

Name of School: **Norview High** School Division: **Norfolk Public Schools**

Area of Focus: **Math**

**SMART Goal:** By the end of the 2023-2024 school year, Norview High School will increase the percentage of students scoring proficient or better on Math End-of-Course Assessments from 65.85% to at least 73% and decrease the achievement gap between General Education Students and Students with Disabilities by increasing the pass rate from from 49% to 60% as measured on the Math End-of-Course Assessments.

**Essential Action/ Evidence-based Intervention/Research-based Strategy:** Implement systems and processes used to monitor curriculum implementation and Specially Designed Instruction while continuously improving teaching and learning in Algebra I and Geometry.  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. Bi-weekly focus on collaborative planning with content teachers and special education teachers focused on unpacking the objectives, tier 1 instruction, and SDI	Algebra I and Geometry Content and SWD Teachers  Department Chairs	September 2023 to June 2024	Lesson Plans  Lesson Activities	Department Chair  Administrators	Bi-Weekly		N/A	Student Excellence
2. Provide professional development and coaching opportunities quarterly for explicit and engaging instructional best practices related to teaching numeracy (Questioning Strategies, Desmos Calculator, Delta Math, Edmentum, Rule of	Teachers  Department Chair  Administrator	August 2023 – May 2024	Preservice Week Agenda  Department Meeting Agenda  Lesson Plans  Informal and Formal Observations	Administrators	Quarterly		N/A	Resources

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Four (Graphically, Numerically, Algebraic, Verbally-words), & Math Reviews).								
3. Provide daily instruction which increases opportunities for student engagement, critical thinking activities, collaborative communication, and reasoning when solving problems.	Math Teachers and SWD Teachers	September 2023 to June 2024	Informal and Formal Observations	Math Department Chair Administrators	Weekly		N/A	Student Excellence
4. Conduct data analysis meetings with collaborative teams to review student progress and identify areas of need for reteaching after each unit assessment.	Math Teachers and Math SWD Teachers Administrators	September 2023 to June 2024	Data Team Minutes	Math Department Chair Administrators	Every Unit		N/A	Student Excellence
5. Provide one-to-one tutoring in math resources classes through the implementation of FEV Tutors	Math SWD Teachers Departments Chairs Administrators	September 2023 to June 2024	Usage and Progress Reports	Administrators	Weekly		N/A	Student Excellence
6. Create and distribute a one-pager focused on Math Courses, AP, dual	Math Teachers Math Coteachers	September 2023- June 2024	Newsletter One-pager	Department Chair Administrator	Quarterly			Community



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enrollment, End-of-Course SOL								
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Name of School: Norview High

School Division: Norfolk Public Schools

Area of Focus: Teaching for Literacy

**SMART Goal:** By the end of the 2023-2024 school year, 100% of English students will show at least 10% growth in critical thinking skills as measured on English Common Formative Assessments, End-of-Course Assessments, and AP Tests.

9<sup>th</sup> grade- 100% of students will score 35 SPG or higher on the Star Reading Assessment as measured in April 2024.

The English SOL Test in May 2024

- the pass rate of the black subgroup will increase from 85.66% to 90% on the SOL test in May 2024.
- the pass rate of SWD will increase from 80.95% to 85% on the SOL test administered in May 2024.
- the pass rate of economically disadvantaged students will increase from 87.61% to 90% on the SOL test administered in May 2024.
- the pass rate of EL students will increase from 70.37% to 75% on the SOL test administered in May 2024.

Students taking the Advanced Placement English Language Test in May will increase the overall qualifying scores from 53.4 % to 60%.

Students taking the Advanced Placement English Literature Test in May will increase the overall qualifying scores from 83.3 % to 85%.

**Essential Action/ Evidence-based Intervention/Research-based Strategy:** Staff, teachers, and administration will set high expectations for student achievement and improve academic excellence for all students by frequent monitoring of student progress.

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. Implement independent reading during Silent Sustained Reading (SSR) time 14.2 minutes	All English Teachers	September 2023 to June 2024	Lesson Plans Walkthroughs Informal and Formal Observations	Department Chair Administrators	Monthly		N/A	Student Excellence
2. Provide professional development and coaching opportunities	Teachers Department Chair	August 2023 – May 2024	Preservice Week Agenda		Monthly		N/A	Resources

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quarterly for explicit and engaging instructional best practices related to effective reading across the content area strategies	Administrators		Department Meeting Agenda  Lesson Plans  Informal and Formal Observations					
3. Align Reading Improvement Class lessons to students' identified needs as measured on the district unit tests (Level 1's) ELL / English Departments	Reading resource teachers / Collaborative ELL teachers assigned to English classes	September 2023- June 2024	Lesson Plans Unit Test Data	Department Chairs  Administrators	Weekly		N/A	Student Excellence
4. Create and distribute a one-pager focused on English 9-12, AP, dual enrollment, End-of-Course SOL, and WorkKeys	English Teachers  English Coteachers	September 2023- June 2024	Newsletter  One-pager	Department Chair  Administrator	Quarterly			Community

Name of School: **Norview High** School Division: **Norfolk Public Schools**

Area of Focus: **Science**

**SMART Goal:** By the end of the 2023-2024 school year, Norview High School will increase the percentage of students scoring proficient or better on Science End-of-Course Assessments from 66.22% to at least 75%.

**Essential Action/ Evidence-based Intervention/Research-based Strategy:** Implement systems and processes used to monitor curriculum implementation and Specially Designed Instruction while continuously improving teaching and learning in Science.  **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. Bi-weekly focus on collaborative planning with content teachers and special education teachers focused on unpacking the objectives, tier 1 instruction, and SDI	Science Teachers and Science SWD Teachers  Department Chairs	September 2023 to June 2024	Lesson Plans  Lesson Activities	Department Chair  Administrators	Bi-Weekly		N/A	Student Excellence
2. Implement culturally responsive teaching by linking science lessons to students' home experiences and embedding real-world problems	Science Teachers and Science SWD Teachers	September 2023 to June 2024	Lesson Plans  Student Work	Science Department Chair  Administrators	Monthly		N/A	Student Excellence
3. Provide daily instruction which increases opportunities for student engagement,	Science Teachers and SWD Teachers	September 2023 to June 2024	Informal and Formal Observations	Science Department Chair and Administrator	Weekly		N/A	

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critical thinking activities, and collaboration.								
4. Conduct data analysis meetings with collaborative teams to review student progress and identify areas of need for reteaching after each unit assessment.	Science Teachers and Science SWD Teachers  Administrators	September 2023 to June 2024	Data Team Minutes	Science Department Chair  Administrators	Every Unit		N/A	
5. Create and distribute a one-pager focused on Science, AP, dual enrollment, End-of-Course SOL	Science Teachers  Science Coteachers	September 2023- June 2024	Newsletter  One-pager	Department Chair  Administrator	Quarterly			Community

<b>Name of School: Norview High</b>				<b>School Division: Norfolk Public Schools</b>				
<b>Area of Focus: Chronic Absenteeism</b>								
<b>SMART Goal:</b> By the end of the 2023-2024 school year, Norview High School will decrease the school's absenteeism rate from 23% (Level 2) to 15% (Level1) and decrease the dropout rate from 8.58 to 6%.								
<b>Essential Action/ Evidence-based Intervention/Research-based Strategy:</b> Norview High School will identify chronically absent students and develop and implement a plan to monitor and increase student attendance. Norview High School will reduce the dropout rate and increase on-time graduation rate.							<input type="checkbox"/> <b>Academic Review Finding</b>	
<b>Action Plan</b>								
<b>Action Steps (Place in sequential order) One must be related to family engagement.</b>	<b>Position(s) Responsible for Implementation</b>	<b>Implementation Frequency</b>	<b>Evidence/ Artifacts: Implementation and Impact</b>	<b>Position(s) Responsible for Monitoring</b>	<b>Monitoring Frequency</b>	<b>Budget (Title I, SIG, other funding sources)</b>	<b>Title I Measurabl e Objective</b>	<b>Alignment to NPS Strategic Plan Goal (name goal)</b>
1.The attendance team will meet regularly to identify students in danger of chronic absenteeism, create attendance plans, identify barriers, and develop strategies to reduce the number of absences and unexcused absences.	Attendance Tech Graduation Coaches Academic Advisors Administrators	September 2023 to May 2024	Meeting Agendas  Chronic Absenteeism Rate  Implementation of NHS_Attendance@NPS.K12.VA.US	Attendance Tech Administrators	Biweekly		N/A	Resources
2. Provide attendance data to teachers, students, and parents.	Administrators	September 2023 to May 2024	Principal Newsletters  Daily Announcements  TV Monitor	Administrators	Weekly		N/A	Community



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<p>3. Create opportunities for stakeholder groups to work collaboratively with the school to reduce chronic absenteeism</p>	<p>Attendance Tech                  Coaches/Sponsors                  Academic Advisors                  Graduation Coaches                  CEIS Counselor                  Military Counselor                  Behavior Specialist                  ESL Teacher Specialist</p>	<p>September 2023 to May 2024</p>	<p>Newsletters                  Parent/Teacher Conferences                  Open House                  PTSA Meetings                  Booster Club Meetings                  Social Media                  Home Visits                  One-pager                  Parent Teacher Conferences                  Campaign to Update Parent Contact</p>	<p>Attendance Team                  Academic Advisors                  Administrators</p>	<p>Monthly</p>	<p></p>	<p>N/A</p>	<p>Community</p>
<p>4. Increase two-way communication with all Norview stakeholders</p>	<p>Academic Advisors                  Gifted Resource Teacher                  Athletic Director                  Academic Advisors                  Administrators</p>	<p>September 2023 to May 2024</p>	<p>Pilots Principals Updates                  AskNorviewHS Email Address                  Family Engagement Nights                  Campaign to Update Parent Contact</p>	<p>Administrators</p>	<p>Monthly</p>	<p></p>	<p></p>	<p>Community</p>
<p>5. Identify needed supports and realign Norview Safety-Net Funds to better support</p>	<p>Department Chair                  Administrators</p>	<p>September 2023 to May 2024</p>	<p>Graduation Rate                  Reduction in Drop Out Rate</p>	<p>Graduation Coaches                  Administrators</p>	<p>Monthly</p>	<p></p>	<p></p>	<p>Resources</p>

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students who are off-track with on-time graduation and/or have fallen behind due to absences.	Ontime Graduation Team Attendance Team							
6. Implement support opportunities for ESL parents and students to connect with the school.	ESL Department Chair Coaches/Sponsors Academic Advisors Administrators	September 2023 to May 2024	Monthly visits from the ESL teacher specialists  Voiance Usage  Family Engagement Night  PTSA	Administrators	Monthly			Community

Name of School: **Norview High** School Division: **Norfolk Public Schools**

Area of Focus: **College, Career, and Civic Readiness Index**

**SMART Goal:** By the end of the 2023-2024 school year, Norview High School will increase the percentage of students preparing for college and careers by increasing the CCCRI rate from 74% (Level 2) to 85% (Level 1)

**Essential Action/ Evidence-based Intervention/Research-based Strategy:** Develop and implement a plan to monitor students CCCRI opportunities and provide intervention and support  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. Establish a CCCRI Team to monitor and track student indicators and process.	Academic Advisors  12 <sup>th</sup> Grade English and Government Teachers  Earth Science Teachers  Work Based Learning  Graduation Coaches  Administrators	September 2023 to June 2024	CCCRI Team Meeting Agendas	Department Chairs  Administrators	Quarterly		N/A	Resources
2. Coordinate Early Interventions to ensure students are exposed to one of the indicators	Academic Advisors  Administrator	September 2023 to June 2024	Academic Advisor Meeting Agendas	Administrators	Monthly		N/A	

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<p>3. Host a question and answer session for parents and students focused on the College, Career, and Civic Readiness Index.</p>	<p>Academic Advisors                      Graduation Coaches                      Administrators</p>	<p>September 2023 to June 2024</p>	<p>AskNorviewHS email address                      One-pager</p>	<p>Graduation Coaches                      Administrators</p>	<p>Winter</p>		<p>N/A</p>	<p>Community</p>
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## 95% Participation Rate: Plan Template

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

**95% Participation Rate Data:** The participation rates of the 2023 cohort for the Reading Standards of Learning assessment are:

All Students: 93%

Black students: 94%

Economically Disadvantage Student: 82%

Hispanic Students: 91%

White Students: 89%

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

**Root Cause Analysis:** Overall, the root cause analysis is students' students dropping out or attaining their GED. Of the students 51 students who did not test, 63% dropped out or got their GED. Another 16% of students are still enrolled. Seven students did not take the test due to attendance related issues. attendance. Thus, I would contribute a portion of the cause to communication to parents and students and follow up with sending students for makeup SOL assessments contribute to the participation rate.

**SMART Goal Statement:** By the end of the 2023-2024 school year, we will increase our federal participation rate for the 2024 cohort on the Reading SOL Test for all students from 93% to 95% and the following subgroups: Black students from 94% to 95%, economically disadvantaged students from 82% to 95%, Hispanic students from 91% to 95%, and White students from 89% to 95%.

**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 the testing window. 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 OTG.

## Action Plan

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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, White, Economically Disadvantaged, and Hispanic students complete the reading SOL test in order to meet the federal participation rate in reading.	12/2023	6/2024	Principal and Assistant Principal (Testing Coordinator), Principal overseeing English, English Department Chair	Project Graduation Funds will be used for remediation and incentives.
Identify testing window early in the school year and communicate it to all stakeholders using multiple forms of communication (social media pages, school website, and parentlink).	12/2023	6/2024	Principal and Assistant Principal (Testing Coordinator), Principal overseeing English, English Department Chair	Project Graduation Funds will be used for remediation and incentives.
Communicate and clarify the roles and responsibilities of all teachers and staff related to SOL testing.	12/7/2023	6/2024	Assistant Principal (Testing Coordinator)	

**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
December 4, 2023: Assistant Principal (Testing Coordinator) will print preliminary rosters of term graduates (Cohort 2024) eligible to take the reading SOL in January.	Impact: 12 <sup>th</sup> Grade English Teachers will have pre-identified all cohort 2024 students eligible to make sure they understand the testing schedule in advance.  Next Steps: Academic Advisors will notify eligible students by 12/12/2024 and share the school's remediation plan.

## 95% Participation Rate: Plan Template

**Team Members:** Principal, Assistant Principal (Testing Coordinator), Assistant Principal (Math), Math Department Chair, Math Teams, and members of the On-Time Graduation Team (OTGT)

**95% Participation Rate Data:** The participation rates of the 2023 cohort for the Math Standards of Learning assessment are:

All Students: 81%

Black Students: 82%

Economically Disadvantage Student: 85%

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

**Root Cause Analysis:** Overall, the root cause analysis indicates attendance as a factor. Of the students 21 students who did not test, 33% dropped out or got their GED. Another 33% of students had parent refusals and 6 or 29% Seven students did not take the test due to attendance related issues. attendance. Thus, I would contribute a portion of the cause to communication to parents and students and follow up with sending students for makeup SOL assessments contribute to the participation rate.

**SMART Goal Statement:** By the end of the 2023-2024 school year, we will increase our federal participation rate for the 2024 cohort on Math SOL Tests for all students from 81% to 95% and the following subgroups: Black students from 82% to 95%, and Economically Disadvantaged students from 85% to 95%.

**Student Measures:** 100% of eligible students in all cohorts, who have not completed required Math SOL tests, will be identified, and test in January and May.

**Staff Measures:** 100% of teachers will be aware of testing and make up schedule. In addition, counselors, graduation coaches and math teachers will receive a list of eligible students for testing. The team will complete a log sharing any attendance concerns with the Assistant Principal (Testing Coordinator), and OTG.

### Action Plan

Action Step	Start Date	End Date	Who is Responsible?	Budget Considerations
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Create a comprehensive system and improve the coordinated school effort of analyzing, tracking, monitoring Cohort Data, specifically making sure all students including Black, Economically student subgroups complete Math SOL tests in order to meet the federal participation rate in reading.	12/2023	6/2024	Principal and Assistant Principal (Testing Coordinator), Principal overseeing Math, Math Department Chair	Project Graduation Funds will be used for remediation and incentives.
Identify testing window early in the school year and communicate it to all stakeholders using multiple forms of communication (social media pages, school website, and parent link).	12/2023	6/2024	Principal and Assistant Principal (Testing Coordinator), Principal overseeing Math, Math Department Chair	Project Graduation Funds will be used for remediation and incentives.

**LEA Support: Describe how the LEA will support in implementing, monitoring, and evaluating these action steps.**

The District Testing Coordinator will work with the School Testing Coordinator on Virginia Rules document to make sure all students who have not taken Math SOLs are identified. Testing Coordinator and Academic Advisors 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.**

<b>Evidence of Progress (update monthly)</b>	<b>Impact and Next Steps</b>
December 4, 2023: Assistant Principal (Testing Coordinator) will print preliminary rosters of eligible students to take math SOL in January.	<p>Impact: Newsletters, social media accounts, and the school website will communicate the school’s testing schedule. The Assistant Principal (over testing) will work with the DDOT to set the testing schedule.</p> <p>Next Steps: Academic Advisors will notify eligibility students after updated Virginia Rules report received from School Testing Coordinator. Department Chairs and Lead teachers will receive an updated list of students eligible to take math SOLs.</p>