

Norfolk Public Schools
Comprehensive School Improvement Plan 2023-2024

Name of School: Richard Bowling						School Division: Norfolk		
Area of Focus: Academic Achievement in Reading								
<p>SMART Goal: By June 2024, RBES will increase the pass rate for all students on the Reading SOL assessment from 74% (2023) to 75%.</p> <p>Gap Group Goals: By June 2024, RBES will increase the pass rate for black students on the Reading SOL assessment from 68% (2023) to 75%.</p> <p style="padding-left: 40px;">By June 2024, RBES will increase the pass rate for students with disabilities on the Reading SOL assessment from 46% (2023) to 75%.</p> <p style="padding-left: 40px;">By June 2024, RBES will increase the pass rate for economically disadvantaged students on the Reading SOL assessment from 67% (2023) to 75%.</p>								
Essential Action/ Evidence-based Intervention/Research-based Strategy: Intensive and Systematic instruction of the Virginia Standards of Learning in reading, through an aligned written, taught and tested curriculum. EA#2: 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. (AR)							<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 <i>Strategic Plan</i> Goal (name goal)

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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)	Instructional Leadership Team Teachers	September 2023- June 2024	Implementation: Analyze student data and create Teacher action plan to remediate objectives not mastered with student list. Impact: STAR, PALS, and VDOE Growth Assessment Reports	Principal Assistant Principal Instructional Coach	Monthly	Title I	MO1	Student Excellence
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2. Provide Professional Development to teachers on the use of curriculum framework in writing and delivering aligned lessons that include clear learning objectives that include conditions, behaviors, and criteria. (AR)	Instructional Coaches Reading Specialist PD Facilitators	Tuesday and Wednesday weekly, September 2023 – June 2024	Implementation: Peer Feedback of Lesson Plans and Lesson Delivery Impact: Student Growth Data from STAR (<i>One Drive report</i>)	Principal ILT Assistant Principal	Weekly	LEA	MO1	Student Excellence
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3. Provide clear expectations to teachers on their use of professional development learning, monitor and provide evidence-based feedback to teachers with an explicit focus on student learning outcomes. (AR) <i>*Teach students how to monitor their comprehension as they read (Close Reading & Text Annotations)</i>	Teachers	Daily	Implementation: Analysis of formal and informal observation feedback Impact: Student Work samples	Instructional Coach	Weekly	Title I	MO1	Student Excellence
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4. Develop and implement a plan that provides feedback to teachers during planning in writing and delivering aligned lessons within daily instructions (connecting all classroom activities to the aligned objectives). (AR)	Administrators ILT Instructional Coaches	September 2023-June 2024	Implementation: Close Reading & Text Annotation Lesson Plan Feedback Impact: Student Work samples	Principal Assistant Principal	Weekly	Title I	MO1	Student Excellence
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5. Family Engagement Specialist, along with the Instructional Leadership team will plan activities for Family SOL night to support Reading Instruction.	Family Engagement Specialist ILT Teachers	September 2023 - June 2024; weekly	Implementation: Calendar Impact: Monthly Schedule of SOL Events	Principal Assistant Principal	Monthly	Title I	MO1	Community
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Name of School: Richard Bowling					School Division: Norfolk			
Area of Focus: Academic Achievement in Math								
S.M.A.R.T. GOAL: By June 2024, RBES will increase the pass rate for all students on the Math SOL assessment from 68%(2023) to 69%. Gap Group Goals: By June 2024, RBES will increase the pass rate for black students on the Math SOL assessment from 68% (2023) to 69%. By June 2024, RBES will increase the pass rate for students with disabilities on the Math SOL assessment from 46% (2023) to 65%. By June 2024, RBES will increase the pass rate for economically disadvantaged students on the Math SOL assessment from 67% (2023) to 70%.								
Essential Action /Research-based Strategy/Evidence-based Intervention: Provide Explicit and systematic instruction through an aligned curriculum in Math						<input type="checkbox"/> Academic Review Find		
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	Alignme NPS Strategie Goal (nam

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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)	Teachers	September 2023, January 2024, April , 2024	Implementation: Student Groups with Identified needs (Teacher Action Plans) Impact: Student Group Data	Principal Assistant Principal	End of Unit Assessments ;Quarterly	Title I	MO2	Student Excellence
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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. (AR)	Instructional Coach Math Specialist	September 2023 - June 2024; weekly	Implementation: Math Lesson Plans Walkthrough tools PLC Meetings Classroom observations, informal and formal Impact: Math Data (STAR, Unit Assessment Data) Aligned written, taught, and tested curriculum	Principal Assistant Principal Math Specialist	Weekly	LEA	MO2	Student Excellence
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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. <ul style="list-style-type: none"> Teach students using the C-R-A (Concrete-Representational-Drawings-Abstract symbols) 	Teachers Math Specialist	Daily	Implementation: C-R-A Strategy Lesson Plan Feedback Impact: C-R-A Student Work samples	Principal Assistant Principal Instructional Coach	Weekly	Title I	MO2	Student Excellence
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Name of School: Richard Bowling					School Division: Norfolk			
Area of Focus: Academic Achievement in Science								
<p>S.M.A.R.T. Goal: By June 2024, RBES will increase the pass rate for all students on the Science SOL assessment from 52% (2023) to 60%.</p> <p>Gap Group Goals: By June 2024, RBES will increase the pass rate for black students on the Science SOL assessment from 48% (2023) to 60%.</p> <p>By June 2024, RBES will increase the pass rate for students with disabilities on the Science SOL assessment from 23% (2023) to 50%.</p> <p>By June 2024, RBES will increase the pass rate for economically disadvantaged students on the Science SOL assessment from 49% (2023) to 60%.</p>								
Essential Action /Research-based Strategy/Evidence-based Intervention: Provide Explicit and systematic instruction through an aligned curriculum, providing a student model of proficient problem solving, verbalization of thought processes, guided practice, corrective feedback, and frequent cumulative review.							<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)

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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	Teachers	September 2023-June 2024	Implementation: Student Groups with Identified needs (Teacher Action Plans) Impact: Student Group Data	Principal Assistant Principal	By Unit	Title I	MO3	Student Excellence
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Develop and implement a plan that provides feedback to teachers during planning in writing and delivering aligned lessons within daily instructions (connecting all classroom activities to the aligned objectives). (AR	Instructional Coaches Administrators ILT	September 2023- June 2024; weekly	Implementation: Science Lesson Plans Walkthrough tools Lesson Plan Feedback Tool PD Plan Impact: Aligned Lesson Plans	Principal Assistant Principal Science Title I Teacher	Weekly	Title I	MO3	Student Excellence
Provide Professional Development to teachers on the use of curriculum framework in writing and delivering aligned lessons that include clear learning objectives that include conditions, behaviors, and criteria. (AR)	Instructional Coaches Title I Teacher	September 2023 – June 2024; weekly	Implementation: PD Plan PLC Agendas Impact: Informal Observation and Post Observation conferences Teacher Lesson Plans	Principal ILT Assistant Principal	Weekly	Title I	MO3	Student Excellence

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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)	Instructional Leadership Team/ Science Title 1 Teacher Instructional Coach	September 2023 – June 2024; weekly	Implementation: Instructional feedback Walkthrough Tool; Formal Observation Feedback Impact: Analysis of the Walkthrough tool and Next Steps for PD	Principal Assistant Principal Instructional Coaches	Weekly	Title I	MO3	Student Excellence
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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 on weekly hands on Science Inquiry Based Experiments. (AR							MO3	Student Excellence
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Family Engagement Specialist, along with the Instructional Leadership team will plan activities for Family SOL night to support Reading Instruction.	Family Engagement Specialist ILT Teachers	September 2023- June 2024; weekly	Implementation: Calendar Impact: Monthly Schedule of SOL Events	Principal Assistant Principal	Monthly	Title I	MO3	Community
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Name of School: Richard Bowling		Norfolk
Area of Focus: P.B.I.S.		
<p>Goal #1: By June 2024, we will use implementation of a multi-tiered framework with fidelity to increase the percentage of ALL Students passing Standard of Learning Tests as indicated by growth in English Reading from 48% proficiency to 75% proficiency.</p> <p>Goal#2: By June 2023, we will decrease the number of discipline incident by 35%; from 160 referrals to 104 referrals.</p> <p>Goal #3: By June 2023, we will decrease Chronic Absenteeism from 25.40% to 15%.</p>		
Essential Action /Research-based Strategy/Evidence-based Intervention: Use the PBIS framework to Implement and progress monitor the continuum of supports to meet student needs with fidelity.		<input type="checkbox"/> Academic Review Finding
Action Plan		

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Establish the systems and practices for Tier 1 support that includes monitoring school-wide data, ensuring students receive equitable access to these supports, and evaluating the program's overall effectiveness.	Assistant Principal Behavior Specialist School Counselor	August 2023-June 2024; monthly	Implementation : PBIS Assembly dates Impact: Decrease in Student incidents	Principal School Counselor Assistant Principal	Monthly, during PBIS meetings	Title I	MO4	Student Excellence
Communicate the PBIS plan to ensure implementation and consistency; Provide PD to All staff members to ensure understanding; Teaching school-wide expectations including Morning Meetings;	Behavior Specialist School Counselor Assistant Principal PBIS Team	August 2023-June 2024 monthly	Implementation: PBIS Committee Meetings PD Session and agendas, sign in sheets Morning Meeting plans Impact:	Principal Assistant Principal	Monthly, during PBIS meetings,	Title I	MO4	Student Excellence

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Acknowledging appropriate behavior; Correcting inappropriate behaviors; providing research based interventions								
Participate in Learning Walks provided by PBIS Contracted support team to gather evidence for implementation with fidelity of Tier 1 Tiered Fidelity Inventory (TFI) features, summarize findings into strengths & considerations to support action planning	Instructional Leadership Team PBIS Team	September 2023-June 2024; monthly	Implementation: Next Steps Consideration Agendas Impact: Feedback from Learning Walks	Principal Assistant Principal Behavior Specialist	Monthly, during PBIS meetings	Title I	MO4	Student Excellence
Implement Ron Clark's House system to provide incentives for improvement in meeting	Assistant Principal Behavior Specialist School Counselor	August 2023-June 2024; monthly	Implementation: House Party dates House Meeting Agendas Impact:	Principal Assistant Principal Behavior Specialist School Counselor	Monthly	SIG	MO4	Student Excellence

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PBIS expectations			Discipline data Class Dojo House Points					
Implement school-wide initiative for improving attendance: Be an Attendance Hero!	Assistant Principal School Counselor Behavior Specialist	September 2022- June 2023	Implementation: H.E.R.O. Board with attendance data daily H.E.R.O Party for classes with 95% attendance for the week, monthly Impact: Attendance Data	Principal Assistant Principal Student Data Specialist	Weekly-Monitoring Monthly-Celebrations	Title I	MO4	Student Excellence