

family engagement.

Norfolk Public Schools Comprehensive School Improvement Plan 2023-2024

Ruffner School (3-8) School Division: Norfolk Public Schools Name of School: Area of Focus: English (Reading & Writing) SMART Goal: By June of 2023, we will increase the pass rate for all students in English (reading & writing combined) to 80% and reduce the achievement gap for SWD (students with disabilities), economically disadvantaged, and black students by 15% respectively as measured by the Virginia Standards of Learning assessments. XX Academic Review Finding Essential Action/ Evidence-based Intervention/Research-based Strategy: Provide direct and explicit vocabulary instruction and writing across the curriculum instruction to implement the written, taught, and tested curriculum with clear objectives in every classroom, every day, for every student. 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, and tested curriculum framework in writing and delivering aligned lessons that include clear learning objectives that include conditions, behaviors, and criteria. Monitor the implementation of the written, taught, and tested curriculum by focusing on evidence-based feedback using coaching questions to support teachers on alignment to the Standards of Learning Curriculum Framework in both content and cognition. Consistently monitor and provide evidence-based feedback on implementation of professional development to teachers with an explicit focus on student learning outcomes. Adjust existing practices, programs, and strategies as needed to focus on analyzing assessment data to ensure alignment, attainment, and proficiency on the Virginia Standards of Learning with a specific focus on all student groups. **Action Plan Action Steps** Position(s) **Implementation** Evidence/ Position(s) Monitoring Title I Alignment to Budget (Place in sequential order) Responsible for Frequency **Artifacts:** Responsible for Frequency (Title I, SIG, NPS Measurable One must be related to Implementation Strategic Plan **Implementation** Monitoring other Objective



and Impact

funding

sources)

Goal (name goal)



	for all								
1.	•		September	Observation	Principal	Quarterly	SIG, Title I	Literacy (MO1)	Accountability
	monitor and	Reading Specialist	2023-June 2024	schedule	Assistant				
	provide	District Level		Informal	Principal				
	evidence-based			Walkthroughs	Sr. Coordinator				
	feedback on	Instructional		Formal					
	implementation	Coach		observations					
	of professional	Department Chair		observations					
	development to								
	teachers with an	Administration							
	explicit focus on	Deans of Students							
	student learning outcomes. (AR)								
	outcomes. (AK)								
2.	Develop and		September	Lesson planning	Principal	Biweekly	SIG, Title I	Literacy (MO1)	Accountabilit
	implement a		2023-June 2024	protocol that					
	plan to provide			supports	Assistant				
	written feedback			alignment to the written, taught,	Principal				
	to teachers on	Instructional		and tested					
	the planning and	Leadership Team		curriculum	Title 1				
	delivery of	(ILT)			Interventionist				
	aligned lessons			Collaborative					
	within daily			Planning Guides	Deans of				
	instruction	Administration			Students				
	(connecting all classroom			Administration					
	activities to the			Lesson Plan	Reading				
	aligned			Feedback Log	Specialist				
				1	1	1	1	1	1
	~			RMS Lesson Plan					
	objective/s). (AR)			RMS Lesson Plan Feedback Form					





	for all								
3.	Monitor the		September	Observation	Principal	Weekly	SIG, Title I	Literacy (MO1)	Accountability
	implementation		2023-June 2024	schedule					
	of the written,			Informal	Asst. Principal				
	taught, and			Walkthroughs	•				
	tested				Deans of				
	curriculum			Formal	Students				
	framework in	Instructional		observations					
	writing and	Leadership Team							
	delivering				Department				
	aligned lessons	Administration			Chairs				
	that include clear								
	learning								
	objectives that								
	include								
	conditions,								
	behaviors, and								
	criteria. (AR)								
			6			M/s sleb :	CIC TILL	(2.404)	
4.	Ensure students	Teachers	September	Lesson Plans	Title 1 Teachers	Weekly	SIG, Title I	Literacy (MO1)	Literacy
	have enough		2023-June 2024	(NPS Templates)					
	opportunities	University		Charles A NAV a sele	Reading				
	each day to use	Instructors		Student Work Samples	Specialists				
	new vocabulary	Reading		Samples					
	in a variety of	Specialists		Supplemental	District				
	contexts through	Specialists		program student	Instructional				
	activities like	Title 1 Teacher		reports	Coach				
	discussion,			-1					
	writing, and	ILT							
	extended	Part Time Tutors							
	reading.	Tare fille facois							
5.	Monitor student		September	STAR Reports	Principal	Monthly	SIG, Title I	Literacy (MO1)	Accountability
	progress weekly	Teachers	2023-June 2024	Lexia and iLit					
	•	1	1	Reports	İ	I	1	1	1





	excellence for all		<u> </u>	<u> </u>					
	formative	Reading Specialist		Intervention	Assistant				
	assessments and	Title Land by		Plans	Principal				
	quarterly using	Title I teacher							
	STAR universal			STAR DATA	District				
	screener and				Instructional				
	next steps for				Coach				
	intervention								
					Reading				
					Specialist				
					Title 1 Teachers				
			September	Observation	Principal	Weekly	SIG, Title I	Literacy (MO1)	Accountabil
6.	Monitor the		2023-June 2024	schedule					
٠.	implementation				Asst. Principals				
	of the written,			Informal					
	taught, and			walkthroughs	Deans of				
	tested	Principal		utilizing the NPS Instructional	Students				
	curriculum by			Walk-Through					
	focusing on	Assistant		Document					
	evidence-based	Principals							
	feedback using	District		Utilization of the					
	coaching	Instructional		"Six Steps for					
	questions to	Coach		Effective					
	support teachers	Coacii		Feedback					
	on alignment to	Reading Specialist		Process" in					
	the Standards of			conjunction					
	Learning			w/the NPS					
	Curriculum			protocol					
	Framework in			Formal					
	both content and			observations					
	cognition. (AR)								
				Six Step Protocol					
		1	1	1	1	1	1	İ	1





	forall		September 2023-June 2024	Intervention Plans	Administration	Weekly	SIG, Title I	Literacy (MO1)	Literacy
7.	Implement the intervention literacy block daily with fidelity to ensure direct instruction of identified student needs from progress monitoring.	Teachers University Instructors Title I teacher Reading Specialist Part Time Tutors		Informal walkthroughs utilizing the NPS Instructional Walk-Through Document Supplemental program Student Reports Intervention bell framework	Sr. Coordinator of English Reading Specialist District Level Instructional Coach				
8.	Provide parents with information on and offer workshops on Parent Vue to monitor grades to increase parental awareness of academic standing & importance of school attendance.	Family Engagement Specialist	September 2023-June 2024	Information Documentation Workshop Agendas	Principal Assistant Principal Attendance Tech	Monthly	SIG, Title I	Literacy (MO1) Family Engagement (MO4)	Accountability & Attendance





9.	Adjust existing		September	Data Team	Principal	Monthly	SIG, Title I	Literacy (MO1)	Accountability
	practices,		2023-June 2024	Minutes					
	programs, and strategies as needed to focus on analyzing assessment data to ensure alignment, attainment, and proficiency on the Virginia Standards of Learning with a specific focus on all student groups. (AR)	Teachers ILT District Instructional Coach Title 1 Math Coach	2023-Julie 2024	Collaborative Planning Guides Administration Lesson Plan Feedback Log RMS Lesson Plan Feedback Form	Assistant Principals Deans of Students				





Name of School: Ruffner School (3-8)

School Division: Norfolk Public Schools

Area of Focus: Mathematics (Numeracy)

SMART Goal: By June of 2024, we will increase the pass rate in math to 75% for all students, increase the participation rate of SWD to 95%, and reduce the achievement gap for SWD, economically disadvantaged, and black students by 15%, respectively as measured by the Virginia Standards of Learning assessments.

Essential Action /Research-based Strategy/Evidence-based Intervention: Implement and monitor a process to review and provide feedback and guidance to teachers to ensure lessons & lesson delivery contains explicit (modeling) & systematic instruction and engages students in the mathematics process goal with problem solving.

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, and tested curriculum framework in writing and delivering aligned lessons that include clear learning objectives that include conditions, behaviors, and criteria.

Monitor the implementation of the written, taught, and tested curriculum by focusing on evidence-based feedback using coaching questions to support teachers on alignment to the Standards of Learning Curriculum Framework in both content and cognition.

Consistently monitor and provide evidence-based feedback on implementation of professional development to teachers with an explicit focus on student learning outcomes.

Adjust existing practices, programs, and strategies as needed to focus on analyzing assessment data to ensure alignment, attainment, and proficiency on the Virginia Standards of Learning with a specific focus on all student groups.

XX 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)					
Screen all students quarterly using STAR Math to determine areas of need for support to	Math Teachers Instructional Coach	September 2023-June 2024	STAR Reports Department Agendas Edmentum Data	Department Chair	Bi-Weekly	SIG, Title I	Math (MO2)	Accountability					





students and				STAR Data	Assistant				
professional					Principal				
development.									
2. Consiste monitor provide evidence feedback impleme of profes developme teachers explicit foutcome	e-based k on entation ssional ment to s with an focus on learning	Title 1 Math Coach Department Chair Administration Deans of Students	September 2023-June 2024	Observation schedule Informal walkthroughs Formal observations	Principal Assistant Principal Sr. Coordinator	Quarterly	SIG, Title I	Math (MO2)	Accountability
3. Develop impleme plan to p written f to teache the plans delivery aligned le within da instruction (connect classroom activities aligned	ent a provide feedback ners on ining and of lessons aily ion ting all	Instructional Leadership Team (ILT) Administration	September 2023-June 2024	Lesson planning protocol that supports alignment to the written, taught, and tested curriculum Collaborative Planning Guides Administration Lesson Plan Feedback Log	Principal Assistant Principal Math Department Chair Title 1 Math Instructional Coach	Bi Weekly	SIG, Title I	Math (MO2)	Accountability





	objective/s).			RMS Lesson Plan					
	(AR)			Feedback Form					
4.	Monitor the implementation of the written, taught, and tested curriculum framework in writing and delivering aligned lessons that include clear learning objectives that include conditions, behaviors, and criteria. (AR)	Instructional Leadership Team Administration District Instructional Coach Title 1 Math Coach Title 1 Teacher	September 2023-June 2024	Observation schedule Informal walkthroughs Formal observations	Principal Asst. Principals Deans of Students Department Chairs	Weekly	SIG, Title I	Math (MO2)	Accountability & Literacy
5.	Monitor the implementation of the written, taught, and tested curriculum by focusing on evidence-based feedback using coaching questions to support teachers	Department Chair Administrators Title I Teacher Title I Math Coach District Instructional Coach	September 2023-June 2024	Observation schedule Informal walkthroughs utilizing the NPS Instructional Walk-Through Document Utilization of the "Six Steps for Effective	Principal Assistant Principals Deans of Students Title 1 Math Coach District Instructional Coach	Weekly	SIG, Title I	Math (MO2)	Accountability





	for all								
6.	on alignment to the Standards of Learning Curriculum Framework in both content and cognition. (AR)		September	Feedback Process" in conjunction w/the NPS protocol Formal observations Six Step Protocol Informal walkthroughs &	Principal	Bi-weekly	SIG, Title I	Math (MO2)	Literacy &
0.	implement, and monitor a mathematics block structure to include direct instruction and modeling, differentiated small group instruction, and use of on-line instructional programs to meet the needs of all students.	Teachers University Instructors Department Chair District Instructional Coach Title 1 Math Coach Part Time Tutors	2022-June 2023	Formal observations Edmentum Data Edmentum Skill Data	Assistant Principals Deans of Students District Instructional Coach Title 1 Math Coach				Accountability
7.	Implement the intervention numeracy block daily with fidelity to ensure direct	Teachers University Instructors Title 1 Math	September 2022-June 2023	Intervention Plans	Administration Sr. Coordinator of Mathematics	Weekly	SIG, Title I	Math (MO2)	Literacy





	for all								
	instruction of identified student needs from progress monitoring.	Coach Part Time Math Tutors Title 1 Math Teacher		Informal walkthroughs & feedback data Formal observations Edmentum Data Edmentum Skill Data	Department Chair District Level Instructional Coach Title 1 Math Coach				
8.	Provide parents with information on and offer workshop on Parent Vue to monitor grades to increase parental awareness of academic standing & the importance of daily attendance.	Family Engagement Specialist	September 2023-June 2024	Information Documentation Workshop Agendas	Principal Assistant Principal Family Engagement Specialist	Monthly	SIG, Title I	Math (MO2) Family Engagement (MO4)	Accountability & Attendance
9.	Adjust existing practices, programs, and strategies as needed to focus on analyzing assessment data	Teachers ILT District Instructional Coach	December 2022-June 2023	Data Team Minutes Collaborative Planning Guides	Principal Assistant Principal Deans of Students	Monthly	SIG, Title I	Math (MO2)	Accountability





to ensure	Title 1 Math	Administration			
alignment,	Coach	<u>Lesson Plan</u>			
attainment, and proficiency on the Virginia	Title 1 Math Teacher	RMS Lesson Plan			
Standards of Learning with a specific focus on all student		<u>Feedback Form</u>			
groups. (AR)					



Name of School: Ruffner School (3-8) School Division: Norfolk Public Schools

Area of Focus: Science

SMART Goal: : By June of 2024, we will increase the pass rate to 75% for all students talking the Science Standards of Learning Assessment.

Essential Action/ Evidence-based Intervention/Research-based Strategy: Implement and monitor a process to review and provide feedback and guidance to teachers to ensure lessons & lesson delivery contains explicit & systematic instruction and engages students in The 5E Instructional Model for Scientific Inquiry.

XX Academic Review Finding

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, and tested curriculum framework in writing and delivering aligned lessons that include clear learning objectives that include conditions, behaviors, and criteria.

Monitor the implementation of the written, taught, and tested curriculum by focusing on evidence-based feedback using coaching questions to support teachers on alignment to the Standards of Learning Curriculum Framework in both content and cognition.

Consistently monitor and provide evidence-based feedback on implementation of professional development to teachers with an explicit focus on student learning outcomes.

Adjust existing practices, programs, and strategies as needed to focus on analyzing assessment data to ensure alignment, attainment, and proficiency on the Virginia Standards of Learning with a specific focus on all student groups.

Action Plan Position(s) Evidence/ Position(s) Title I **Action Steps Implementation** Monitoring Budget Alignment to (Place in sequential order) Responsible for Frequency **Artifacts:** Responsible for Frequency (Title I. SIG. NPS Measurable One must be related to **Implementation** Implementation Monitoring other Strategic Plan Objective and Impact funding Goal (name goal) family engagement. sources) Quarterly SIG, Title I Science (MO3) Accountability 1. Consistently September Observation Principal Reading Specialist schedule monitor and 2023-June 2024 District Level provide Instructional evidence-based





				,		1	1	T	,
feedback o		oach		Informal	Assistant				
implement	D0	epartment Chair		Walkthroughs	Principals				
of professi	IOHai	epartifierit Chair							
developme	Λu	lministration		Formal	Sr. Coordinator				
teachers w	_			observations					
explicit foo	000 011	eans of Students							
student lea	~								
outcomes.	. (AR)								
2. Develop ar	nd		September	Lesson planning	Principal	Biweekly	SIG, Title I	Science (MO3)	Accountability
implement	t a		2023-June 2024	protocol that					
plan to pro	ovide			supports	Assistant				
written fee				alignment to the	Principal				
to teacher	s on Ins	structional		written, taught, and tested					
the planni	ng and Lea	adership Team		curriculum	Title 1				
delivery of	f (IL	Т)		curriculum	Interventionist				
aligned les	ssons			<u>Collaborative</u>					
within dail	ly			Planning Guides	Deans of				
instruction	n Ad	lministration		<u></u>	Students				
(connectin	ng all			Administration					
classroom				Lesson Plan	Reading				
activities t	o the			Feedback Log	Specialist				
aligned					Specialise				
objective/	s).			RMS Lesson Plan					
(AR)				<u>Feedback Form</u>					
3. Monitor th	1115	structional	September	Observation	Principal	Weekly	SIG, Title I	Science (MO3)	Accountability
implement	I Lea	adership Team	2023-June 2024	schedule					
of the writ	tten,			Informal	Asst. Principal				
taught, an	d Ad	lministration		Walkthroughs					
tested									





	excellence								
	curriculum			Formal	Deans of				
	framework in			observations	Students				
	writing and								
	delivering				Department				
	aligned lessons				Chairs				
	that include clear								
	learning								
	objectives that								
	include								
	conditions,								
	behaviors, and								
	criteria. (AR)								
				Lesson Plans	Department	Weekly	SIG, Title I	Science (MO3)	Literacy
					Chair			, ,	,
			September	Lesson Plan					
			2023-June 2024	Feedback	District				
4.	Incorporation of	Teachers			Instructional				
	inquiry-based	reachers		Classroom	Coach				
	activities that are	Department Chair		Observations					
	structured	I to be a south of			Dean of				
	around the 5E	University Instructor Tutor		Walkthroughs	Students				
	Learning Cycle	instructor rutor							
					Principal				
					Assistant				
					Principal				
		Principal	September	Observation	Principal	Weekly	SIG, Title I	Science (MO3)	Accountability
5.	Monitor the		2023-June 2024	schedule					
	implementation	Assistant			Asst. Principals				
	of the written,	Principals		Informal					
	taught, and	District		walkthroughs					
	tested	טואווכו		utilizing the NPS					





	for all								
	curriculum by	Instructional		Instructional	Deans of				
	focusing on	Coach		Walk-Through	Students				
	evidence-based			Document					
	feedback using								
	coaching			Utilization of the					
	questions to			"Six Steps for					
	support teachers			Effective					
	on alignment to			Feedback					
	the Standards of			Process" in					
	Learning			conjunction w/the NPS					
	Curriculum			protocol					
	Framework in			ρισιστοί					
	both content and			Formal					
	cognition. (AR)			observations					
	cognition. (AK)			ODSCI VALIOIIS					
				Six Step Protocol					
6.	Provide parents		September	Information	Principal	Monthly	SIG, Title I	Science (MO3)	Accountability
0.	with information		2023-June 2024	Documentation	Timelpai	IVIOITETITY	Sid, fille i	Science (MOS)	& Attendance
	on and offer		2025-Julie 2024	Doddineritation	Assistant			Family	& Attenuance
					Principal			Engagement	
	workshops on			Workshop	Attendance Tech			(MO4)	
	Parent Vue to			Agendas	7.000.100.100				
	monitor grades	Family		J					
	to increase	Engagement							
	parental	Specialist							
	awareness of								
	academic								
	standing &								
	importance of								
	school								
	attendance.								
_	Adi a a a a a a		September	Data Team	Principal	Monthly	SIG, Title I	Science (MO3)	Accountability
/.	Adjust existing	Teachers	2023-June 2024	Minutes	Timeipai		313, 11001	Science (IVIOS)	, iccountability
	practices,		2020 30110 2024						





strategies as needed to focus District District District Collaborative Planning Guides Principals	
needed to focus District Planning Guides	
on analyzing Instructional Deans of	
assessment data Coacii Administration Students Students	
to ensure Lesson Plan	
alignment, Title 1 Math Feedback Log Coach Coa	
attainment, and RMS Lesson Plan	
proficiency on Feedback Form	
the Virginia	
Standards of Stand	
Learning with a	
specific focus on	
all student	
groups. (AR)	

