

Name of School: Granby High School **School Division:** Norfolk Public School

Area of Focus: Teaching for Learning *Literacy*

SMART Goal: By the end of the 2024 school year, we will increase the overall pass rate of reading and writing from 88.46% (2023) to 92% as measured by state assessments. Improvements will also be demonstrated with student reporting groups in the following areas: Achievement Gap – English Learners 71.43% (2023) to 75%, Students with disabilities 75.75% (2023) to 80%, and Black Students 86.36 (2023) to 90% by 2024. We will also increase our federal participation rate for Black students from 93% to 95% with the 2024 cohort.

<p>Essential Action/ Evidence-based Intervention/Research-based Strategy:</p> <ul style="list-style-type: none"> 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). 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) Provide clear, evidence-based, written expectations and feedback to teachers on implementation of strategies from professional development with a focus on student learning outcomes. (AR) 	<p><input type="checkbox"/> Academic Review Finding</p>
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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)
Continue the focus on reading and writing every class while also emphasizing the use of student engagement, diverse texts, annotation and discussion strategies, data analysis for remediation, as well as Edmentum, No Red Ink, and Newsela writing and reading platforms.	English 9-12 Teachers	September 2023 - June 2024	Lesson Plans Edmentum Reports Informal & Formal Observations Reading Logs	English Department Chair English Administrator	Monthly (By Units)	NA	NA	

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Offer quarterly Professional Development on using the curriculum framework and delivering aligned lessons with clear learning objectives that include the conditions, behaviors, and criteria. (AR)	Administration English Department Chair	September 2023 - June 2024	Professional Development Presentations and Feedback from Participants Meeting Agendas/Minutes	Administration English Department Chair	Quarterly	NA	NA	
Provide content-specific professional development at monthly department meetings with a specific focus on strategies that improve student outcomes. (AR)	Administration English Department Chair	September 2023 - June 2024	Self Assessment Surveys Formal and Informal Feedback notes Professional Development Surveys Department and Team meeting minutes	Administration English Department Chair	Monthly	NA	NA	
Provide students daily learning experiences in critical thinking, strategic writing tasks, effective communication, and justifying answers.	All Instructional Staff	September 2023- June 2024	Lesson plan reviews Observations – Formal & Informal Student Work Samples	Department Chairs/Administration	Weekly	NA	NA	
Provide quarterly professional development on specially designed instruction (SDI) to content teachers and collaborative special education teachers to support targeted subgroups.	Teachers (Core & Collaborative) Administration Central Administration Staff	September 2023- June 2024	Professional Development Presentations and Feedback from Participants Meeting Agendas/Minutes	Administration English Department Chair Special Education Department Chair	Quarterly	NA	NA	
Create a comprehensive system and improve the coordinated school effort of analyzing, tracking, monitoring 2024 Cohort	Assistant Principal (Testing Coordinator)	September 2023- June 2024	Data Tracking Charts Copies of Reminders and Memos advertising	Principal Assistant Principal (Testing Coordinator)	Quarterly	NA	NA	

Data, specifically making sure Black students complete the reading SOL test in order to meet the federal participation rate in reading.	English Department Chair		testing opportunities					
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Name of School: Granby High School

School Division: Norfolk Public School

Area of Focus: Teaching for Learning *Numeracy*

SMART Goal: By the end of the 2024 school year, we will increase the Math pass rate from 66.55% (2023) to 75% as measured by state assessments. Improvements will also be demonstrated with student reporting groups in the following areas: Achievement Gap – Black Students from 56.32 (2023) to 70%, Economically disadvantaged students from 54.83% (2023) to 70%, Hispanic Students 68.75% (2023) to 75%, and Students with Disabilities 44.93% (2023) to 65% by 2024.

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

- 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)
- 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)
- Provide clear, evidence-based, written expectations and feedback to teachers on implementation of strategies from professional development with a focus on student learning outcomes. (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)
Offer quarterly Professional Development on using the curriculum framework and delivering aligned lessons with clear learning objectives that include the	Administration Math Department Chair	September 2023 - June 2024	Professional Development Presentations and Feedback from Participants Meeting Agendas/Minutes	Administration/ Dept Chairs	Quarterly	NA	NA	

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conditions, behaviors, and criteria. (AR)			Edmentum Reports					
Provide daily instruction which increases opportunities for student engagement, critical thinking activities, collaborative communication, and reasoning when solving problems.	Math Teachers & Co-Teachers Administration	October 2023 - June 2024	Lesson plan reviews Observations – Formal & Informal Student Work Samples	Administration	Monthly	NA	NA	
Provide content-specific professional development at monthly department meetings with a specific focus on strategies that improve student outcomes. (AR)	Administration Math Department Chair	September 2023 - June 2024	Self -Assessment Surveys Formal and Informal Feedback notes Professional Development Surveys Department and Team meeting minutes	Administration Math Department Chair	Monthly	NA	NA	
Conduct data analysis meetings with collaborative teams to review student progress and identify areas of need for reteaching after each unit assessment.	Math Teachers & Co-Teachers Administration	September 2023 - June 2024	Meeting Agendas Data Team Meeting Calendars Data Analysis Forms SchoolNet Data Edmentum Reports	Department Chairs Administration	Monthly (By Units)	NA	NA	
Support students in charting their progress monthly and setting goals	Math Teachers	September 2023-June 2024	Student Goal Setting Charts	Math Department Chair	Quarterly	NA	NA	

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for improvement in Algebra I and Geometry classes.				Administration				
Provide quarterly professional development on specially designed instruction (SDI) to content teachers and collaborative special education teachers to support targeted subgroups.	Teachers (Core & Collaborative) Administration Central Administration Staff	September 2023- June 2024	Professional Development Presentations and Feedback from Participants Meeting Agendas/Minutes	Administration Math Department Chair Special Education Department Chair	Quarterly	NA	NA	

Name of School: Granby High School

School Division: Norfolk Public School

Area of Focus: Teaching for Learning *Science Education*

SMART Goal: By the end of the 2024 school year, we will increase the Science pass rate from 66.73% (2023) to a 72% pass rate as measured by state assessments.

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

- 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)
- 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)
- Provide clear, evidence-based, written expectations and feedback to teachers on implementation of strategies from professional development with a focus on student learning outcomes. (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)
Offer quarterly Professional Development on using the curriculum framework and	Administration	September 2023 - June 2024	Professional Development Presentations and	Administration/ Dept Chairs	Quarterly	NA	NA	

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delivering aligned lessons with clear learning objectives that include the conditions, behaviors, and criteria. (AR)	Science Department Chair		Feedback from Participants Meeting Agendas/Minutes					
Provide content-specific professional development at monthly department meetings with a specific focus on strategies that improve student outcomes. (AR)	Administration Science Department Chair	September 2023 - June 2024	Self -Assessment Surveys Formal and Informal Feedback notes Professional Development Surveys Department and Team meeting minutes	Administration Science Department Chair	Monthly	NA	NA	
Conduct data analysis meetings with collaborative teams to review student progress and identify areas of need for reteaching after each unit assessment in Earth Science and Biology.	Science Teachers & Co-Teachers Administration	September 2023 - June 2024	Meeting Agendas Data Team Meeting Calendars Data Analysis Forms SchoolNet Data	Department Chairs Administration	Monthly (By Units)	NA	NA	
Support students in charting their progress monthly and setting goals for improvement in Biology classes.	Biology Teachers	September 2023-June 2024	Student Goal Setting Charts	Biology Department Chair Administration	Quarterly	NA	NA	
Provide quarterly professional development on specially designed instruction (SDI) to content	Teachers (Core & Collaborative) Administration Central	September 2023- June 2024	Professional Development Presentations and	Administration Science Department Chair	Quarterly	NA	NA	

teachers and collaborative special education teachers to support targeted subgroups.	Administration Staff		Feedback from Participants Meeting Agendas/Minutes	Special Education Department Chair				
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Name of School: Granby High School

School Division: Norfolk Public School

Area of Focus: Equity, Opportunity, and Resources

SMART Goal: By the end of the 2024 school year, we will increase the percentage of students graduating on time from 83.39% (2023) to 88%. As part of increasing the on-time graduation rate, the drop-out rate will be reduced from 12.92% (2023) to 8% by the end of 2024. By the end of the 2024 school year, we will reduce the chronic absenteeism rate from 20.27% (2023) to 15%. We will also increase our College, Career, and Civic Readiness Index from 77.12 (2023) to 85%. We will also increase our International Baccalaureate Diploma Completion rate from 75% (2023) to 80%, while also improving the 4-year IB Program completion rate (certificate or diploma) from 78% (2023) to 85%.

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

- Communicate, implement, and monitor a comprehensive system for drilling down into identifying and implementing targeted proactive interventions to support off-track students in on-time graduation from high school. (AR)
- Develop, implement, and monitor a formalized system of student academic and career planning and progress and data analysis toward meeting goals to ensure opportunities and completion of advanced coursework, CTE credentials, work-based learning experiences, and service-learning experiences. (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)
Create a comprehensive system and improve the coordinated school effort of analyzing, tracking, monitoring student data, and supporting off-track students relating to chronic	On Time Graduation and Student Support Team Attendance Technician	September 2023 to June 2024	Synergy Attendance Reports Google Shared Drive Documents	Administration Team	Weekly	NA	NA	

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absenteeism, students' successful progress and completion of graduation requirements. This includes sharing on time graduation data at faculty meetings. (AR)			Graduation Coach Tracking Documents Targeted programs for off-track and students in jeopardy of dropping out Attendance Plans Safety-Net Budget Edmentum Courseware Data Reports Faculty Meeting Presentations					
Provide monthly professional development through Professional Learning Community (PLC) work to ensure all staff understand their roles and responsibilities in supporting and assisting students in accessing Tier 2, and Tier 3 interventions for instruction, attendance, social emotional learning, and behavioral needs (PBIS).	Teachers PLC Team Leaders On Time Graduation and Student Support Team	September 2023 to June 2024	Professional Development Presentations and Feedback from Participants PBIS Implementation and Documentation	Principal	Quarterly	NA	NA	
Increase student activities, social-emotional support, family engagement opportunities, community partners, and other student	On Time Graduation and Student Support Team	September 2023 to June 2024	Google Shared Drive Pictures SEL Activities Attendance Plans	Administrative Team	Quarterly	NA	NA	

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support resources that will support students in jeopardy of dropping out of school and prevent monthly chronic absenteeism.			Attendance Recovery Documents					
Offer an Attendance Recovery Out-of-School Instructional Plan designed to allow all students to recover learning gaps while recovering absences. Instruction will be in areas of student need as determined by student academic data. Students will receive targeted individualized instruction at these sessions.	Administrators OTG Team Center Leader	February 2024- June 2024	Attendance Recovery Documents Attendance Tracking Charts	Administrative Team	Bi-weekly	NA	NA	
Monitor student completion of CCCRI requirements and identify students who have not met these requirements, offering supports to meet completion through the English 12/Government Project. (AR)	Administrators School Counselors Graduation Coaches	September 2023 - June 2024	District CCCRI Monitoring Report CCCRI Completion Tracking List from Government	Administrative Team	Quarterly	NA	NA	
Cultivate stronger relationships with our English Learner (EL) students and families, making sure academic support resources are communicated clearly and on a regular basis.	Administrators EL and content teachers EL Community Engagement Specialist	September 2023 - June 2024	EL Student Data Tracking Event Flyers	Assistant Principal – EL Responsibility	Quarterly	NA	NA	

Offer additional social emotional and academic supports for pre-IB students to assist with increasing the completion rate of the International Baccalaureate (IB) Programme with either an IB certificate or IB Diploma.	IB Coordinator IB Staff Gifted Resource Teacher School Counselors	September 2023 - June 2024	Data Tracking Reports	IB Coordinator	Quarterly	NA	NA	
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95% Participation Rate Plan: Granby High School

Team Members: Principal, Assistant Principal (Testing Coordinator), English Department Chair, 11th and 12th Grade English Teams, and members of the On-Time Graduation Team (OTGT)

95% Participation Rate Data: 93% of Black students in the 2023 cohort were listed as completing the Reading Federal Testing requirement.

Data Sources: Federal Accountability Report from Accountability Research and Assessment (ARA)

Root Cause Analysis: Our dropout rate is having the biggest impact on meeting the 95% threshold. Students who dropout in 9th or 10th grade still count in the cohort as a non-participant for the reading test since they do not take the SOL test until 11th grade. This means that every student who is in the cohort years of 2024 and 2025 needs to be verified as completing the test.

SMART Goal Statement: By the end of the 2023-2024 school year, we will increase our federal participation rate for Black students from 93% to 95% with the 2024 cohort.

Student Measures: 100% of students in the 2024 Cohort who have not completed the Reading SOL test, will be identified, and test in January during term graduation testing.

100% of students in the 2025 Cohort will complete the Reading SOL test in May 2024.

Staff Measures: 100% of teachers on the English 11 and English 12 team will receive a list of eligible students for testing, and they will complete a log sharing any attendance concerns with the Assistant Principal (Testing Coordinator), and OTGT.

Action Plan

Action Step	Start Date	End Date	Who is Responsible?	Budget Considerations
Create a comprehensive system and improve the coordinated school effort of analyzing, tracking, monitoring 2024 and 2025 Cohort Data, specifically making sure Black students complete the reading SOL test in order to meet the federal participation rate in reading.	11/1/23	6/4/23	Principal and Assistant Principal (Testing Coordinator)	Project Graduation Funds to be used for remediation and incentives.
LEA Support: Describe how the LEA will support in implementing, monitoring, and evaluating these action steps.				
District Testing Coordinator will work with School Testing Coordinator on Virginia Rules document to make sure all students in cohort 2024 who have not taken the Reading SOL are identified. Testing Coordinator and English Team will notify students of testing schedule and remediation one month prior to term graduate testing in January. The School Testing Coordinator will track completion and update team of progress.				
Define what measurable evidence would indicate progress towards the long-term goal.				
Address impact and next steps.				
Evidence of Progress (update monthly)	Impact and Next Steps			
November 27, 2023: Assistant Principal (Testing Coordinator) will print preliminary rosters of term graduates (Cohort 2024) eligible to take the reading SOL in January.	<p>Impact: 12th Grade English Teachers will have pre-identified lost all cohort 2024 students eligible to make sure they understand the testing schedule in advance.</p> <p>Next Steps: School Counselors will verify testing eligibility of 2024 cohort students after updated Virginia Rules report received from District Testing Coordinator.</p>			



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