

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 NPS Strategic Plan 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. | | | | | | | | |

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

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|---|--|--------------------------|---|---|----------------------|--|------------------------------|--|
| 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 | | | |

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. | | | | | | | | |