NET Academy CNA Executive Summary

Norfolk Public Schools

CONTINUOUS SCHOOL IMPROVEMENT PLAN FOR:

NET Academy
1260 Security Lane
Norfolk, Virginia 23502
(757) 892-3310
2024--2025

Principal: . <u>Dennis Otter</u>

Assistant Principal(s): . <u>**N/A**</u>

Stakeholder Input:
(Check all that apply.)

- ☒ Teachers
- ☒ Building Administrators
- ☒ Central Office Administrators
- ☒ Parents/Guardians
- ☒ Community Members
- ☒ Business Partners
- ☒ Others (specify): NJDC Staff Members

SCHOOL PROFILE/DEMOGRAPHIC INFORMATION

Model/Status for Most Recent School Year		Student Population Percentages	
Total Enrollment:	Average Daily Population is 40-45	Economically Disadvantaged:	Unknown
Attendance Rate:	90%	White:	8%
Graduation Rate:	NA	Black:	92%
Dropout Rate:	NA	Hispanic:	0
		Asian:	0
Accreditation Status:	NA	Other:	0
Title I Model: School-wide Program (SWP), Targeted Assistance (TA), Not Applicable (N/A)	NA	Students with Disabilities:	33 to 40%
		English Learners:	0
		Gifted:	5%

FACULTY/STAFF

Grade-level/ Content	Number of Teachers	Years of Experience by Content/Grade-level				New to School (for most recent SY)
		0-3 Years	4-7 Years	8-15 Years	>15 Years	
English/History Middle School	1			1		0
Special Education	1				1	0
Reading Specialists	1				1	0
Health/PE	1				1	0
Science/Math Middle School	1			1		0
High School Math	1				1	0
High School English	1		1			0
High School Science	1		1			1
ISAEP	1				1	1
High School History	1				1	0
Post Graduation	1				1	0
Transition Teacher	1				1	1
Total:	12	0	2	2	8	1

EXECUTIVE SUMMARY

In August of 2023, the teachers and staff at NET (Norfolk Educational Transition) Academy collaboratively identified 4 core values that serve as the focus of our work with NET Academy students. Since NET Academy serves students that are detained at Norfolk Juvenile Detention Center (NJDC), our core values reflect what will allow our students to be successful once they are released from NJDC to return to their home school. Our four values are academic growth, character development, collaboration with NJDC staff and personal responsibility. These values allow us to focus on our mission statement which is as follows:

Norfolk Educational Transition Academy (NET) will provide students with quality instruction through a continuum of educational programs that promote achievement, character, and the skills necessary to transition from the program with tools that enhance citizenship and life-long learning. We will provide a positive personal growth and learning experience, for all students in a safe, caring, and structured environment. We instill an appreciation for the contributions made by others-past and present. All resources are dedicated to preparing students for life-long success by addressing physical, emotional, academic, character and social development.

Our educational program at NET Academy is part of the state-operated educational programs (SOP) with the Virginia Department of Education. Due to our unique setting as an SOP, we follow the vision of the SOP which is a collaborative community that empowers each child academically, socially, and emotionally. Our student population consists of middle and high school students that have received court-ordered detention by a juvenile or circuit court judge. We have students that are registered in Norfolk Public Schools as well as students from other school districts. Since our student population changes constantly, we work to ensure that every student receives excellent instruction, accurate assessments and character education that will enable students to have a successful re-enrollment at their home school. The faculty and staff of NET Academy affirm through their daily interactions that each student is important, and each student should have the necessary tools to be successful upon release from NJDC, Department of Juvenile Justice (DJJ) or the Department of Corrections (DOC).

Instructional Overview

NET Academy serves middle and high school students. In addition, we have an Individual Student Alternative Educational Plan (ISAEP) program that provides focused instruction for students that are working towards their GED certificate. Students take the 4 core classes (Math, Science, English and Social Studies) in addition to Health/PE and Personal Finance classes. Students that struggle with reading and comprehension receive tutoring from our literacy coach. Students that have received a GED or high school diploma are enrolled in post-graduation classes that allow them to receive completion certificates in OSHA, Food Handler's policies, CPR/First Aid, Financial Literacy, Cybersecurity essentials, and interview skills. Students create a portfolio with the Together We Can Foundation. This foundation works with at-risk youth to prepare them for the workforce and more importantly provide them with a more optimistic outlook on their futures. The portfolio shows the students' ability in critical thinking, communication skills, human resource management and time management.

To meet the needs of our students with disabilities, we provide inclusion services in all classes. Teachers work collaboratively to plan assignments and activities for this group to be successful. Due to the daily change in class rosters, our special education teacher sends updates to all teachers by placing a paper copy in their teacher mailbox. The special education teacher is available to all staff members to address questions with the IEP (Individual Education Plan) or learning accommodations required for student success.

All students are following the NPS (Norfolk Public Schools) initiative of reading 14.2 minutes in every English class. Research supports that time spent reading is key to reading achievement and academic success. Anderson, Wilson, and Fielding (1988) found spent reading books outside of school predicted a student's reading performance. This data suggests that increasing the volume of reading in school should also become an instructional focus. Teachers in other core content classes have students read textbooks passages, primary/secondary sources, novels, and non-fiction passages to support our literacy initiative. We use researched-based strategies which support the findings that show the volume of independent silent reading students do in school is significantly related to gains in reading achievement (Swan. Coddington, & Guthrie, 2010; Garan & DeVoogd, 2008, Cunningham & Stanovich, 1997). We also provide students with the opportunity to take books back to their living quarters and read during after school hours.

Teachers at NET Academy attend multiple professional development sessions within the school, the division, and state-operated programs. Teachers receive PD (Professional Development) sessions throughout the year in general and then specific content areas. New teachers are assigned a mentor and meet with the mentor when needed. The mentor covers areas such as NJDC policies, evaluating data, creating effective lesson plans, best practices, and time management. The principal does multiple informal observations of new teachers to identify needs and to support the instructional development of the teachers.

Extended Learning Opportunities (Before, During, After School)

NET Academy creates a daily schedule that meets the individual needs of our students. For example, a recent ISAEP student needed 1 on 1 tutoring to pass the math part of the GED test to receive his GED certificate. The schedule was temporarily changed to allow the tutoring to take place and the math teacher was able to teach the basic concepts of geometry to this student. As a result, the student passed the math GED test and received his GED certificate. NET Academy's schedule is changed to meet the needs of other students that need tutoring. Due to NJDC policy, our instructional day must end at a specific time and teachers cannot meet with students after this time. Our instructional/class schedule maximizes teacher/student class time to support the needs of our students.

Areas of Strength

By the end of the 2023-24 school year, NET Academy had significantly increased the percentage of ISAEP students receiving their GED certificate after being at NET Academy a minimum of 90 days. For the 2023-24 school year, nineteen students received their GED prior to being released from NJDC or sent to the Department of Juvenile Justice or to the Department of Corrections. The increase in the pass rate was accomplished by creating small groups of instruction in the specific content areas

with the licensed content teacher. Teachers used the individual student success plan for each student and to focus on the areas of concern. Students are assigned practice tests which is an accurate indicator of student success of the student on the GED test. Most of the teachers have been at NET Academy for several years and understand the social and emotional needs of the students. Character education is mandated by the SOP of the VDOE (Virginia Department of Education), so students receive high quality character enrichment for 45 minutes every day (12:15 to 1 p.m.). We have partnered with Grace Bible Church which provides volunteers to support our character education program. The volunteers also assist in tutoring when needed. The church provides us with financial support to provide incentives for our students. Students have responded positively to this incentive program which focuses on literacy achievement.

Our focus for the 2024-25 school year is an awareness of teaching to students that have experienced trauma. Due to our environment where students are held in detention, there are many things students experience that teachers must be aware of to effectively meet the emotional needs of our students. The quantitative evidence to support our success in our focus area can be found in the 2021 Virginia School Survey of Climate and Working Conditions. According to the report, students' answer to the question, 'When you feel sad or hopeless, are there adults that you can turn to for help?' showed that NET Academy was 16% points above the division average and 12% points above the state average. This evidence demonstrates that our staff provides a positive and caring support system for our students.

We have used pre-service week in 2022 and 2023 to focus on implementing effective research-based strategies in all content areas. Early release days are for teachers to collaboratively evaluate the data and identify the strengths and weaknesses of each student. Students in middle and high school classes are successful in all content areas and the re-enrollment process is strictly followed as to allow students to be successful upon their release. Teachers take part in professional development sessions given by state operated programs during the school year. Some of the topics consist of the following:

- Following the PBIS (Positive Behavior Interventions and Supports) matrix that the school created during the 2023-24 academic year.
- Study of Marzano's most effective teaching strategies for at-risk students.
- Creating effective summative assessments that are aligned with the curriculums.
- Generating a schedule to allow teachers time to evaluate data and implement interventions into their lesson plans.
- Our staff will read two books to support professional learning during the 2024-25 SY. **The Knowledge Gap** by Natalie Wexler and **Creating Cultures of Thinking** by Ron Ritchhart.

Areas of Concern

NET Academy has straightforward evidence to support student success. The following areas need more development to ensure continuous growth in our staff and students. The following areas will be our focus:

- Continue to grow the diversity of our books in the media center as well as teachers' classrooms. The high school English teacher has ordered over a hundred books for his class and created a system where students can take the books back to their living quarters.
- Continued evaluation of formative and summative assessments to drive effective instruction and interventions.
- Use the literacy coach to identify Tier 2 and 3 students and maximize instructional time with them to improve their reading and comprehension skills.
- Continued focus on maintaining a culturally responsive climate through professional development.
- Continued focus on implementing effective research-based teaching strategies.
- Use data for STAR Reading and Math to drive our instruction for new students entering NET Academy.