

2025-2027

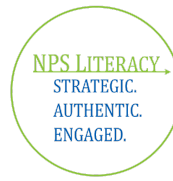
Norfolk Public Schools

Division Literacy Plan



Norfolk Public Schools
The cornerstone of a proudly diverse community

DIVISION LITERACY PLAN



DIVISION CONTACT INFORMATION

School Division: **Norfolk Public Schools | nps.k12.com**

Interim Superintendent: **James Pohl | jpohl@nps.k12.va.us**

Local School Board Chair: **Sarah E. DiCalogero | sarah.dicalogero@nps.k12.va.us**

Division VLA Lead: **Lisa Nash | lnash@nps.k12.va.us**

Local Board Presentation Date for Division Comprehensive Plan: **08/02/2023 & 7/10/2024**

SECTION ONE: PLANNING FOR COMPREHENSIVE COMMUNICATION

Directions: Describe the division literacy vision and when and how the vision will be communicated with all stakeholders to be certain that all members of the community understand what progress towards this vision looks like as the VLA is implemented. Stakeholder groups may include parents, teachers, community members and other groups who have an interest in evidence-based literacy instruction in the division.

School Division Literacy Vision

The vision of NPS Literacy is to facilitate **strategic, authentic, and engaging** literacy instruction to develop college and career ready learners who are able to **read, write, communicate and think critically** in a global society.

Strategic:

- Promote an equitable, systematic literacy framework as the foundation of a successful reading and writing program.
- Foster a rigorous curriculum that ensures every student experiences high quality literacy instruction.
- Deliver explicit, data-driven, differentiated reading and writing instruction that is rooted in scientific research.

Authentic:

- Motivate students by building relationships and making reading and writing personally meaningful.
- Facilitate learning experiences that honor diversity and reflect culturally relevant instruction through reading, writing, and research.
- Challenge students with complex, diverse texts that engage minds, capture attention, and evoke emotions.

Engaged:

- Cultivate classrooms where students are actively engaged in reading and writing.
- Utilize authentic tasks, student choice, and collaboration as keys to active engagement.
- Provide learning experiences where students read, write, communicate, and think critically in every classroom, in every school, everyday - no exceptions.

Events to Date		
Stakeholder Group	Timeline	Plan for Communicating
School Principals & Assistant Principals	August 2, 2023	School Leadership Institute: Professional Development for School Administrators
School Board & Community Stakeholders	August 2, 2023	Division Literacy Plan Presentation at School Board Meeting
Community Stakeholders	August 3, 2023	Connecting for Students Community Summit Conference
Elementary and Secondary Reading Specialists	August 9 & 15, 2023	Reading Specialist Retreat
Division Instructional Coaches	September 8, 2023	Monthly Meeting
Family Engagement Specialists, Parents and Community Stakeholders	September 28, 2023	VLA and Division Literacy Plan presentation to Division-Wide Family Engagement Committee
Learning Support (Special Education Teachers)	October 11 & 13, 2023	Special Education Cluster Meeting
Community Stakeholders	November 16, 2023	NPS Literacy: Supporting ALL Students' Literacy Achievement Zoom Event
School Principals & Assistant Principals <i>Purpose: Provide updates on the VLA implementation work</i>	December 2023 & January 2024	Professional Development for School Administrators

Events to Date		
Stakeholder Group	Timeline	Plan for Communicating
All Elementary Teachers <i>Purpose: Provide an introduction to the VLA.</i>	January 22, 2024	Division-Wide Professional Development Day
School Board	July 9-10, 2024	VLA and Division Literacy Plan Updates at School Board Retreat
School Principals & Assistant Principals	July 29-30, 2024	School Leadership Institute: Professional Development Sessions for School Administrators
Elementary and Secondary Reading Specialists	August 1, 2024	Reading Specialist Retreat
Newly Hired ELA Teachers	August 6-8, 2024	New Teacher Institute
Teachers (including SPED, ESL, and GRT)	August 13, 2024	Division-Wide Professional Development Session
Parents, Caregivers, Community Stakeholders	September 2024	NPS Literacy: Supporting ALL Students' Literacy Achievement Zoom Event
Elementary and Secondary Reading Specialists <i>Purpose: Build capacity and provide coaching and support to the VLA implementation work</i>	Monthly Meetings	Professional learning and structured group conversations and collaboration
Building Administrators <i>Purpose: Build capacity, set expectations, and provide support to VLA implementation work</i>	Monthly Meetings	Professional learning and structured group conversations during monthly Principal and AP meetings
Parents, Caregivers, Students	September-December 2024	School-Level Literacy Night Events
All Stakeholders	Monthly	A section of the Superintendent's newsletter is dedicated to Literacy and connects readers to the NPS Literacy Plan website

Upcoming Events		
Stakeholder Group	Timeline	Plan for Communicating
School Board	TBD	VLA and Division Literacy Plan Updates
School Principals & Assistant Principals	July 2025 July 2026	School Leadership Institute: Professional Development Sessions for School Administrators
Elementary and Secondary Reading Specialists	July 2025 July 2026	Reading Specialist & Department Chair Retreat
Newly Hired ELA Teachers	August 2025 August 2026	New Teacher Institute
Teachers (including SPED, ESL, and GRT)	August 2025 August 2026	Division-Wide Professional Development Session
Parents, Caregivers, Community Stakeholders	September 2025 September 2026	NPS Literacy: Supporting ALL Students' Literacy Achievement Zoom Event
Family Engagement Specialists, Parents and Community Stakeholders	September 2025 September 2026	VLA and Division Literacy Plan presentation to Division-Wide Family Engagement Committee
Elementary and Secondary Reading Specialists <i>Purpose: Build capacity and provide coaching and support to the VLA implementation work</i>	Monthly Meetings	Professional learning and structured group conversations and collaboration
Building Administrators <i>Purpose: Build capacity, set expectations, and provide support to VLA implementation work</i>	Monthly Meetings	Professional learning and structured group conversations during monthly Principal and AP meetings
Building Administrators <i>Purpose: Collaboratively analyze progress monitoring data</i>	Monthly School-Level Data Meetings	Celebrate progress and confirm priority next steps based on <i>Student Assessment</i> and <i>Division Level Progress</i> monitoring data
Central Administration <i>Purpose: Provide VLA & ELA Office updates to Elementary, Middle, and High School Executive Directors</i>	Monthly Meetings	Celebrate progress and confirm priority next steps based on

		<i>Student Assessment and Division Level Progress</i> monitoring data
Parents, Caregivers, Students	September–December 2025 September–December 2026	School–Level Literacy Night Events
All Stakeholders	Monthly	A section of the Superintendent’s newsletter is dedicated to Literacy and connects readers to the NPS Literacy Plan
Building Administrators and Teachers (including SPED, ESL, and GRT)	Monthly	English Office newsletter to provide VLA and ELA Office updates and highlight celebrations based on assessment data and classroom observations

Norfolk Public Schools’ Literacy Plan was thoughtfully developed and released in July 2023, ahead of the requirements set forth by the Virginia Department of Education. This proactive initiative underscores Norfolk’s commitment to fostering a robust literacy environment for all students. The NPS Literacy Plan serves as a comprehensive guide, detailing the division's literacy vision and ensuring alignment with the Virginia Literacy Act.

This Literacy Plan outlines evidence-based literacy instruction, assessment, and intervention strategies that are critical for supporting educators and enhancing student learning outcomes.

Please explore all facets of our Literacy Plan, which is accessible on the division's dedicated [Literacy Plan website](#). This resource is designed to support educators, students, and families in understanding and achieving Norfolk Public School’s literacy goals.

SECTION TWO: SELECTING HIGH-QUALITY INSTRUCTIONAL MATERIALS

Directions: List below the HQIM selected from the Virginia Board of Education approved list for each of the following tiers and populations. Instructional resources for special populations may be the same as those for general education. If a resource material is different for special populations, indicate which population is receiving the resource. More than one resource per division may be utilized with the school and/or grade level indicated in the chart below. Divisions **may only use** the approved instructional components of selected Board approved supplemental and intervention materials. (Example: Core (K-5): General Education: Approved Program 1, Special Populations: Approved Program 1).

	General Education	Special Populations (ELL, Gifted, SWD)
Core (K-5):	<i>Benchmark Advance (K-5)</i>	ELL, Gifted, SWD: <i>Benchmark Advance (K-5)</i>
Core (6-8)	<i>SAVVAS myPerspectives</i>	ELL, Gifted, SWD: <i>SAVVAS myPerspectives</i>
Supplemental Instruction (K-5):	Flyleaf Publishing, Emergent Reader (K-2) Scholastic, Ready4Reading, 1st Edition (K-2) Zaner-Bloser, The Superkids Foundational Skills Kit (K only)	ELL, Gifted, SWD: Flyleaf Publishing, Emergent Reader (K-2) Scholastic, Ready4Reading, 1st Edition (K-2) Zaner-Bloser, The Superkids Foundational Skills Kit (K only) Gifted: Junior Great Books 3-5; Jacob's Ladder; William and Mary Navigators
Supplemental Instruction (6-8)	Newsela NoRedInk	ELL, Gifted, SWD: Newsela, NoRedInk Gifted: Junior Great Books, Scholastic Scope
Intervention (K-5):	<i>Lexia Core5 (K-5)</i> <i>SIPPS (K-5)</i> <i>Benchmark Phonics Intervention (K-3)</i>	ELL, Gifted, SWD: <i>Lexia Core5 (K-5)</i> <i>SIPPS (K-5)</i> <i>Benchmark Phonics Intervention (K-3)</i>
Intervention (6-8)	<i>Lexia PowerUp Literacy</i> <i>SIPPS</i>	ELL, Gifted, SWD: <i>Lexia PowerUp Literacy</i> <i>SIPPS</i>

SECTION THREE: ENSURING VIRGINIA LITERACY ACT EVIDENCE-BASED READING RESEARCH TRAINING

Directions: List below the evidence-based reading research training that will be utilized in the division. Include name of training, who will attend each training, and when the training will be provided. Consider how training extends beyond the core literacy instructors in the division. List each training topic separately. Add a description of each training below the chart in the space provided.

Events to Date		
Name Of Training	Target Audience	Date/Year
LETRS (Volume 1)	Elementary Reading Specialists, core area teachers, ESL teachers, and special education teachers	Offerings began - August 2019 - ongoing
Benchmark Advance Orientation Training	K-2 Teachers (including SPED, ESL, GRT, and Core)	June 4-6, 2024
Benchmark Advance Training	K-2 Teachers (including SPED, ESL, GRT, and Core)	August 13, 2024
VDOE Online Modules Canvas Course	K-3 Reading Specialists	August 2023-June 2024
VDOE Online Modules Canvas Course	New K-3 Reading Specialists & all 4-8 Reading Specialists	September 2024-June 2025
VDOE Online Modules Canvas Course	K-5 Teachers	June 2024-June 2025
VDOE Online Modules Canvas Course	6-8 ELA Teachers	September 2024-June 2025
VDOE Online Modules Canvas Course	6-8 Content Teachers	September 2024-June 2025
Communities of Practice (Support for Completion of VDOE Online Modules)	Core Area Teachers	Monthly September 2024-April 2025
Implementation of HQIM & EBLI in ELA classrooms	Building-Level Administrators	Monthly September 2024-May 2025
Implementation of HQIM & EBLI in ELA classrooms	Elementary Reading Specialists and Secondary Reading Specialists and Department Chairs	Monthly August 2024-May 2025
Power Planning Sessions: Implementation of HQIM & EBLI in unit planning (Division-Wide Professional Learning Days)	ELA content, ESL, SPED, GRT	August 30, 2024 October 28, 2024 January 17, 2025 March 21, 2025

Upcoming Events			
Name Of Training	Target Audience	Date/Year	
LETRS (Volume 1)	Elementary Reading Specialists, core area teachers, ESL teachers, and special education teachers	Offerings began - August 2019 - ongoing	
VDOE Online Modules Canvas Course	New K-3 Reading Specialists & all 4-8 Reading Specialists	September 2025-June 2026 September 2026-June 2027	
VDOE Online Modules Canvas Course	K-5 Teachers	September 2025-June 2026 September 2026-June 2027	
VDOE Online Modules Canvas Course	6-8 ELA Teachers	September 2025-June 2026 September 2026-June 2027	
VDOE Online Modules Canvas Course	6-8 Content Teachers	September 2025-June 2026 September 2026-June 2027	
Communities of Practice (Support for Completion of VDOE Online Modules)	Core Area Teachers	Monthly	
Benchmark Advance	K-5 teachers new to Norfolk Public Schools	August 2025: New Teacher Institute Sept. 2025	August 2026: New Teacher Institute Sept. 2026
Lexia Core 5	Elementary Administrators	July 2025 July 2026	
Lexia Core 5	K-5 Teachers (including SPED, ESL, GRT, and Core)	Ongoing	
Lexia PowerUp	Middle School Administrators	July 2025 July 2026	
Lexia PowerUp	6-8 Teachers (including ELA, SPED, ESL, GRT)	Ongoing	
SAVVAS <i>myPerspectives</i>	Secondary teachers new to Norfolk Public Schools (including ELA, SPED, ESL, GRT)	Aug. 2025: New Teacher Institute Sept. 2025	Aug. 2026: New Teacher Institute Sept. 2026
Implementation of HQIM & EBLI in ELA classrooms	Building-Level Administrators	Monthly	
Implementation of HQIM & EBLI in ELA classrooms	Elementary Reading Specialists, Secondary Reading Specialists and Department Chairs	Monthly	
Power Planning Sessions: Implementation of HQIM & EBLI in unit planning (Division-Wide Professional Learning Days)	ELA, ESL, SPED, GRT	Aug. 2025 Oct. 2025 Jan. 2026 Mar. 2026	Aug. 2026 Oct. 2026 Jan. 2027 Mar. 2027

Virginia Literacy Partnerships Canvas Courses offer professional development on Science Based Reading Research and Evidence Based Literacy Instruction to K-8 teachers.

- NPS English Office will facilitate monthly *Communities of Practice* zoom sessions to support teachers as they complete required VLP Canvas Course modules.
- NPS English Office will offer professional development and collaboratively plan with school administrators during monthly principal and assistant principal meetings.
- NPS English office will provide replicable professional development on HQIM and EBLI to elementary reading specialists and secondary reading specialists/department chairs to promote implementation with fidelity at school, grade, and teacher levels.
- All Core Area, ESL, Gifted, and Special Education Teachers will participate in structured collaborative unit planning sessions focused on implementing High-Quality Instructional Materials (HQIM) and Evidence-Based Literacy Instruction (EBLI).
- For more detailed information on the division's ongoing professional development offerings, visit the [NPS Literacy Plan Professional Development](#) page of the NPS Literacy Plan website.

Please describe what additional training will be provided for educators on adopted curricular materials and when this training will occur.

- Ongoing, all newly-hired K-8 teachers (including ELA, SPED, gifted, and ESL) will receive training on adopted HQIM as they join Norfolk Public Schools.

SECTION FOUR: MONITORING STUDENT ASSESSMENT AND PROGRESS

Directions: List below the student assessments, screeners, and diagnostic tools that will be utilized in the division. Include how often these tools will be used. Screeners associated with Board approved materials may be listed as “TBD” until final approvals are complete.

Assessment	How Often	Person(s) Responsible For Administration
Virginia Language & Literacy Screening System (VALLSS) (K-8)	Beginning, Middle, and End-of-Year	Division ELA Coordinators, School Reading Specialists, Classroom Teachers, Assessment, Research & Accountability (ARA)
STAR Reading (3-8)	Beginning, Middle, and End-of-Year	ARA, Principals, Classroom Teachers
English SOL Growth & EOC (3-8)	Beginning, Middle, and End-of-Year	ARA, Principals, Classroom Teachers
Division Unit Assessments (K-8)	Conclusion of each unit	ARA, Principals, Classroom Teachers

- The NPS Literacy Plan includes yearly growth measures tied to the division’s strategic plan. Visit the [NPS Literacy Plan Action Steps](#) page of the NPS Literacy Plan website to learn more about the division’s work to promote literacy and increase student achievement.

SECTION FIVE: ASSESSING DIVISION LEVEL PROGRESS

Directions: Provide below the progress monitoring tools and resources utilized to monitor literacy progress in the division, who is responsible, and how often monitoring will occur.

Progress Monitoring Tool	Person(S) Responsible for Administration	How Often
Division Unit Assessments (K-8)	Division ELA Coordinators	Monthly
Lexia Progress Monitoring (K-5: Core5; 6-8: PowerUp)	Division ELA Coordinators, School Reading Specialists	Weekly
Classroom Walkthroughs (K-8)	Principals, Division ELA Coordinators	Weekly
Collaborative Planning Sessions (K-8)	Principals, Division ELA Coordinators, School Reading Specialists, Secondary ELA Department Chairs, Division Teacher Specialists	Weekly
School-Level Data Meetings (K-8)	Executive Directors, Division ELA Coordinators, School Principals	Monthly

SECTION SIX: ENGAGING PARENTS, CAREGIVERS, AND COMMUNITY

Directions: Complete the chart including information regarding parent and community engagement.

Describe your plan to involve parents and caregivers in the development and implementation of the Student Reading Plans based on diagnostic screener results.

- K-8 Reading specialists will serve as key points of contact for parents and caregiver involvement in the development of student reading plans.
- K-8 Reading specialists will be provided monthly support and guidance as they meet with parents and caregivers in the development of student reading plans.
- Schools will provide individual student data from assessments to parents and caregivers so they can understand how their child is performing in reading. If applicable, this correspondence will include information on student reading plans and an invitation to contribute to their development.
- Schools will identify calendar days designated for reading specialist-parent/caregiver meetings focusing on the development and implementation of student reading plans.
- The NPS Literacy plan provides information to parents and caregivers to help them interpret and better [understand assessment results](#).

Describe your plan to build successful school, parent, caregiver, and community partnerships especially in relation to literacy development.

- NPS Department of Early Learning and Title I hosts quarterly Division-Wide Family Engagement Meetings, and a literacy sub-committee creates opportunities for collaboration and feedback.
- All NPS schools host Literacy Nights to inform parents of the NPS Literacy Plan and resources available to students and families to support literacy achievement at school and home.
- The Superintendent's monthly newsletter devotes a section to literacy, with an emphasis on book access and activities/resources available to families to celebrate and promote reading and literacy at home.
- In partnership with *All District Reads*, the *All Norfolk Reads* literacy initiative fosters a love of reading, promotes literacy development, and strengthens connections between schools, parents, caregivers, and the community through collective participation and discussion around the selected books.
- Norfolk Public Schools collaborates with Norfolk Public Libraries to promote family literacy events and provide NPS families with access to books and literacy resources. This partnership includes community reading events, a book review contest, library visits, and family literacy workshops, supporting literacy development at home.
- The NPS Literacy plan has a section dedicated to [sharing resources with families](#) to support literacy development outside of school. Additionally, the plan also explains the division's efforts to support [literacy across content areas](#).
- To foster a [community of readers and writers](#), the NPS Literacy plan is frequently updated to share resources, activities, and events that unite stakeholders in support of literacy achievement.

Per the Virginia Literacy Act, each local school board shall post, maintain, and update as necessary on each school board's website a copy of its division-wide literacy plan and the job description and contact information for any reading specialist employed by such school division pursuant to subsection G of [§ 22.1-253.13:2](#) and for any dyslexia specialist employed by such school division. The Department shall post each division-wide literacy plan on its website.

Provide the link to where the division-wide literacy plan will be housed on your school division website:

<https://www.npsk12.com/Page/22182>

DIVISION LITERACY PLAN CERTIFICATION

We certify that the information reported in the division literacy plan is accurate. This information includes:

- Section One: Planning for Comprehensive Communication
- Section Two: Selecting High-Quality Instructional Materials
- Section Three: Ensuring Virginia Literacy Act Evidence-Based Reading Research Training
- Section Four: Monitoring Student Assessment and Progress
- Section Five: Assessing Division Level Progress
- Section Six: Engaging Parents, Caregivers, and Community



Division Superintendent/
Authorized Designee Signature

James Pohl

Print Name

6/17/2025

Date