

engagement.

Name of Scho	ol: Richard B	owling				School I	Division:	Norfolk		
Area of Focus: Academic Achievement in Reading										
SMART Goal: By June 2024, RBES will increase the pass rate for all students on the Reading SOL assessment from 74% (2023) to 75%. 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%. By June 2024, RBES will increase the pass rate for students with disabilities on the Reading SOL assessment from 46% (2023) to 75%. By June 2024, RBES will increase the pass rate for economically disadvantaged students on the Reading SOL assessment from 67% (2023) to 75%.										
Intensive and Systested curriculum EA#2: Monitor the	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									
				Action Plan						
Action Steps (Place in sequential order) One must be related to family	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	Instructional	September	Implement	Principal	Monthly	Title I	MO1	Student
implement a	Leadership	2023- June 2024	ation:	Assistant Principal				Excellence
plan that	Team		Analyze	Instructional				
focuses on			student data	Coach				
analyzing	Teachers		and create Teacher					
assessment data			action plan to					
to ensure			remediate					
alignment,			objectives					
attainment, and			not mastered					
proficiency on			with student					
the Virginia			list.					
Standards of								
Learning with a			Impact:					
specific focus			STAR,					
on all student			PALS, and VDOE					
groups and			Growth					
adjust existing			Assessment					
practices,			Reports					
programs, and			-					
strategies as								
needed (AR)								
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2. Provide	Instructional	Tuesday and	Implementat	Principal	Weekly	LEA	MO1	Student
Professional	Coaches	Wednesday	ion:					Excellence
Development to		weekly,	Peer	ILT				
teachers on the	Reading	September	Feedback of					
use of	Specialist	2023 – June	Lesson Plans	Assistant Principal				
curriculum		2024	and Lesson Delivery	7.00.0tae 1 1o.pa.				
framework in	PD Facilitators		Delivery					
writing and			Impact:					
delivering			Student Growth					
aligned lessons			Data from STAR (
that include			One Drive report)					
clear learning								
objectives that								
include								
conditions,								
behaviors, and								
criteria. (AR)								

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	3. Provide		Daily	Implementation:	Instructional	Weekly	Title I	MO1	Student
	clear	Teachers		Analysis of formal	Coach				Excellence
	expectations			and informal observation					
	to teachers			feedback					
	on their use								
	of								
	professional			Impact:					
	developmen			Student Work					
	t learning,			samples					
	monitor and								
	provide								
	evidence-ba								
	sed								
	feedback to								
	teachers								
	with an								
	explicit								
	focus on								
	student								
	learning								
	outcomes.								
	(AR)								
	*Teach students								
	how to monitor								
	their								
	comprehension								
	as they read (Close Reading								
	& Text								
	Annotations								
	Announions								
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4. Develop and	Administrators	September	Implementation:	Principal	Weekly	Title I	MO1	Student
implement a		2023-June 2024	Close Reading &					Excellence
plan that			Text Annotation Lesson Plan					
provides	ILT		Feedback	Assistant Principal				
feedback to			reducien					
teachers during								
planning in	Instructional		Impact:					
writing and	Coaches		Student Work					
delivering			samples					
aligned lessons								
within daily								
instructions								
(connecting all								
classroom								
activities to the								
aligned								
objectives).								
(AR)								

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5. Family		September	Implementatio			Title I	MO1	
Engagemen	Family	2023 - June	n:	Principal	Monthly			Community
t Specialist,	Engagement	2024; weekly	Calendar		-			
along with	Specialist		Impact:					
the	ILT		Monthly	Assistant				
Instructiona	Teachers		Schedule of SOL	Principal				
l Leadership			Events					
team will								
plan								
activities for								
Family SOL								
night to								
support								
Reading								
Instruction.								



Name of Scho	ol: Richard B	owling				School	Division:	Norfolk			
Area of Focus: Ac	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											
				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	Alignm NF Strateg Goal (nar			



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- [Develop	Teachers	September	Implementatio	Principal	End of Unit		MO2	Student
	and		2023, January	n:	Assistant	Assessments			Excellenc
	implement a		2024, April ,	Student Groups	Principal	;Quarterly			
	plan that		2024	with Identified					
	focuses on			needs (Teacher					
	analyzing			Action Plans)					
	assessment								
	data to								
	ensure			Impact:					
	alignment,			Student Group					
	attainment,			Data					
	and								
	proficiency								
	on the								
	Virginia						Title I		
	Standards of						Title 1		
	Learning								
	with a								
	specific								
	focus on all								
	student								
	groups and								
	adjust								
	existing								
	practices,								
	programs,								
	and								
	strategies as								
	needed.								
L	(AR)							<u> </u>	





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Monitor the	Instructional	September 2023	Implementation:	Principal	Weekly		MO2	Student
	Coach	· · · · · · · · · · · · · · · · · · ·		Assistant				Excellenc
· · · · · · · · · · · · · · · · · · ·		weekly		Principal				
taught, tested			_					
curriculum by	Math Specialist							
focusing on	•		_	Math Specialist				
evidence-based				Water Specialist				
feedback using								
coaching								
questions to								
support teachers			-			LEA		
on alignment to								
the Standards of			Assessment Data)					
Learning			Aligned written,					
Curriculum			taught, and tested					
Frameworks in			curriculum					
both content and								
cognition. (AR)								
	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	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	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	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	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 Erameworks in both content and	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	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	Monitor the implementation of the written, taught, tested curriculum by focusing on evidence-based feedback using questions to support teachers on alignment to the Standards of Learning Curriculum Frameworks in both content and



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ity& llence	-	-	Compreh	ensive School Impi	ovement Plan 202				
u	Provide clear	Teachers	Daily	Implementation:	Principal	Weekly	Title I	MO2	Student
	expectations to			C-R-A Strategy					Excellenc
	teachers on			Lesson Plan Feedback					
	their use of	Math Specialist		recuback	Assistant				
	professional				Principal				
	development			Impact:					
	learning and			C-R-A Student					
	monitor and			Work samples	Instructional				
	provide			I I	Coach				
	evidence based								
	feedback to								
	teachers with								
	an explicit focus								
	on student								
	learning								
	outcomes.								
	Teach								
	student								
	s using								
	the								
	C-R-A								
	(Concre								
	te-Repr								
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	gs-								
	Abstrac								
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	symbol								
	s)								
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Name of Scho	ol: Richard B	owling				School	Division:	Norfolk		
Area of Focus: Academic Achievement in Science										
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%.										
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%. By June 2024, RBES will increase the pass rate for students with disabilities on the Science SOL assessment from 23% (2023) to 50%. By June 2024, RBES will increase the pass rate for economically disadvantaged students on the Science SOL assessment from 49% (2023) to 60%.										
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.										
				Action Plan						
Action Steps (Place in sequential order) One must be related to family	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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excellence for all			Comprendit.	c school improvem		-		
Develop and	Teachers	September	Implementatio	Principal	By Unit	Title I	MO3	Student
implement a		2023-June 2024	n:	Assistant Principal				Excellence
plan that			Student Groups					
focuses on			with Identified					
analyzing			needs (Teacher					
assessment data			Action Plans)					
to ensure								
alignment,								
attainment, and			Impact:					
proficiency on			Student Group					
the Virginia			Data					
Standards of								
Learning with a								
specific focus								
on all student								
groups and								
adjust existing								
practices,								
programs, and								
strategies as								
needed								

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equity		•	Complehensive	e School improvem	EIIL FIAII 2023-202			
Develop and	Instructional	September	Implementation:	Principal	Weekly	Title I	MO3	Student
implement a	Coaches	2023- June	Science Lesson	Assistant Principal	·			Excellence
plan that	Administrators	2024; weekly	Plans	Science Title I				
provides	ILT		Walkthrough tools	Teacher				
feedback to			Lesson Plan					
teachers during			Feedback Tool PD Plan					
planning in			rD Figii					
writing and								
delivering			Impact:					
aligned lessons			Aligned Lesson					
within daily			Plans					
instructions								
(connecting all								
classroom								
activities to the								
aligned								
objectives).								
(AR								
Provide	Instructional	September 2023	Implementation:	Principal	Weekly	Title I	MO3	Student
Professional	Coaches	- June 2024;	PD Plan	Timeipai	WCCKIY	Title i	IVIOS	
Development to	Title I Teacher	weekly	PLC Agendas					Excellence
teachers on the	Title I Teacher	Weekly	Impact:					
use of			Informal	ILT				
curriculum			Observation and					
framework in			Post Observation					
			conferences	Assistant Principal				
writing and delivering			Teacher Lesson					
aligned lessons			Plans					
that include								
clear learning								
objectives that								
include								
conditions,								
I hohovnorg and				ı		1		l
behaviors, and criteria. (AR)								



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excellence for all				- Jeneer improvem		i		
Provide clear	Instructional	September 2023	Implementation:	Principal	Weekly	Title I	MO3	Student
expectations to	Leadership	– June 2024;	Instructional	Assistant Principal				Excellence
teachers on	Team/ Science	weekly	feedback Walkthrough Tool;	Instructional				
their use of	Title 1 Teacher		Formal	Coaches				
professional			Observation					
development			Feedback					
learning and	Instructional							
monitor and	Coach							
provide			Impact: Analysis					
evidence-based			of the					
feedback to			Walkthrough tool					
teachers with an			and Next Steps					
explicit focus			for PD					
on student								
learning								
outcomes. (AR)								

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Comprehensive School Improvement Plan 202

Monitor the				MO3	Student
implementation					Excellence
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					

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excellence for all				Sensor improvem			1	
Family	Family	September	Implementatio	Principal	Monthly	Title I	MO3	Community
Engagement	Engagement	2023- June	n:					
Specialist,	Specialist	2024; weekly						
along with the	ILT			Assistant				
Instructional	Teachers		Calendar	Principal				
Leadership			Impact:	•				
team will plan			Monthly					
activities for			Schedule of					
Family SOL			SOL Events					
night to support								
Reading								
Instruction.								

Name of School: Richard Bowling	Norfolk				
Area of Focus: P.B.I.S.					
Goal #1: By June 2024, we will use implementation of a multi-tiered framework with fidelity to increase the percentage of ALL Learning Tests as indicated by growth in English Reading from 48% proficiency to 75% proficiency. Goal #2: By June 2023, we will decrease the number of discipline incident by 35%; from 160 referrals to 104 referrals. Goal #3: By June 2023, we will decrease Chronic Absenteeism from 25.40% to 15%.	Students passing Standard of				
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.	☐ Academic Review Finding				
Action Plan					





Action Steps	Position(s)	Implementation	Evidence/	Position(s)	Monitoring	Budget	Title I	Alignment to
(Place in	Responsible for	Frequency	Artifacts:	Responsible for	Frequency	(Title I, SIG,	Measurable	NPS
sequential order)	Implementation	rrequerity	Implementation	Monitoring	rrequeries	other funding	Objective	Strategic Plan
One must be	piememation		and Impact			sources)	0.0,000.00	Goal (name goal)
related to family						,		(, ,
engagement.								
Establish the	Assistant	August	Implementation	Principal	Monthly, during		MO4	
systems and	Principal	2023-June 2024;	:	School	PBIS meetings	Title I		Student
practices for Tier	Behavior	monthly	PBIS Assembly	Counselor	_			Excellence
1 support that	Specialist		dates	Assistant				Executive
includes	School			Principal				
monitoring	Counselor							
school-wide			Impact:					
data, ensuring			Decrease in					
students receive			Student					
equitable access			incidents					
to these								
supports, and								
evaluating the								
program's								
overall								
effectiveness.								
Communicate	Behavior	August	Implementation:	Principal	Monthly, during	Title I	MO4	Student
the PBIS plan to	Specialist	2023-June 2024	PBIS Committee	Assistant	PBIS meetings,			Excellence
ensure	School Counselor	monthly	Meetings	Principal				
implementation	Assistant		PD Session and					
and	Principal		agendas, sign in					
consistency;	PBIS Team		sheets Morning Meeting					
Provide PD to All			plans					
staff members			piaris					
to ensure								
understanding;			l					
Teaching			Impact:					
school-wide								
expectations								
including								
Morning								
Meetings;								



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Comprehensive School Improvement Plan 2023-2024

excellence		1		orre ecineer impre				
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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excellence for all						I		
PBIS			Discipline data					
expectations			Class Dojo House					
			Points					
Implement	Assistant	September	Implementation:	Principal	Weekly-Monitori	Title I	MO4	Student
school-wide	Principal	2022- June	H.E.R.O. Board	Assistant	ng			Excellence
initiative for	School	2023	with attendance	Principal	Monthly-			
	Counselor	2023	data daily	Student Data	Celebrations			
improving			H.E.R.O Party for					
attendance: Be	Behavior		classes with 95%	Specialist				
an Attendance	Specialist		attendance for					
Hero!			the week,					
			monthly					
			litoricity					
			Impact:					
			Attendance Data					