Lucille Nesom Literacy Plan
2023-2024
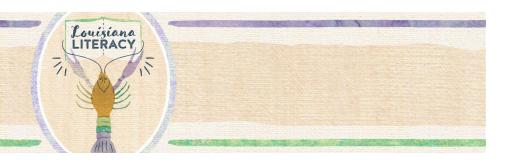
Lucille Nesom Memorial School

Dr. Samantha M. Austin

Mrs. Melissa Stilley, Superintendent

LOUISIANA'S LITERACY PILLARS

LITERACY GOALS

EXPLICIT INSTRUCTION, INTERVENTIONS, & EXTENSIONS

ONGOING PROFESSIONAL GROWTH

FAMILIES

A foundation of **EQUITY** across all literacy practices ensures opportunities and access for every learner every day.

Section 1a: Literacy Vision and Mission Statement

Guiding Questions:
1. What is your school's focus and mindset around literacy?
2. What is your primary, overarching goal and expected or intended outcomes for your school around literacy?
3. Is your vision and mission statement inclusive of all leaders, teachers, students, and families?

Literacy Vision	*Lucille Nesom Memorial School, in partnership with families and community, will provide every student with high quality curriculum and instruction to acquire the literacy skills and abilities to reach their full potential.*
Literacy Mission Statement	*Lucille Nesom Memorial School will provide every student a high-quality education and pathway to success by giving them every opportunity possible to develop their reading, writing, speaking, and listening skills so that students may cultivate the tools necessary for a happy and successful life.*

Section 1b: Goals	
Goal 1 (Student-Focused)	*Students:* ● *will enter kindergarten ready according to state assessment measures.* ● *will achieve mastery at third and eighth grades according to state assessment measures.* ● *with disabilities and students of color will increase in attaining mastery or above on state literacy assessments.*
Goal 2 (Teacher-Focused)	*Teachers will:* ● *implement Tier I, high-quality Reading/ELA curriculum and assessments aligned to Louisiana State Standards.* ● *provide additional time for, and intensity of instruction/intervention for struggling learners in the foundations of reading and language using research-based materials and programs.* ● *utilize provided scheduled times for collaborative planning to improve the use of evidenced-based practices to meet the literacy needs of all students.* ● *use literacy screening, formative, and summative assessment data to monitor students' progress and inform instruction.*
Goal 3 (Program-Focused)	*Lucille Nesom Memorial School will:* ● *promote a positive school culture in which all teachers are responsible for and equipped to deliver effective literacy instruction.* ● *ensure that our school implements a comprehensive literacy assessment plan that includes valid and reliable assessment tools used for different purposes at different times during the school year.* ● *ensure that school-level personnel will closely monitor students' literacy learning progress and provide timely and ample support based on identified needs.* ● *provide support and coaching to teachers for the implementation of high-quality literacy instructional resources (CKLA Reading Foundations, Wit and Wisdom Literature, ELA Guidebooks).* ● *provide job-embedded professional learning opportunities for teachers focused on high-quality literacy instructional resources.* ● *expand opportunities for parents and families to be engaged in their children's literacy development through school-based and district activities.* ● *Engage families in providing literacy supports for their children by providing them with strategies and resources compiled from educators, families, and advocates across Louisiana*

Section 1c: Literacy Team

Member	Role
Dr. Samantha Austin	Principal
TBA	Assistant Principal
Melissa Ryan	Elementary Supervisor of Curriculum
TBA	Curriculum Facilitator
Melissa Timberlake	K-2 ELA Content Leader
Justin Moton	3rd -5th ELA Content LEAD
Jennifer Payne	6th -8th ELA Content Leader
Ashley Inzinna	Reading Interventionist K-2nd grade
Jeannette Bounds	Reading Interventionist 3rd -8th
Angela Showers	Special Education Lead Teacher
Centrel Washington	Family Member
Ge'Courean Booker	Student Member

Team members will Participate in team meetings to do the following:

- *Review 23-24 literacy assessment data including BOY, MOY and EOY assessment data (DIBELS, iReady Diagnostics and Progress Monitoring, ELA Guidebook Unit Progress Monitoring, LEAP Assessments) and propose action steps. (Date TBD)*
- *Monitor literacy achievement data*
- *Collaborate on updates of Local Literacy Plan initiatives and actions*
- *Participate in school-level Instructional Literacy Leadership Team meetings.*
- *Collaborate to create literacy instructional support and coaching plans in response to data.*
- *create, monitor, and update school-wide literacy plans for improvement of implementation of high-quality curriculum.*
- *Provide feedback and support for teachers around literacy instruction.*

Meeting Schedules		
Date & Type of Meeting (Leadership, Collaboration, Planning, etc.)	*Frequency of Meetings (Weekly, Monthly, etc.)*	*Topic(s)*
Leadership Team Meetings	*Weekly*	Tier 1 Curriculums; Interventions, Annotations for subgroups; Goal-setting; Data Analysis
Collaboration and Planning	*Weekly*	Examine student work, participate in job-embedded professional learning, and plan for instruction by annotating high-quality Tier I curriculum lesson plans to address students' learning needs, participate in job-embedded professional learning; promote communication;
Grade Level Meetings	*Weekly*	Review student data, share learning experiences with students, review classroom management strategies that enable teachers to engage all students, compare behavior and academic data between teachers/subjects; differentiating instruction for all learners; progress monitoring
Special Education Meetings	*Weekly*	Review ELA data by special education sub group, discuss strategies that allow teachers to better meet the needs of their sped students; targeting subgroups; differentiating instruction for all learners; progress monitoring; ensuring accommodations are met; team/co- teaching
Student/Parent Meetings	*Monthly*	Review data/progress with students/parents - review ideas for more parental involvement and brainstorm ways families can help with literacy at home.
Literacy Team Meeting	*Monthly*	Create and monitor the comprehensive literacy plan, set goals for literacy in the school, examine student data, discuss issues related to teaching and implementation, assess the needs, organize professional learning opportunities, promote communication, monitor and adapt the school literacy plan as needed.

Section 2: Complete the Action Plan for Explicit Instruction, Interventions, and Extensions
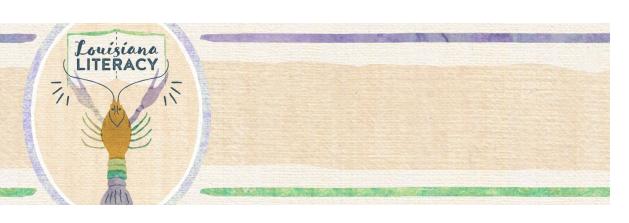
Guiding Questions:

1. For each specific plan and activity around literacy, what is/are your:
   - action steps?
   - timeline?
   - person(s) responsible?
   - resources?
   - alignment to literacy goal(s)?
   - evidence of success?

2. When implementing literacy curriculum and assessments, how are you ensuring:
   - alignment to current research on foundations of reading and language and literacy?
   - cultural responsiveness?
   - connections across content areas?

3. When utilizing literacy screeners, what are your plans for:
   - deciding which components will be measured in each grade band or subgroup?
   - how often screeners are administered?
   - progress monitoring?
   - screening and supporting students in upper grades effectively?

4. When planning for and providing literacy interventions for struggling readers and writers, are you including specifications for:
   - students with dyslexia?
   - the EL population?
   - special education students?
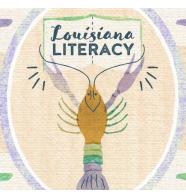   - cultural and dialectical sensitivity?

The action plan table on the next page can be used to plan out specific action steps related to literacy goals.

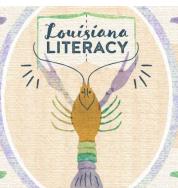| Goal	Timeline	Action Steps	Person(s) Responsible	Resources	Evidence of Success
2, 3	June 1 - June 30	Review prior year data to establish school goals.	Principal & Literacy Team Members	Literacy screeners; LEAP scores	Students and subgroups demonstrate growth in year-to-year data.
2, 3	July 1 - July 31	Review 2023 LEAP data	ILT Members	2023 LEAP scores	Students and subgroups demonstrate growth in year-to-year data.
3	August 1-31	● Hold School System Literacy Team meeting ● Communicate Local Literacy/School Literacy Plans ● Use data to identify intervention groups	School Leadership Team; Literacy Team	Local (District) Literacy Plan School Literacy Plan	● Agenda and sign-in sheet ● Post School Literacy Plan on webpage, discuss at Open House, share plan with Faculty and Staff ● completed intervention groups
2, 3	August, 2023	Review Lesson Planning/Annotation Expectations	Principal/ILT Members	Expectation Guidelines	● BOY Literacy Screener Data ● K-3 individual reading plans ● Agenda and sign-in sheet

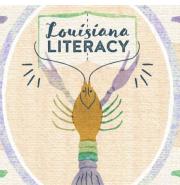|				
1, 2, 3	August 1 - Sept. 30	BOY screeners for K - 8th graders	ILT; classroom teachers	DIBELS & iReady	• BOY Literacy Screener Data • K-3 individual reading plans • Agenda and sign-in sheet
1, 3	October 2-31	• Develop Teacher Student Learning Targets • Hold School System Literacy Team meeting • Support teachers in providing them with information on evidence-based literacy strategies and where they exist in their curriculums • Analyze beginning of the year literacy screener and diagnostic data • Plan for how we will use progress monitoring data to adjust intervention groups	School Leadership Team; Literacy Team	Evidence-based literacy strategies; ELA curriculums; BOY Screener Data; plan for adjusting intervention groups	• Teacher SLTs • Agenda and sign-in sheet • Collaboration and Job-embedded PD agendas and sign-in sheets • Plan for adjusting intervention groups based off of the data
1, 2, 3	**Oct. - Dec.**	**Review Dibels & iReady data from BOY. Create class groups.**	School Leadership Team; Literacy Team	Evidence-based literacy strategies; ELA curriculums; BOY Screener Data; plan for adjusting intervention groups	• Teacher SLTs • Agenda and sign-in sheet • Collaboration and Job-embedded PD agendas and sign-in sheets

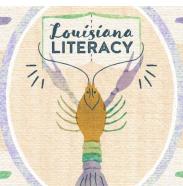|					
					• Plan for adjusting intervention groups based off of the data
1, 2, 3	Oct - Dec.	Progress Monitor every 3 weeks, adjust groups and instruction to meet student needs.	Classroom Teachers	DIBELS, iReady & Guidebook lessons	• Agenda and sign-in sheet • Collaboration and Job-embedded PD agendas and sign-in sheets
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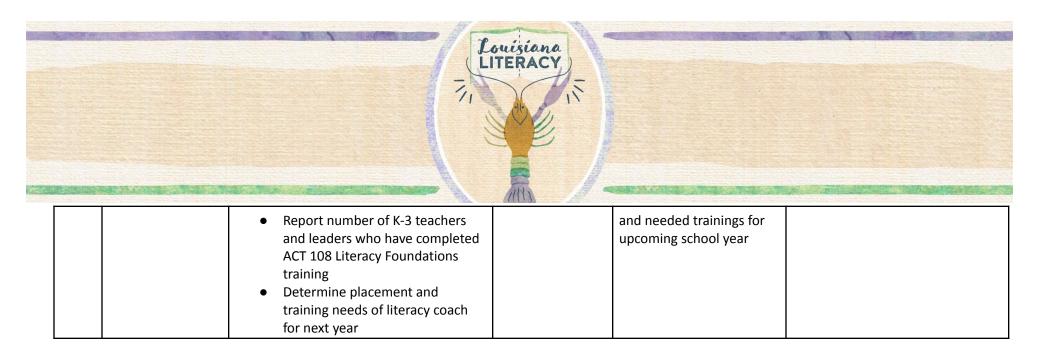|				
1, 2, 3	Oct. - Dec.	Review Dibels & iReady data from BOY. Create class groups.	School Leadership Team; Literacy Team	Evidence-based literacy strategies; ELA curriculums; BOY Screener Data; plan for adjusting intervention groups	• Teacher SLTs • Agenda and sign-in sheet • Collaboration and Job-embedded PD agendas and sign-in sheets • Plan for adjusting intervention groups based off of the data
1, 2, 3	Oct - Dec.	Progress Monitor every 3 weeks, adjust groups and instruction to meet student needs.	Classroom Teachers	DIBELS, iReady & Guidebook lessons	• Agenda and sign-in sheet • Collaboration and Job-embedded PD agendas and sign-in sheets
2, 3	November 1-30	• Hold School System Literacy Team meeting • Use progress monitoring data to adjust intervention groups • Provide coaching support and feedback to teachers based on observations	School Leadership Team; Literacy Team	Progress Monitoring data to adjust intervention groups; Teacher Observation Feedback	• Agenda and sign-in sheet • Plan for adjusting intervention groups based on Core lessons • Oncourse coaching forms and EEPASS observation data
2, 3	December 1-22	• Hold School Literacy Team meeting • Use progress monitoring data to adjust intervention groups •	School Leadership Team	Progress Monitoring data to adjust intervention groups; Teacher Observation Feedback	• Agenda and sign-in sheet • Readjusted plan for adjusting intervention groups based off of the data

					● Oncourse coaching forms
2, 3	January 8-31	● **Plan and administer MOY literacy screening measures and literacy interim assessments** ● Progress monitor Teacher Student Learning Targets ● Hold School System Literacy Team meeting	School Leadership Team	MOY Literacy Screeners; Progress Monitoring data to adjust intervention groups	● MOY Literacy Screener Data ● Plan showing how we are continuing to meet the Teacher Student Learning Targets ● Agenda and sign in sheet
1, 3	February 1-29	● Hold School Literacy Team meeting ● Based on mid-year screening data, assess progress towards initial literacy goals. ● Communicate to families the progress students are making toward their individual literacy goals.	School Leadership Team; Literacy Team	MOY Screener data; BOY screener data; Plan for communicating student progress to parents	● Agenda and sign-in sheet ● Literacy Goals Progression Report ● Family letter
2, 3	March 1-29	● Hold School Literacy Team meeting ● Use progress monitoring data to adjust intervention groups	School Leadership Team	Progress Monitoring data to adjust intervention groups; Teacher Observation Feedback; Literacy Foundations training update data	● Agenda and sign-in sheet ● Readjusted plan for adjusting intervention groups based off of the data ● Oncourse coaching forms

		● Continue providing coaching support and feedback to teachers based on observations ● Monitor progress of Literacy Foundations training for all K-3 teachers and leaders			● Checklist of teachers and leaders who have completed Literacy Foundations training
2, 3	April 1-30	● Hold School Literacy Team meeting ● **Plan and administer EOY literacy screening measures and literacy interim assessments** ● Use progress monitoring data to adjust intervention groups ● Continue providing coaching support and feedback to teachers based on observations ● Begin planning for summer opportunities for students to accelerate literacy development		EOY Literacy Screeners; Progress Monitoring data to adjust intervention groups; Teacher Observation Feedback; Plan for summer opportunities	● Agenda and sign-in sheet ● Readjusted plan for adjusting intervention groups based off of the data ● Oncourse coaching forms
1, 2, 3	May 1-24	● Hold School System Literacy Team meeting ● Review and analyze early literacy screener EOY data to set goals for next year	School Leadership Team; Literacy Team	EOY Literacy screener data; list of teachers and leaders who completed ACT 108 Literacy Foundations training; Literacy Coach placement	● EOY Literacy Screener Data ● K-3 individual reading plans ● Agenda and sign-in sheet

		• Report number of K-3 teachers and leaders who have completed ACT 108 Literacy Foundations training • Determine placement and training needs of literacy coach for next year		and needed trainings for upcoming school year	

Section 3: Ongoing Professional Growth

Guiding Questions:
1. On what are you basing your professional development needs? Are you considering:
   - ■ teacher performance data
   - ■ student performance data
   - ■ observation cycles
   - ■ teacher background knowledge and experience levels
2. When planning opportunities for ongoing professional growth for leaders and teachers, are you including plans for:
   - ■ ongoing training and support?
   - ■ coaching?
   - ■ various types of PD offerings?
   - ■ by whom, when, and how PD will be provided?
   - ■ PD specific to foundations of reading and language and literacy?
   - ■ PD on high-quality interactions (such as CLASS® for birth-grade 2)?
   - ■ monitoring the implementation and effectiveness of professional development?
   - ■ tailoring opportunities to individual needs of teachers?

Potential PD Planning

Month/Date (When can PD be scheduled throughout the school year?)	Topics (What topics are most needed and should be covered and/or prioritized?)	Attendees (Who would benefit most from this PD? Consider also who can redeliver to other teachers/faculty.)
July/ 2023	Non-Negotiables Handbook Review/Protocols Classroom Protocols Classroom Management BOY Testing	All Teachers Delivered by Admin, CC, Teacher Leaders
August / 2023	Lesson planning Expectations Data Based Annotations	All teachers Delivered by ILT Members

District Learning Community Walkthroughs August 2023-May 2024	District Instructional Leadership Teams (ILT) visit schools to observe, monitor literacy instruction, and provide feedback to school leaders and teachers.	Nesom Supervisors and Network Team, Nesom Administrators and ILT Members
May 30 -June 1, 2023	Teacher Leader Summit - a variety of sessions on ELA Guidebook, MClass, engaging students in ELA	Admin/teacher leaders
June 6-9, 2023	Grades 3-5 ELA Guidebook Training	All 3-5 teachers
June 15th or 20th, 2023 or July 6, 2023	Tools to increase readability & increase comprehension.	Admin/teachers
June 21st or 28th or July 6th or 26th, 2023	Strategies & methods to enhance your classroom learning environment - learning to build strong relationships with students and encouraging them to take ownership of their own learning.	Admin/teachers
June 27, 2023	Using Data to Monitor Student Success through Multiple Measures - You can look at the correlation between progress monitoring and state assessments This data can help you and setting and monitoring student literacy growth goals as well as getting to know your students better through ELA data chats.	Admin/teachers
July 24-28, 2023	**New Teacher Orientation** (Teachers New to TPSS) **Day 1** July 24 -All New Teachers will attend **Day 2** July25-Ancillary/Science/SS/Pre-K/SPED **Day 3** July 26-Math (All Grades) **Day 4** July 27-ELA (All Grades) **Day 5** July 28- ELA K-2 Teachers new to the content area may be invited also on specific days.	New Teachers
July 31, 2023	PreK Curriculum Training - Tier I Curriculum Implementation Training	Admin & PreK teachers
August 2, 2023	PreK updates: Pre-K teachers and paras will participate in a morning session with the Pre-K Team to review program updates and	Prek Teachers

	instructional focus priorities. For the afternoon teachers and paras will schedule testing appointments for Pre-K children and participate in a Zoom meeting with Heggerty from 1:00-2:30. Cameras must be on with the participant in full view and engaged in the session in order to receive the stipend.	
August 4, 2023	Unique Learning System - Teachers of the significant disabilities population will gain access to the Unique Learning System Curriculum. It is the only online comprehensive, modified curriculum designed specifically for special learners. Teachers (subscribers) will have access to a customized web-based assessment and progress monitoring tool. Teachers will be able to create learning profiles for each student which will allow them to develop individualized learning paths for each student.	Special Education Teachers
August 7th & 9th, 2023	School Level PD: Non-Negotiables, Handbook Review/Protocols, Classroom Protocols, Classroom Management, BOY Testing, review of Instructional Expectations	All Teachers Delivered by Admin, CC, & Teacher Leaders
August 2023	DIBELS 8 Training	Teachers
Weekly PLC (Collaboration) Meetings Ongoing September-May	Curriculum Coach and teachers meet to examine student work, participate in job-embedded professional learning, and plan for instruction by annotating high-quality Tier I curriculum lesson plans to address students' learning needs.	Teachers
Ongoing September-May	**Learning Community Walkthroughs-**Instructional Leadership Team (ILT) members visit classrooms to observe, monitor literacy instruction, and provide feedback to teachers.	Nesom Leadership Team

TBA- (December - March)	**K-2 CKLA Individual School On-Site Literacy Coaching-**An Amplify facilitator will conduct a site visit with learning community members. Activities will include, but are not limited to: lesson observation and debriefing, grade-level planning, and leadership consultation for creating an annual coaching plan to support effective program implementation.	Content Leaders, Literacy Coaches and Assistant Principals, Lead Teachers
Ongoing September-May	**The Bailey Group Education Training-**assist teachers with planning and supporting the areas below. ● Build instructional strategies to content areas ● Strengthen student engagement ● Enhance instruction for EL students ● Create successful language service plans	Teachers Principal Assistant Principals Reading Interventionist Curriculum Coach EL Teacher

Section 4: Family Engagement Around Literacy

Guiding Questions:
1. To improve family engagement around literacy, how are you:
   - including families in focus groups and other discussions with teachers, students, and leaders around:
     - specific programs to address the school's mission?
     - families' concerns about literacy achievement?
     - students' attitudes toward reading and writing?
     - teachers' beliefs about student literacy and learning?
   - providing ongoing support and communication to families?
   - considering diverse families and their specific needs or challenges in regards to communication, technology, transportation, etc.?
   - using communication methods that accommodate all families?
2. How are you working directly with community partners to:
   - engage families and the community?
   - invest in the literacy of our youth?
   - improve access to resources?

3. What resources and tools are you sharing with families and community partners to enhance literacy?

Month/Date	Activity	Accessibility Opportunities	Community Partners
August, 2023	Family Orientation	Parents and Students meet teachers and learn classroom/instructional expectations for the year Review of SWP and School Literacy Plan and discuss celebrations of student achievement throughout the year.	Parents/Guardians, Teacher, ILT; Paraprofessionals;Streamliner
September 2023	Family Literacy Engagement Survey	Paper copies to send home to parents; digital link placed on school webpage	parents, teachers, ILT team; para professionals;
September, 2023	Open House	Parents review instructional expectations with teachers and learn the progress of their child's classes.	Parents Parish Library
October, 2023	Literacy Trunk or Treat	All students are encouraged to participate during Trunk or Treat where they will dress up as their favorite book character. Students will also be encouraged to read their book and create a pumpkin character.	Students, parents, faculty
November, 2023	Reading under the Stars Book Fair	Book linked on school webpage; parents send a picture of student watching movie to teacher	parents, teachers, ILT team; para professionals;
January, 2024	Kicking the Year off with Literacy - Literacy Progress Chats with parents and	Open to all parents and guardians; will be held on school campus	Streamliner, Principals, School Leaders

	celebrations	Students will be celebrated for their literacy achievements.	
February, 2024	LEAP Testing Night	Open to all parents and guardians; will be held on school campus Students will be celebrated for their literacy achievements.	Students, Parents, teachers,
March, 2024	Literacy Night in honor of National Reading Month	Parents/students participate in a variety of engaging literacy activities.	Parents Parish Library Community Members
May, 2024	Student Led Conferences and celebrations	Parents/students participate in a variety of activities where students lead conversations/activities that center around literacy. Students will be celebrated for their literacy achievements.	Students, Parents, teachers,

Section 5: Alignment to other Initiatives

Guiding Questions:
1. To successfully implement, communicate, and monitor this literacy plan, what are some other school initiatives and plans to which you should be sure to connect? Consider:
    - School Improvement Plan
    - Early childhood programs
    - Cross-curricular connections
    - Community programs
    - Alignment across schools within the system

Initiative Alignment		
Other Programs/Initiatives	*Connecting to Literacy*	*Plan to Monitor/Evidence of Success*
School Intervention Plan (SIP)	*The school wide plan will include literacy initiatives and goals.*	*The ILT will monitor the SWP monthly. Monthly review of District Progress Monitoring Data/ EOY Literacy Assessment and DIBELS Literacy Screener/i-Ready student data/ELA LEAP results*
School Improvement Plan	K-2 ELA Goal	Students demonstrate growth in CKLA and Wit & Wisdom Assessments.
ILT Long Range Plan	*Assess students and review student literacy data*	*Agendas, sign-in sheets*
Collaboration Long Range Plan	*adjust plans or lessons based on student data*	*Agendas, sign-in sheets; adjusted plans or lessons*
After-School Tutoring	ELA Goal	Students demonstrate growth in CKLA and Wit & Wisdom and Guidebook Assessments.
Eureka 2.0	Math Goal CKLA, Guidebooks	Students demonstrate growth in problem solving through strategies of read, draw, write.
Phd Science	Embedded Literacy Strategies	Students demonstrate growth on district Benchmark assessments and LEAP assessment.
Social Studies	Wit & Wisdom Embedded Literacy Strategies in new Social Studies Curriculum	Students demonstrate growth on Wit & Wisdom Assessments and DBQ's.
iREADY	ELA Goal/SLT's	Students demonstrate growth on MOY and EOY iREADY assessments

Section 6: Communicating the Plan

Guiding Questions:
1. What are the implementation expectations for schools?
    - Will schools have school-based literacy teams?
2. How will district-level personnel support schools in meeting those expectations?
3. How will you communicate the plan to families and community members?
4. How will you communicate the progress being made throughout the school year?
5. How will you ensure ongoing monitoring and implementation of this plan at the school-level?
    - Will you hold quarterly meetings?
    - Will you report on progress monitoring of the plan components and goals?

Communication Plan

Stakeholder Group	Plan for Communicating	Timeline
Teachers	Weekly PLC(Collaboration Meetings); Quarterly Faculty Meetings *Job-embedded PDs, collaboration meetings and grade level planning*	Ongoing-August 2023-May 2024
Parents	Class Dojo; Flyers; Social Media; JCAMPUS E-mails and automated call; *Meet & Greet Open House; Every 9 Weeks at Parent/Teacher Conferences*	Ongoing-August 2023-May 2024
Community Members	Nesom School Website; social media; PTA Meeting held once a month. *EOY meeting.*	Ongoing-August 2023-May 2024
District Level Personnel	*Review results with Literacy Coach and administration*	*September, January, May*
Literacy Team	*Quarterly Job-embedded Team meetings*	*October, December, March, May*
Student(s)	*Review results from the BOY, MOY, and EOY literacy screener assessments*	*September, January, May*

Review the School System Literacy Roadmap for recommended timelines for action steps to promote literacy.

For additional guidance and resources, visit the Louisiana Literacy's webpage, Literacy Library, or email louisianaliteracy@la.gov. *Updated A 2022*