

Norfolk Public Schools  
Comprehensive School Improvement Plan 2023-2024

**Name of School:** Granby Elementary School

**School Division:** Norfolk Public Schools

**Area of Focus:** Alignment of written, taught, and tested curriculum of Science and Reading

**SMART Goal:** By June 2024, we will increase the percentage of ALL STUDENTS category passing the science SOL assessment from 38% to 70%

By June of 2024, we will increase the percentage of ALL K-3 students at or above benchmark on the PALS Spring Assessment from 67% to 75% since reading comprehension is connected to unpacking science content.

**Essential Action/ Evidence-based Intervention/Research-based Strategy:** Implement an aligned, written, tested, and taught curriculum (with rigorous formative assessments and clear objectives) in every classroom, every day, for every student.

☒ 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 Tuesdays to teachers on the use of the Curriculum Framework in writing and delivering aligned lessons that include clear learning objectives that include the conditions,	<ul style="list-style-type: none"> <li>Math Specialist</li> <li>Reading Specialist</li> <li>Title 1 Teachers</li> <li>NPS Content Teacher Specialists</li> </ul>	Weekly	<ul style="list-style-type: none"> <li>Planning/Meeting Minutes</li> <li>Sign-in Sheets</li> <li>Handouts</li> <li>Walkthrough Feedback (6 Step Protocol)</li> <li>Observations</li> </ul>	<ul style="list-style-type: none"> <li>GES Administration</li> <li>Math Specialist</li> <li>Reading Specialist</li> <li>Teachers (self-monitoring)</li> </ul>	Weekly	Title 1 Teacher Salary Program 110 as documented on Title 1 Budget-tab FT Positions	MO 1 - Reading MO 2 - Mathematics	Workforce Student Excellence

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behaviors and criteria.								
2. Grade level planning documents now require teachers to include: <ul style="list-style-type: none"> <li>• SOL objectives</li> <li>• VDOE Framework with highlighted verbs</li> <li>• Provide samples of Formative Assessments</li> <li>• To ensure alignment and appropriate level of rigor.</li> </ul>	<ul style="list-style-type: none"> <li>• GES Administration</li> <li>• Math Specialist</li> <li>• Reading Specialist</li> <li>• Title 1 Teachers</li> </ul>	Weekly	<ul style="list-style-type: none"> <li>• Completed Planning Documents</li> <li>• Lesson Plan Reviews</li> <li>• Instructional Walkthroughs (6 Step Protocol)</li> <li>• Observation Feedback</li> <li>• Assessment Data</li> </ul>	<ul style="list-style-type: none"> <li>• GES Administration</li> <li>• Math Specialist</li> <li>• Reading Specialist</li> <li>• Title 1 Teachers</li> <li>• Teachers (self-monitoring)</li> </ul>	Weekly	N/A	MO 1 - Reading MO 2 - Mathematics	Student Excellence Resources
3. Integrate literacy strategies into daily science instruction.	<ul style="list-style-type: none"> <li>• Reading Specialist</li> <li>• Title 1 Teachers</li> </ul>	Weekly	<ul style="list-style-type: none"> <li>• Full Implementation of Benchmark Advance</li> <li>• Completed Planning Documents</li> <li>• Instructional Walkthroughs (6 Step Protocol)</li> </ul>	<ul style="list-style-type: none"> <li>• GES Administration</li> <li>• Reading Specialist</li> <li>• Teachers (self-monitoring)</li> </ul>	Weekly	N/A	MO 1 - Reading MO 3 - Science	Student Excellence Resources

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			<ul style="list-style-type: none"> <li>Assessment Data</li> </ul>					
4. Provide engaging, intensive, and targeted intervention to all students who are working below grade level, through planning and delivery that is aligned to clear student objectives.	<ul style="list-style-type: none"> <li>Math Specialist</li> <li>Reading Specialist</li> <li>Title 1 Teacher</li> <li>PALs Tutors</li> <li>University Tutors</li> <li>Special Education Teachers</li> </ul>	Daily	<ul style="list-style-type: none"> <li>Lesson Plans</li> <li>Instructional Walkthroughs (6 Step Protocol)</li> </ul>	<ul style="list-style-type: none"> <li>GES School Administration</li> <li>Reading Specialist</li> </ul>	Weekly	Title 1 Interventionist Salary Program Code 110 as documented on Title 1 Budget-tab FT Positions  Funding source through school budget used to compensate PALS Tutor positions	<b>MO 1 - Reading</b>  <b>MO 2 - Mathematics</b>	Student Excellence
5. Communicate with parents and guardians to improve student achievement.	<ul style="list-style-type: none"> <li>Classroom Teachers</li> <li>Family Engagement Specialist</li> <li>GES Administration</li> </ul>	Daily	<ul style="list-style-type: none"> <li>Emails</li> <li>Phone Calls</li> <li>Class Dojo</li> <li>Zoom</li> <li>Home Visits to deliver information/ documents</li> <li>In-person conferences</li> <li>School Website (overall school/student achievement)</li> </ul>	<ul style="list-style-type: none"> <li>GES School Administration</li> <li>Person assigned as GES Key Communicator</li> </ul>	Weekly (minimally by teachers)  As deemed necessary/appropriate by GES School Administration  The Family Engagement Specialist will share information based on GES	Family Engagement Specialist Program Code 700 as documented on Title 1 Budget-tab FT Positions	<b>MO 4 - Family Engagement</b>	Student Excellence  Community  Safety and Climate

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					Administration or teacher need			
6. Ensure students are utilizing Lexia for the required minutes and appropriately gaining units (skills) each week	<ul style="list-style-type: none"> <li>Classroom Teachers</li> <li>GES Administration</li> <li>Reading Specialist</li> </ul>	Daily	<ul style="list-style-type: none"> <li>Weekly Report</li> <li>Monthly Contest Results</li> </ul>	<ul style="list-style-type: none"> <li>Reading Specialist</li> <li>GES Administration</li> </ul>	Weekly  Monthly	N/A	N/A	Student Excellence Resources
7. SOL Remediation (predicated on budget allocation, student need, and teacher participation/hiring)	<ul style="list-style-type: none"> <li>Reading Specialist</li> <li>Classroom Teachers</li> <li>Part-time Tutors</li> </ul>	Weekly	<ul style="list-style-type: none"> <li>Attendance Sheet</li> <li>STAR Assessments</li> <li>District Assessments</li> <li>Phonological Screenings</li> <li>SOL Growth Assessment data</li> </ul>	<ul style="list-style-type: none"> <li>Reading Specialist</li> <li>GES Administration</li> </ul>	Weekly	Safety Net/Title 1 Funding	MO 1 - Reading MO 2 - Mathematics	Student Excellence
8. Plan and facilitate Family Science Night that promotes scientific investigation.	<ul style="list-style-type: none"> <li>Title 1 Teacher /Science Lead Teacher</li> <li>Family Engagement Specialist</li> </ul>	Once Yearly	<ul style="list-style-type: none"> <li>Flyer</li> <li>Class Dojo Messages</li> <li>School Website</li> </ul>	<ul style="list-style-type: none"> <li>Title 1 Teacher/Science Lead Teacher</li> <li>GES Administration</li> </ul>	Once Yearly	Title 1 Teacher Salary Program Code 110 as documented on Title 1 Budget-tab FT Positions	MO 3 - Science MO 4 - Family Engagement	Community  Student Excellence

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						Family Engagement Specialist Salary Program 700 as documented on Title 1 Budget-tab FT Positions		
9. Plan and facilitate Family Literacy Night to promote fluency, comprehension, and reading for information and leisure.	<ul style="list-style-type: none"> <li>• Reading Specialist</li> <li>• Family Engagement Specialist</li> </ul>	Once Yearly	<ul style="list-style-type: none"> <li>• Flyer</li> <li>• Class Dojo Messages</li> <li>• School Website</li> </ul>	<ul style="list-style-type: none"> <li>• Reading Specialist</li> <li>• GES Administration</li> </ul>	Once Yearly	Family Engagement Specialist Salary Program 700 as documented on Title 1 Budget-tab FT Positions	MO 1 - Reading MO 4 - Family Engagement	Community Student Excellence

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Name of School: Granby Elementary School

Area of Focus: Teaching for Learning Academic Achievement in Numeracy

SMART Goal: By June 2023, we will increase the percentage of Students with Disabilities passing the math SOL assessment from 47% (2023) to 70%

Essential Action/ Evidence-based Intervention/Research-based Strategy: Implement an aligned, written, tested, and taught curriculum (with rigorous formative assessments and clear objectives) in every classroom, every day, for every student.

☐ 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. Specific professional development for SPED teachers in literacy and math strategies.	<ul style="list-style-type: none"> <li>Math Specialist</li> <li>Reading Specialist</li> <li>Title 1 Teachers</li> <li>NPS Content Teacher Specialists</li> </ul>	<p>Weekly</p> <p>As scheduled through the school district</p>	<ul style="list-style-type: none"> <li>Small group lesson plans</li> <li>Instructional Walkthroughs (6 Step Protocol)</li> <li>Observations</li> <li>Assessment data</li> </ul>	<ul style="list-style-type: none"> <li>Math Specialist</li> <li>Reading Specialist</li> <li>GES Administrators</li> </ul>	Weekly	Title 1 Teacher Salary Program 110 as documented on Title 1 Budget-tab FT Positions	MO 1- Reading MO 2 - Mathematics	Student Excellence  Workforce
2. District Mandated Site Meetings have been restructured to review implementation of instructional walkthroughs (6 Step Protocol) and its impact on: <ul style="list-style-type: none"> <li>Building teacher capacity</li> </ul>	<ul style="list-style-type: none"> <li>GES School Administrators</li> </ul>	Monthly or as scheduled by central office	<ul style="list-style-type: none"> <li>Walkthrough Data/ Feedback</li> <li>Assessment data</li> </ul>	<ul style="list-style-type: none"> <li>Central Administration</li> <li>GES Administrators</li> </ul>	Various	N/A	N/A	Workforce  Student Excellence

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<ul style="list-style-type: none"> <li>• Improve delivery of lessons</li> <li>• Improve student mastery of taught and assessed skills</li> </ul>								
3. Use diagnostic information and student learning data to develop differentiated lessons to address students' knowledge and skill gaps while providing grade-level appropriate skills.	<ul style="list-style-type: none"> <li>• Math Specialist</li> <li>• Reading Specialist</li> <li>• Title 1 Teachers</li> <li>• SPED Teachers</li> <li>• Classroom Teachers</li> </ul>	Weekly	<ul style="list-style-type: none"> <li>• Lesson plans</li> <li>• Assessment data</li> <li>• Student work</li> <li>• Instructional Walkthroughs (6 Step Protocol)</li> <li>• Observation Feedback</li> </ul>	<ul style="list-style-type: none"> <li>• GES Administrators</li> <li>• Math Specialist</li> <li>• Reading Specialist</li> </ul>	Weekly	Title 1 Teacher Salary Program 110 as documented on Title 1 Budget-tab FT Positions	<b>MO 1 - Reading</b> <b>MO 2 - Mathematics</b>	Student Excellence
4. Implement and monitor evidence-based math instruction across all grade levels to include problem solving, reasoning, communicating, connections, and representation.	<ul style="list-style-type: none"> <li>• Math Specialist</li> <li>• Classroom Teachers</li> </ul>	Weekly	<ul style="list-style-type: none"> <li>• Classroom observations</li> <li>• Lesson plans</li> <li>• Walkthrough feedback (6 Step Protocol)</li> </ul>	GES Administration	Weekly	N/A	N/A	Student Excellence
5. Monitor a system for providing guidance to teachers regarding the protocol for developing aligned Lesson Plans which include, overarching standards, student friendly	<ul style="list-style-type: none"> <li>• GES Administration</li> </ul>	Weekly	<ul style="list-style-type: none"> <li>• Weekly Planning Document</li> <li>• Lesson Plans</li> </ul>	<ul style="list-style-type: none"> <li>• GES Administration</li> <li>• Reading Specialist</li> <li>• Math Specialist</li> </ul>	Weekly	N/A	N/A	Workforce

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objectives, interventions, remediation, and enrichment activities.								
6. Engage teachers in ongoing Professional Development to support math instruction.	<ul style="list-style-type: none"> <li>• Math Specialist</li> <li>• GES Administration</li> </ul>	Based on teacher need and professional developmental calendar	<ul style="list-style-type: none"> <li>• Agendas</li> <li>• Presentations</li> <li>• Staff-reflection sheets</li> <li>• Sign-in-logs</li> </ul>	<ul style="list-style-type: none"> <li>• GES Administration</li> </ul>	Weekly	N/A	N/A	Workforce
7. Ensure students are participating on Edmentum for the required minutes each week	<ul style="list-style-type: none"> <li>• Math Specialist</li> <li>• GES Administration</li> <li>• Teachers (self-monitor)</li> </ul>	Daily	<ul style="list-style-type: none"> <li>• Weekly Reports</li> <li>• Weekly Contest Results</li> </ul>	<ul style="list-style-type: none"> <li>• Math Specialist</li> <li>• GES Administration</li> </ul>	Weekly Monthly	N/A	N/A	Student Excellence Resources
8. Plan and facilitate Family Math Night that will promote numeracy, problem solving and computational fluency.	<ul style="list-style-type: none"> <li>• Math Specialist</li> <li>• Family Engagement Specialist</li> </ul>	Once Yearly	<ul style="list-style-type: none"> <li>• Flyer</li> <li>• Class Dojo Messages</li> <li>• School Website</li> <li>• Photographs</li> </ul>	<ul style="list-style-type: none"> <li>• Math Specialist</li> <li>• GES Administration</li> </ul>	Once Yearly	Family Engagement Specialist Salary Program 700 as documented on Title 1 Budget-tab FT Positions	<b>MO 1 - Mathematics</b> <b>MO 4 - Family Engagement</b>	Community Student Excellence



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Name of School: Granby Elementary School

Area of Focus: PBIS/SEL

**SMART Goal:** By the end of the 2023 school year, all students and staff will become aware and develop an understanding of social emotional needs of scholars using school wide resources as measured by PBIS assessment tools and office referral data.

Students will decrease from 15.5% to 9% Chronic Absenteeism.

**Essential Action/ Evidence-based Intervention/Research-based Strategy:** Implement and monitor a plan to engage students and stakeholders in the PBIS process with fidelity

☐ 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 <i>NPS Strategic Plan</i> Goal (name goal)
1. Begin the school year with introduction to PBIS. Kick Off Assembly explaining tenets to students. Revisit after Spring Break with second assembly	<ul style="list-style-type: none"> <li>GES Administration</li> <li>School Counselor</li> <li>Behavioral Specialist</li> <li>PBIS Committee</li> </ul>	<p>Once in September</p> <p>Once in April After Spring Break</p>	<ul style="list-style-type: none"> <li>"Pawsitive Press" weekly staff newsletter</li> <li>PBIS Matrix</li> </ul>	<ul style="list-style-type: none"> <li>GES Administration</li> <li>School Counselor</li> <li>Behavioral Specialist</li> <li>PBIS Committee</li> </ul>	<p>Once in September</p> <p>Once in April After Spring Break</p>	N/A	N/A	Safety and Climate
2. Continued use of a system of daily SEL activities aligned to our school's matrix across grade levels to improve student outcomes by the teacher continuing the SEL lessons, daily SEL announcements, or	<ul style="list-style-type: none"> <li>Guidance Counselor</li> <li>Classroom Teachers</li> <li>PBIS Committee</li> <li>Media Specialist</li> </ul>	Daily	<ul style="list-style-type: none"> <li>Lesson Plans</li> <li>Completed Form or Photograph of completed chart</li> <li>Announcement PowerPoint</li> </ul>	<ul style="list-style-type: none"> <li>Guidance Counselor</li> <li>Classroom Teachers</li> <li>GES Administration</li> <li>PBIS Committee</li> </ul>	Daily	Title 1 Interventionist Salary Program Code 110 as documented on Title 1 Budget-tab FT Positions	N/A	Safety and Climate

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Student Check-In/Check-Out System to help identify student's emotional state/well-being.	<ul style="list-style-type: none"> <li>Title 1 Interventionist</li> </ul>			<ul style="list-style-type: none"> <li>Media Specialist</li> </ul>				
3. Communicate the PBIS plan to ensure implementation and consistency. Teaching School Wide expectations including morning meetings, acknowledging appropriate behavior, inappropriate behavior and requesting assistance when needed.	<ul style="list-style-type: none"> <li>Classroom Teachers</li> <li>Behavior Specialist</li> <li>School Counselor</li> <li>Assistant Principal</li> </ul>	Bi-Monthly	<ul style="list-style-type: none"> <li>Emails</li> <li>Class Dojo</li> <li>Zoom</li> <li>In-person conferences</li> </ul>	<ul style="list-style-type: none"> <li>GES Administration</li> <li>PBIS Committee</li> </ul>	Bi-Monthly	N/A	N/A	Safety and Climate
4. Provide monthly PD sessions related to our PBIS/SEL program.	<ul style="list-style-type: none"> <li>GES Administration</li> <li>School Counselor</li> <li>Behavioral Specialist</li> <li>Title I Teacher/PBIS Committee Co-Chair</li> </ul>	Monthly	<ul style="list-style-type: none"> <li>Professional Development</li> <li>ILT Meeting Agendas</li> <li>Sign in Sheets</li> <li>Monthly SEL school-wide activities</li> </ul>	<ul style="list-style-type: none"> <li>GES Administration</li> <li>Guidance Counselor</li> <li>Behavioral Specialist</li> </ul>	Monthly	Title 1 Teacher Salary Program Code 110 as documented on Title 1 Budget-tab FT Positions	N/A	Workforce Safety and Climate

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5. Faculty and Paraeducators participate in MANDT Training which focused on the chapters that cover building relationships and trauma.	<ul style="list-style-type: none"> <li>• MANDT Trainers from NPS Learning Support</li> <li>• Classroom Teachers</li> <li>• Paraeducators/ Staff are responsible for implementation</li> </ul>	Once a year	<ul style="list-style-type: none"> <li>• Professional Development Sign-In Sheets</li> <li>• Agendas from PBIS Meetings</li> </ul>	<ul style="list-style-type: none"> <li>• GES Administration</li> <li>• PBIS Committee</li> </ul>	Once a year	N/A	N/A	Workforce  Safety and Climate
6. Teachers will tier their students using a behavior rating scale to get more input from a team perspective on behavior concerns and will be provided with strategies.	<ul style="list-style-type: none"> <li>• Teachers</li> <li>• GES Administration</li> <li>• Behavior Specialist</li> <li>• Guidance Counselor</li> </ul>	As needed	<ul style="list-style-type: none"> <li>• Completed Form</li> <li>• PBIS Agenda</li> <li>• Admin Conferences with Parents</li> </ul>	<ul style="list-style-type: none"> <li>• Teachers</li> <li>• Principal</li> <li>• Assistant Principal</li> <li>• Behavior Specialist</li> <li>• Guidance Counselor</li> </ul>	As Needed	N/A	N/A	Safety and Climate
7. The Family Engagement Specialist will provide a workshop to families that will provide strategies and support to students with ADHD or hyper-active tendencies.	<ul style="list-style-type: none"> <li>• Family Engagement Specialist</li> <li>• Behavior Specialist</li> </ul>	Once	<ul style="list-style-type: none"> <li>• Flyer</li> <li>• Class Dojo</li> <li>• Agenda</li> <li>• Photographs</li> </ul>	<ul style="list-style-type: none"> <li>• Family Engagement Specialist</li> <li>• Behavior Specialist</li> <li>• GES Administration</li> </ul>	Once	Family Engagement Specialist Program Code 700 as documented on Title 1 Budget-tab FT Positions	<b>MO 4 - Family Engagement</b>	Community