

Norfolk Public Schools  
Comprehensive School Improvement Plan 2023-2024

Name of School: Blair Middle School

School Division: Norfolk Public Schools

Area of Focus: Literacy

SMART Goal: For the 2023-2024 school year, student combined rate for all students in the area of reading will increase from 65.2% to 69%.

Essential Action/ Evidence-based Intervention/Research-based Strategy: Develop, implement, model, and monitor direct and explicit comprehension strategy instruction for all students.

☐ 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. Revise literacy block to ensure learning opportunities for scaffolded, on-grade reading and text comprehension, small group instruction, writing, and intervention.	School Leadership team Teachers	Daily	Curriculum Framework Pacing Guide Grade level Planning Document	Principal Assistant Principal Reading Specialist	Monthly			NPS Literacy Plan (Instruction)
2. Increase the focus on students being effective communicators and collaborators within and across all courses and content areas using technology and non-technology supports.	Teachers	Daily	Lexia SOL Growth assessments Formative assessments Unit Assessments	Principal Assistant Principal Reading Specialist	Monthly			Student excellence
3. Implement effective literacy and mathematics instruction and interventions by reviewing lesson plans and providing written feedback to	Teachers	Weekly	Lesson plans Lesson plan feedback form Formal and informal observations	Principal Assistant Principal Reading Specialist Department Chairs	Weekly			Student excellence

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teachers. (Academic Review)								
4. Utilize assessment and data-analysis protocols to facilitate identification of and intervention for students in need of intervention.	Teachers	Weekly	Data forms Lexia No red Ink reports Meeting minutes Student work samples	Principal Assistant Principal Reading Specialist Department Chairs	Weekly			NPS Literacy Plan (Intervention)
5. Implement Lexia Powerup in Reading Support classes.	Teachers	Daily	Lexia Data Student growth reports	Principal Assistant Principal Reading Specialist	Weekly			NPS Literacy Plan (Intervention)
6. Share NPS 14.2 Reading initiative with parents to increase reading opportunities for students outside of school and support lesson planning aligned to rigor of standards.	All staff	Monthly	Newsletters Social Media activity BlackBoard Connect	Principal Assistant Principal	Monthly			NPS Literacy Plan (Community Engagement)
7. Create and implement differentiated professional learning strands specific to instructional and non-instructional employee needs.	School leadership team	Monthly	Staff sign in sheet PD resources PD PowerPoints Staff surveys	Principal Assistant Principal	Monthly			Workforce
8. Create a peer observation schedule for teachers to observe other staff within their content and outside their content. (Academic Review)	School leadership team Teachers	Quarterly	Peer observation form Peer observation schedule	Principal Assistant Principal	Quarterly			
9. Organize community literacy events, such as literacy night, book fairs, and author visits, to promote a love for reading among students and their families.	Reading Specialist	Monthly	Event flyer Newsletters	Principal Assistant Principal Reading Specialist	Quarterly			Community
10.								



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Area of Focus: Math

**SMART Goal:** For the 2023-2024 school year, student combined rate for all students in the area of math will increase from 57.4% to 61%.

**Essential Action/ Evidence-based Intervention/Research-based Strategy:** Provide students with explicit and systematic instruction in problem solving using visual models.

☐ 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. Revise support block to ensure learning opportunities for scaffolded, small group instruction, and intervention.	School Leadership team Teachers	Daily	Curriculum Framework Pacing Guide Grade level Planning Document	Principal Assistant Principal	Monthly			NPS Literacy Plan (Instruction)
2. Increase the focus on students being effective communicators and collaborators within and across all courses and content areas using technology and non-technology supports.	Teachers	Daily	Edmentum SOL Growth assessments Formative assessments Unit Assessments	Principal Assistant Principal Reading Specialist	Monthly			Student excellence
3. Implement effective literacy and mathematics instruction and interventions by reviewing lesson plans and providing written feedback to teachers. (Academic Review)	Teachers	Weekly	Lesson plans Lesson plan feedback form Formal and informal observations	Principal Assistant Principal Reading Specialist Department Chairs	Weekly			Student excellence
4. Utilize assessment and data-analysis protocols to facilitate identification of and intervention for	Teachers	Weekly	Data forms Edmentum reports Meeting minutes Student work samples	Principal Assistant Principal Reading Specialist Department Chairs	Weekly			NPS Literacy Plan (Intervention)

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students in need of intervention.								
5. Implement Edmentum in Reading Support classes.	Teachers	Daily	Edmentum Data Student growth reports	Principal Assistant Principal	Weekly			NPS Literacy Plan (Intervention)
6. Create and implement differentiated professional learning strands specific to instructional and non-instructional employee needs.	School leadership team	Monthly	Staff sign in sheet PD resources PD PowerPoints Staff surveys	Principal Assistant Principal	Monthly			Workforce
7. Create a peer observation schedule for teachers to observe other staff within their content and outside their content. (Academic Review)	School leadership team Teachers	Quarterly	Peer observation form Peer observation schedule	Principal Assistant Principal	Quarterly			
8. Organize community math events to promote a love for math among students and their families.	Math teachers	Monthly	Event flyer Newsletters	Principal Assistant Principal	Quarterly			Community
9.								

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Area of Focus: Science

**SMART Goal:** For the 2023-2024 school year, student pass rate for all students in the area of science will increase from 63.3% to 67%.

**Essential Action/ Evidence-based Intervention/Research-based Strategy:** Provide students with explicit and systematic instruction in problem solving using visual models.

☐ 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. Increase the focus on students being effective communicators and collaborators within and across all courses and content areas using technology and non-technology supports.	Teachers	Daily	Edmentum SOL Growth assessments Formative assessments Unit Assessments	Principal Assistant Principal Reading Specialist	Monthly			Student excellence
2. Implement effective literacy and mathematics instruction and interventions by reviewing lesson plans and providing written feedback to teachers. (Academic Review)	Teachers	Weekly	Lesson plans Lesson plan feedback form Formal and informal observations	Principal Assistant Principal Reading Specialist Department Chairs	Weekly			Student excellence
3. Utilize assessment and data-analysis protocols to facilitate identification of and intervention for students in need of intervention.	Teachers	Weekly	Data forms Edmentum reports Meeting minutes Student work samples	Principal Assistant Principal Reading Specialist Department Chairs	Weekly			NPS Literacy Plan (Intervention)
4. Create and implement differentiated professional learning	School leadership team	Monthly	Staff sign in sheet PD resources PD PowerPoints Staff surveys	Principal Assistant Principal	Monthly			Workforce

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strands specific to instructional and non-instructional employee needs.								
5. Create a peer observation schedule for teachers to observe other staff within their content and outside their content. (Academic Review)	School leadership team Teachers	Quarterly	Peer observation form Peer observation schedule	Principal Assistant Principal	Quarterly			

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**Area of Focus: Student Engagement**

**SMART Goal:** By June 2024, maintain tier I status for chronic absenteeism while reducing the overall rate from 14.5% to 12%.

**Essential Action/ Evidence-based Intervention/Research-based Strategy:** Use the NPS Attendance framework to implement and progress monitor the continuum of supports to meet student needs with fidelity.

☐ Academic Review Finding

**Action Plan**

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1. Ensure all stakeholders have knowledge of key information and decisions and have a clear process to provide input.	All Staff	Monthly	Canvas logs Newsletters	Principal	Quarterly			Community
2. Expand opportunities for each student to actively participate in improving the climate and culture of the learning environment through clubs, and other activities outside of the school day	Teachers	Weekly	Student sign in logs Club forms	Deans	Monthly			Safety and Climate
3. Share NPS 14.2 Reading initiative with parents to increase reading opportunities for students outside of school and support lesson planning aligned to rigor of standards.	All staff	Monthly	Newsletters Social Media activity BlackBoard Connect	Principal Assistant Principal	Monthly			NPS Literacy Plan (Community Engagement)
4. Incorporate SEL (Social Emotional								



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Learning) into daily lessons								
5. Modify PBIS to promote positive behavior for staff and students to create a positive school climate and orderly environment.	PBIS Team	Monthly	Lesson plans PBIS plan Walkthrough data	Assistant Principal	Quarterly			
6.								
7.								
8.								
9.								
10.								