEM will increase the pass rate for all students from 46.36% (Combined) to 75% as measured by the mathematics standards of learning tests.</p> <p>#3: By the end of the 2023-2024 School Year, Southside STEM will increase the combined pass rate for students with disabilities from 37% to 50%.</p>								
Essential Action/ Evidence-based Intervention/Research-based Strategy:							<input type="checkbox"/> 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)
Teachers will be provided weekly differentiated support and opportunities for professional development of school wide strategies and writing clear and explicit student objectives.	Math Specialist District Instructional Coach Instructional Coach	August 2023- June 2024	Instructional Strategy Checklist Observations Professional development based on walk-through documents	Administration Math Specialist District Instructional Coach Instructional Coach Classroom Teachers	Monthly	Literacy Family Engagement Nights	M01	Student Excellence
Teachers will use diagnostic information (Edmentum) weekly and	Classroom Teachers	August 2023- June 2024	Data Results Students Groups	Administration District Instructional Coach Math Specialist	Weekly		M02	Student Excellence

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classroom student learning data to develop differentiated lessons to address students' knowledge and skill gaps while providing grade-level appropriate skills.			Intervention plans					
Special Education Teachers will provide Specially Designed Instruction to address numeracy on a daily basis.	Special Education Teachers	August 2023-June 2024	Lesson Plans (GE) Specially Designed Instruction Lesson Plans and small group session written documentation (SPED)	Learning Support Department Chairperson Administration	Weekly	Special Education Teachers will provide Specially Designed Instruction to address numeracy on a daily basis.	M02	Student Excellence
Family Engagement Specialist alongside Teachers and Administration will plan activities in the community to support mathematics	Family Engagement Specialist	August 2023-June 2024	Agendas	Title I Program Specialist Senior Director of Early Learning and Title I	Ongoing through June 2024	Math Family Engagement Nights	M02	Student Excellence

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<p>Essential Action(s): 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).</p> <p>Provide professional development to teachers on the use of the curriculum framework in writing and delivering aligned lessons that include clear learning objectives that include the conditions, behaviors, and criteria.</p>	<p>Math Specialist Administration District Instructional Coaches District Teacher Specialists</p>	<p>August 2023- June 2024</p>	<p>Professional Development Agendas Observations Feedback Walkthroughs</p>	<p>Math Specialist Administration District Instructional Coaches District Teacher Specialists</p>	<p>Weekly</p>		<p>M01</p>	<p>Student Excellence</p>
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Monitor the implementation of the written, taught, tested curriculum by focusing on evidence-based feedback using coaching questions to support teachers on alignment to the Standards of Learning Curriculum Frameworks in both content and cognition								
Supplemental Supports: What additional action steps will be implemented to support achievement, opportunity, and/or access for students?								
English Learners				Students with Disabilities				
Classroom Teachers and the English as a Second Language Teacher will support the needs of the English Learners through individual and collaborative instruction.				<p>Special Education Teachers will collaborate with the General Education Teacher to plan for lessons and will utilize a co-teaching model for instruction.</p> <p>Special Education and General Education Teachers will attend professional development training.</p> <p>Professional development on Small Group Instruction will be conducted by the Math Specialist and District Instructional Coach</p>				
Economically Disadvantaged				Transient, Foster and Homeless				
Additional Small Group Remediation based on the needs as determined by the STAR, Edmentum and Growth Assessment data.				Additional Small Group Remediation based on the needs as determined by the STAR, Edmentum and Growth Assessment data.				

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Name of School: Southside STEM Academy at Campostella					School Division: Norfolk Public Schools			
Area of Focus: Teaching for Learning – Student Engagement/Attendance								
SMART Goal: By the end of June 2023-2024 School Year, 100% of all students will show growth in their ability to positively interact as measured by our PBIS								
Essential Action/ Evidence-based Intervention/Research-based Strategy: Implement an intervention framework to support all students							<input type="checkbox"/> 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)
Apply justification, higher level thinking, and vocabulary in PBIS lessons.	Grade and Content Teams PBIS Team	August 2023-June 2024	Grade Level Meeting Agendas/Minutes Student of the Month Logs/Ceremonies PD Agendas Examples of Student Work Lesson Plans	Instructional Leadership Team	Weekly		M01	Student Excellence
Incorporate school-wide instructional strategies across the curriculum while integrating social-emotional	Grade and Content Teams PBIS Team	August 2023-June 2024	Grade Level Meeting Agendas/Minutes Student of the Month	Administrators School Counselor(s) Behavior Specialist Instructional Coach	Weekly	Professional Development Social Emotional Learning	M01	Student Excellence

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learning into daily instruction using the PBIS Matrix.			Bucket Drops Logs/Ceremonies PD Agendas Examples of Student Work Cardinal Bucks Lesson Plans Attendance	Dean				
Develop and implement an assessment and progress monitoring schedule to ensure progress is measured every 3-4 weeks.	Instructional Leadership Team	August 2023- June 2024	Progress Monitoring Plan	Administrators School Counselor(s) Behavior Specialist District Instructional Coach Dean Instructional Specialist	Monthly		M01	Student Excellence
Apply justification, higher level thinking, and vocabulary in PBIS lessons.	Grade and Content Teams PBIS Team	August 2023 - June 2024	Grade Level Meeting Agendas/Minutes Student of the Month Logs/Ceremonies PD Agendas Examples of Student Work Lesson Plans	Instructional Leadership Team	Weekly		M02	Student Excellence

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Special Education Teachers will provide Specially Designed Instruction according to the students Individualized Education Plan. Full Schoolwide Implementation of Parallel Teaching between Special Education Professionals and General Education Professionals	Special Education Teachers General Education Teachers Learning Support Department Chairperson	August 2023- June 2024	Individualized Education Plan Student Progress Reports Academic Awareness Letters Differentiated Lesson plans Data Agendas/Meeting Minutes	Administrators Learning Support Department Chairperson Instructional Coach District Instructional Coach(s)	Weekly		M02	Student Excellence
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Supplemental Supports: What additional action steps will be implemented to support achievement, opportunity, and/or access for students?

English Learners	Students with Disabilities
Small Group and Individual Instruction conducted based on the needs indicated by data. ESL services, Translation Assistance	Small Group and Individual Instruction conducted based on the needs indicated by data. Chunking of assignments and directions
Economically Disadvantaged	Transient, Foster and Homeless
Small Group and Individual Instruction conducted based on the needs indicated by data.	Small Group and Individual Instruction conducted based on the needs indicated by data. Additional services to support the Transient, Foster, and Homeless (Wrap around services).

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Name of School: Southside STEM Academy at Campostella					School Division: Norfolk Public Schools			
Area of Focus: Teaching for Learning - Science								
SMART Goal: By the end of the 2023-2024 School Year, 100% of all students will show growth in science skills, scientific investigation, and incorporating engineering design. #2: By the end of the 2023-2024 School Year, Southside STEM will increase the pass rate for all students from 17.50% to 75% as measured by the Science Standards of Learning tests.								
Essential Action/ Evidence-based Intervention/Research-based Strategy: Implement an aligned written, tested, and taught curriculum, with clear objectives and student-centered problem-based learning in every classroom, every day for every student.							<input checked="" type="checkbox"/> 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)
Instructional Specialists will differentiate support weekly to teachers and provide opportunities for collaborative planning, professional development of school wide strategies and writing clear and explicit student objectives.	STEM Specialists Instructional Coaches	August 2023- June 2024	Instructional Strategy Checklist Walk-throughs Professional development	STEM Specialists Instructional Coaches Classroom Teachers	Monthly		M01	Student Excellence

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Teachers will use diagnostic information and classroom student learning data to develop differentiated lessons to address students' knowledge and skill gaps while providing grade-level appropriate skills.	Classroom Teachers Data Specialist STEM Specialists	August 2023 - June 2024	Data Monitoring Technology-based/ Hands-on Activities Student Groups Intervention/ Remediation Plans	Administration Instructional Coaches STEM Specialists	Weekly		M02	Student Excellence
Teachers and STEM Specialists will incorporate student-centered project-based learning opportunities that describe the knowledge, skills, experiences, and attributes that students must attain to be successful in college and/or the work force and to be life-ready in an economy and a world	STEM Specialists Instructional Coaches	August 2023 - June 2024	Student-Centered Projects Community/ Stakeholder Collaborations	STEM Specialists Administration	Weekly		M03	Student Excellence

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characterized by rapid change.								
Special Education Teachers will provide Specially Designed Instruction to address science skills on a daily basis.	Special Education Teachers	August 2023- June 2024	Lesson Plans (GE) Specially Designed Instruction Lesson Plans and written documentation from small group sessions (SPED)	Learning Support Department Chairperson Administration	Weekly		M01	Student Excellence
Family Engagement Specialist alongside Teachers and Administration will plan activities in the community to support science	Family Engagement Specialist	August 2023 - June 2024	Agendas	Title I Program Specialist Senior Director of Early Learning and Title I	Ongoing through June 2024		M03	Student Excellence
Essential Action(s): Develop and implement a plan that provides feedback to teachers during planning in writing and delivering aligned lessons	STEM Specialists Administration District Instructional Coaches District Teacher Specialists	August 2023 - June 2024	Professional Development Agendas Observations Feedback Walkthroughs	STEM Specialists Administration District Instructional Coaches District Teacher Specialists	Weekly		M01	Student Excellence

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<p>within daily instruction (connecting all classroom activities to the aligned objective/s).</p> <p>Provide professional development to teachers on the use of the curriculum framework in writing and delivering aligned lessons that include clear learning objectives that include the conditions, behaviors, and criteria.</p> <p>Monitor the implementation of the written, taught, tested curriculum by focusing on evidence-based feedback using coaching questions to support teachers on alignment to</p>								
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the Standards of Learning Curriculum Frameworks in both content and cognition.								
Supplemental Supports: What additional action steps will be implemented to support achievement, opportunity, and/or access for students?								
English Learners				Students with Disabilities				
Small Group Remediation with Tutors, Special Education Teacher, STEM Specialists, Instructional Coach, or Classroom teacher during Small Group pull-outs, during before or after school, or during Elective classes (teacher's planning period).				Small Group Remediation with Tutors, Special Education Teacher, STEM Specialists, Instructional Coach, or Classroom teacher during Small Group pull-outs, during before or after school, or during Elective classes (teacher's planning period).				
Economically Disadvantaged				Transient, Foster and Homeless				
Small Group Remediation with Tutors, Special Education Teacher, STEM Specialists, Instructional Coach, or Classroom teacher during Small Group pull-outs, during before or after school, or during Elective classes (teacher's planning period).				Small Group Remediation with Tutors, Special Education Teacher, STEM Specialists, Instructional Coach, or Classroom teacher during Small Group pull-outs, during before or after school, or during Elective classes (teacher's planning period).				