



Regional Program Improvement Plan

Inspire 2025: A Promise for Progress

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If you require an accessible version or a printed copy of a Continuous School Improvement Plan, please contact the principal. [All principal contacts are located here.](#)

School Year: 2023-2024

School: Northwestern Regional Educational Programs

Program Director: Dr. Tabitha L. Reeves

SBO Liaison -Angie White and Linda Farringer

NREP School Improvement team:

Roy Martin-Senior Teacher (Lead Goal #1)

Amy Strosnider-Lead Teacher

Allyson Gillispie-Specials Representative

Adrienne Stewart-Related Staff Representative

Dr. Suzy, School Psychologist (Lead Goal # 3)

Mary Legrys-School Age Programs Representative

Dr. Jeanette Monteith-ECSE Representative

Scott Laing-SSO (Lead Goal # 4)

Mr. Jay Campbell-Asst. Program Director

Chris Ryder-Classified Staff Representative

Lisa Taylor-Office Representative

Brandy Bennett- BCBA/Behavior Specialist (Lead Goal # 2)

Scott Laing-Instructional Assistant Representative

Jennifer Floyd-PBIS Representative

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School Vision statement:

A school community where caring relationships, social-emotional development, and authentic learning inspire all students.

School Mission Statement:

NREP serves Frederick County Public Schools, Winchester City Public Schools, and Clarke County Public Schools. We are dedicated to a community that nurtures students to realize their dreams and aspirations through meaningful and engaging learning experiences. We provide intensive social-emotional support and social skills training and have a collective responsibility for cultivating continuous personal growth while providing a positive, safe, and respectful learning environment that will produce lifelong learners who become valued members of their community.

Community Meeting Dates (quarterly):

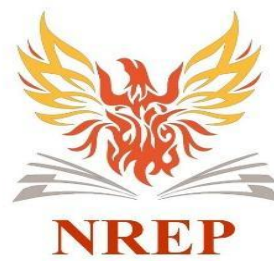
August 29 and 31st, 2023, at 6 pm;

November 8, 2023, at 6 pm;

February 6, 2024, at 6 pm

April 9, 2024, at 6 pm

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We are committed to Continuous Improvement.

Plan-Do-Study-Act

Why? Our students, teachers, and community deserve a meaningful and engaging learning experience. Our families deserve a school system that fosters innovative ideas that challenge conventional thinking so learners can realize their dreams and aspirations. To accomplish this, we have to be committed to continuous improvement.

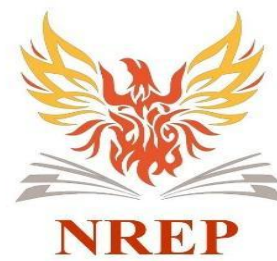
How? This is going to take time and patience. Our improvement plan methodology follows the VDOE continuous school improvement process model based on the Plan-Do-Study-Act methodology. When implemented with fidelity, this model works and will render positive results.

What, When, and Who? Data will be collected and reviewed continuously. Each school will identify a committee that will review the data, create strategies for implementation, and monitor the results. These goals will be reviewed every 45 days and will continue every year.

Inspire 2025 - Four Goals

- Student Success
- Culture
- Strategic Partnerships
- High-Quality Staff

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STEP 1: NEEDS ASSESSMENT

METRICS: SOL Proficiency Student Growth - Literacy Student Growth – Numeracy Attendance Data -Discipline Data-Daily Behavioral Data- Debriefing Data-IEP goal growth data-Parental Involvement- Community Partnerships- Graduation Rates- Post-secondary Outcomes (Indicator 14) Data Least Restrictive Environment Data (Indicator 5)-ECSE outcomes (Indicator 7)-Culture and Climate Data-School Safety

Strengths	Areas of improvement
Using our daily IEP and behavior data to support students and teachers (debriefing meetings, quarterly data meetings, Tier III meetings, IEP meetings with parents)	Instruction on all levels Minimal SOL pass rate(less than 4%) with exception of ECSE
Commitment of staff to collect and review data that inform behavioral interventions.	Elementary Reading Middle School SOL Pass rate <3% High School
Decreased use of restraint and seclusion by 37% from previous years.	High School attendance
ECSE instruction and parental involvement	CTE offerings/Vocational Opportunities
Parent outreach/Bright Futures/Food pantry/Families in need	Intensive Social Skills Instruction
Staff seeking higher ed. 8 people with administrative licenses or working on licenses. TA's becoming teachers.	Climate/Culture
Special education and the IDEA knowledge of admin and now staff regarding the regulations	Increase parent involvement outside of ECSE

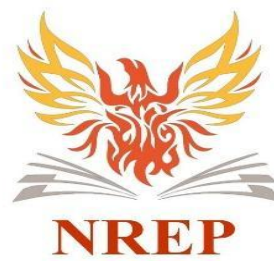
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Strengths	Areas of improvement
that oversee special education in Virginia and Federally. Focus on compliance and ensuring timelines are met.	
Alternatives to suspension and detention to manage behaviors.	



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Step 2: PLAN, DO

DUE DATE: AUGUST 1, 2023.

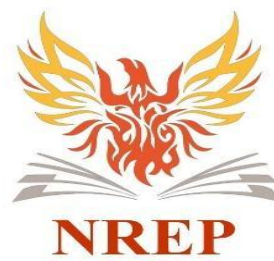
Schools will have at least one overarching measurable goal dedicated to student achievement. Additional goals are optional. Goals can be focused on enhancing strengths or addressing concerns. Each goal may have multiple objectives or targets and numerous corresponding strategies. You can duplicate this page for more than one goal.

Area 1: High Leverage Practices/Inspire 2025

Goal: By 06/15/2024, Increase focus on student academic outcomes in each program by incorporating and implementing **High Leverage Practices** and emphasizing using data from multiple sources to drive instructional practices.

Target:	Data of Need	Metric/ Timeline	Responsibility:	Strategies/Tactics:
What objective are you trying to accomplish?		How will you measure this improvement?	Who will manage this effort?	How will you meet this target and accomplish your goal? How do you know this strategy or tactic is effective (cite source)?
By 06/15/2024, Increase the academic outcomes for students by 10% compared to academic data from the 2022-2023 school year. *Reading 3-8 *Math 3-8 High School	SOL/Istation/Ready Data Culture and Climate Data last three years.	Weekly Admin Team Data Review of student data (behavioral and academic) Identified Sustainable systems with documented	Program Director Assistant Program Director Senior Teacher Lead Teacher	Instruction Introduce and Implement HLP # 4-6 <ul style="list-style-type: none"> <input type="checkbox"/> Use multiple sources of information to develop a comprehensive understanding of a student's strengths and needs. <input type="checkbox"/> Interpret and communicate assessment information with stakeholders to design and implement educational programs collaboratively. <input type="checkbox"/> Use student assessment data, analyze instructional practices, and make necessary adjustments that improve student outcomes. HLP # 11-13

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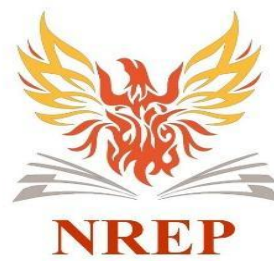


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Target:	Data of Need	Metric/ Timeline	Responsibility:	Strategies/Tactics:
What objective are you trying to accomplish?		How will you measure this improvement?	Who will manage this effort?	How will you meet this target and accomplish your goal? How do you know this strategy or tactic is effective (cite source)?
*Algebra *English		<p>processes</p> <p>Classroom walks & feedback Data</p> <p>Continuous improvement meetings Data</p>	Teachers	<p><input type="checkbox"/> Identify and prioritize long and short-term learning goals</p> <p><input type="checkbox"/> Systematically design instruction toward specific learning goals</p> <p><input type="checkbox"/> Adapt curriculum tasks and materials for particular learning goals</p> <p>HLP #15-17</p> <p><input type="checkbox"/> Provide scaffolded supports</p> <p><input type="checkbox"/> Use explicit instruction</p> <p><input type="checkbox"/> Use flexible grouping</p> <p>HLP #19</p> <p><input type="checkbox"/> Use assistive and instructional technology</p> <p>Resources:</p> <ul style="list-style-type: none"> • Interest Survey from HLP (CEC doc) • HLP Book for Staff • Introducing High Leverage Practices Guide(CEC) • CEC Intro Videos • High Leverage Practices Resources from the CEC • Portrait of a Graduate • Inspire 2025 Grade Level Plan • Grade Level Meeting time block each month • Training

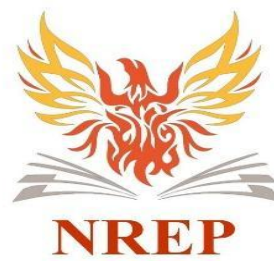
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Target:	Data of Need	Metric/ Timeline	Responsibility:	Strategies/Tactics:
What objective are you trying to accomplish?		How will you measure this improvement?	Who will manage this effort?	How will you meet this target and accomplish your goal? How do you know this strategy or tactic is effective (cite source)?
				<ul style="list-style-type: none"> Establishing Data paths to monitor Instructional Coach Identifying Data paths to monitor Instructional Coach Time for professional development Alignment of specially designed instruction into the work.



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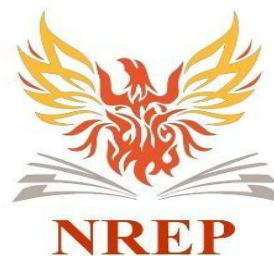
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Area 2: School Culture and Climate

Goal: By 06/15/2024, with the introduction and implementation of Positive Action and 5 Languages of Appreciation in the Workplace, promote and ensure a positive, collaborative, and constructive climate focused on a student-centered culture of positive outcomes and achievement.

Target:	How do we know it is a Need	Metric/ Timeline?	Responsibility:	Strategies/Tactics:
What objective are you trying to accomplish?		How will you measure this improvement?	Who will manage this effort?	How will you meet this target and accomplish your goal? How do you know this strategy or tactic is effective (cite source)?
<p>By 06/15/2024, Decrease school-wide behavioral incidents in each program (ED, MD, Aut) by 10% from the 2022-2023 school year.</p> <p>By 06/15/2024, Decrease the use of Restraint and Seclusion by 10% from the 2022-2023 school year.</p> <p>By 06/15/2024, Increase staff, parent, and student satisfaction scores by 10%</p>	<p>Culture and Climate Data last three years.</p> <p>Staff baseline Surveys</p> <p>Staff Language Surveys (To determine how staff feel)</p>	<p>Culture and Climate and other source data and percentages</p> <p>Weekly Admin Team Data Review of student data (behavioral and academic)</p> <p>Identified</p>	<p>Leadership Team</p> <p>Student Activities Coordinator</p> <p>School Activities Coordinator</p> <p>PBIS Team</p> <p>Staff Incentive</p>	<p>Review the last three years of culture and climate surveys and additional data collected from staff and students to assist with the roll-out of the Culture and Climate Positive Action Curriculum.</p> <p>Plan and create structures to support the rollout of Positive Action in the classrooms and school-wide</p> <p>Plan and Implement Positive Action Curriculum in at least two classes per program for the 2023-2024 school year.</p> <p>Focus on staff incentives based on the 5 Languages of Appreciation in the Workplace.</p> <p>Increase school opportunities for parent engagement to encourage the establishment of a parent-led PTO that represents parents from each of our programs (ECSE, ED, MD, AUT).</p>

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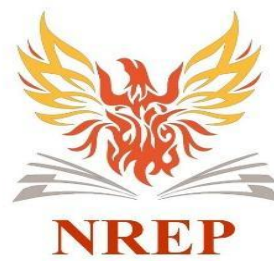


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Target:	How do we know it is a Need	Metric/ Timeline?	Responsibility:	Strategies/Tactics:
What objective are you trying to accomplish?		How will you measure this improvement?	Who will manage this effort?	How will you meet this target and accomplish your goal? How do you know this strategy or tactic is effective (cite source)?
from the 2022-2023 school year.	<p>appreciated) Feedback forms about planned events</p> <p>Event Attendance Data</p>	<p>Sustainable systems with documented processes Classroom walks & feedback Data</p> <p>Data from team meetings.</p>	Coordinator	<p>Teach social Behavior (IEP and positive action).</p> <p>Move from teacher-directed learning to student-directed/teacher-facilitated learning using the tenets outlined in the work Inspire 2025.</p> <p>Collaboration Introduce and Implement HLP # 1-3</p> <ul style="list-style-type: none"> <input type="checkbox"/> Collaborate with professionals to increase student success. <input type="checkbox"/> Organize and facilitate effective meetings with professionals and families. <input type="checkbox"/> Collaborate with families to support student learning and secure needed services. <p>Resources:</p> <ul style="list-style-type: none"> • Training for Leadership Team and School Team (HLP's) (Grade Levels) • Implementation Plan for a successful Roll out of Positive Action • Positive Action Culture and Climate Curriculum • Professional Development by Positive Action • 5 Languages of Appreciation in the Workplace books • Plan for Back to School Night 2023-2024 and Community Nights • Plan program-specific parent information nights 2023-2024

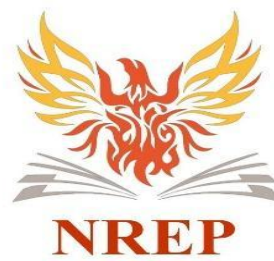
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Target:	How do we know it is a Need	Metric/ Timeline?	Responsibility:	Strategies/Tactics:
What objective are you trying to accomplish?		How will you measure this improvement?	Who will manage this effort?	How will you meet this target and accomplish your goal? How do you know this strategy or tactic is effective (cite source)?
				<ul style="list-style-type: none"> Boost Social Media presence (Twitter) Parent, student advisory committee for the school.



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Area 3: Social Skills and Mental Health Programming

Goal: By 06/15/2024, Increase focus on student mental health and social-emotional needs in each program by incorporating and implementing *The Positive Action Curriculum* into the daily practices of teachers and support staff.

Target:	How do we know it is a Need	Metric/ Timeline?	Responsibility:	Strategies/Tactics:
What objective are you trying to accomplish?		How will you measure this improvement?	Who will manage this effort?	How will you meet this target and accomplish your goal? How do you know this strategy or tactic is effective (cite source)?
<p>Acquire a research-based program to meet multiple special education programs' intensive social, emotional, and behavioral needs.</p> <p>Plan and Implement Positive Action Curriculum in at least two classes per program for the 2023-2024 school year.</p> <p>Review student needs through the IEPs to determine the need for psychological</p>	<p>IEP data</p> <p>FCPS WPS Clarke County Intensive Needs Applications</p> <p>Evaluations data reviews</p>	<p>and academic)</p> <p>Identified Sustainable systems with documented processes Classroom walks & feedback Data</p> <p>Continuous improvement meetings Data</p>	<p>Behavioral Team</p> <p>Leadership Team</p> <p>Case Manager's</p> <p>School Psychologist</p>	<p>Meeting with Positive Action Training on Positive Action Positive Action Curriculum Weekly Admin Team Data Review of student data(behavioral and academic)</p> <p>Sustainable systems with documented processes Classroom walks & feedback Continuous improvement meetings</p> <p>Introduce and Implement HLP # 7-9</p> <ul style="list-style-type: none"> <input type="checkbox"/> Establish a consistent, organized, and respectful learning environment <input type="checkbox"/> Provide Positive and constructive feedback to student's learning and behavior <input type="checkbox"/> Teach social behaviors

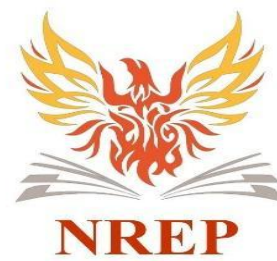
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Target:	How do we know it is a Need	Metric/ Timeline?	Responsibility:	Strategies/Tactics:
What objective are you trying to accomplish?		How will you measure this improvement?	Who will manage this effort?	How will you meet this target and accomplish your goal? How do you know this strategy or tactic is effective (cite source)?
services as a related service				Resources: <ul style="list-style-type: none"> Training for HLP's schoolwide Training core Positive Action Staff to Lead roll out the next two years Training for Responsive Classrooms and Trauma Informed Care Time to review data



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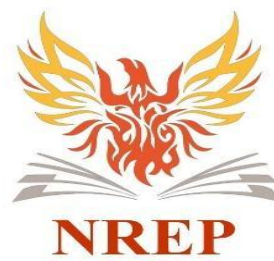
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Area 4: School Safety

Goal: By 06/15/2024, using Raptor, the School’s Crisis Plan, and I Love You Guys safety protocol, NREP will plan, implement, and sustain school-wide safety procedures and protocols to maintain a safe learning and working environment.

Target:	How do we know it is a Need	Metric/ Timeline?	Responsibility:	Strategies/Tactics:
What objective are you trying to accomplish?		How will you measure this improvement?	Who will manage this effort?	How will you meet this target and accomplish your goal? How do you know that this strategy or tactic is effective (cite source)?
Establish a safety committee of staff that meets at least once a month to plan how to communicate and oversee school safety protocols. Soft Drills for Raptor Student and Staff accountability Monthly fire drills and scheduled lockdown and shelter-in-place drills. Effectively plan and implement	Raptor Accountability Report Raptor Data Observational Data Staff involvement	Raptor Accountability Report Raptor Data Observational Data Staff involvement	Program Director Admin Team Assistant Program Director SSO and SRO School Safety Administrator	Raptor Data Safety Inspections once per month Proposal followed by written policies and procedures Time Training Crisis Plan Sheriff’s Office Support (SGT M.) Proposal Board approval(use of metal detector wands)

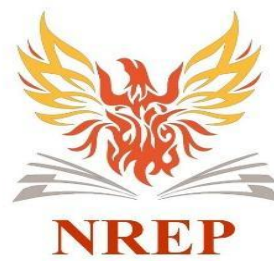
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Target: What objective are you trying to accomplish?	How do we know it is a Need	Metric/ Timeline? How will you measure this improvement?	Responsibility: Who will manage this effort?	Strategies/Tactics: How will you meet this target and accomplish your goal? How do you know that this strategy or tactic is effective (cite source)?
<p>a School-Wide Crisis Event for Practice.</p> <p>Establish a plan to implement safety procedures for students on safety plans after going through threat assessments.</p>				



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Step 3: STUDY, ACT

School improvement teams will need to meet quarterly to discuss the target, data, and any changes that need to be made and implemented.

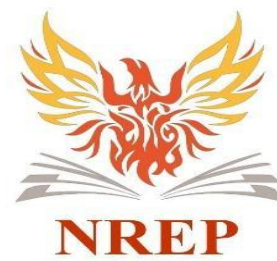
QUARTERLY UPDATE: QUARTER 2

Area 1: High Leverage Practices/Inspire 2025

Goal: By 06/15/2024 Increase focus on student academic outcomes in each program by incorporating and implementing **High Leverage Practices** and an intensive Social Skills Program/Behavioral Program into the classroom.

Target: What objective are you trying to accomplish?	Data Dive: What performance data did you observe?	Changes Based on the performance data you observed, what changes (if any) do you intend to make? What changes will be implemented and how?
<p>By 06/15/2024, Increase the academic outcomes for students by 10% as compared to academic data from the 2022-2023 school year.</p> <p>By 06/15/2024, Decrease the use of Restraint and Seclusion by 10% from the 2022-2023 school year.</p>	<p>Initial SGA data indicates that we outperformed, or equaled, the county average in math related to the question-by-question analysis in the following areas: SOL 7.1D, 7.3, 7.1E, 7.2, 7.5, 7.7, 7.8, 7.9.</p>	<p>Based on the available data, only 8.4% of the questions regarding the fifth-grade SOL were answered correctly. In addition, at all grade levels, a significant number of SOLS received a zero percent in terms of questions answered correctly by the students.</p> <p>Changes: 1. All teachers will use the SGA breakdowns and current areas of study to create bell ringers that work on current and past materials. (HLP#12 and HLP #18) Once a week, the teacher will implement stations to remediate their mathematics/reading skills. Those stations will include one to cover the student's areas of weakness as outlined by the SGA. (HLP #12</p>

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Target: What objective are you trying to accomplish?	Data Dive: What performance data did you observe?	Changes Based on the performance data you observed, what changes (if any) do you intend to make? What changes will be implemented and how?
	<p>A, B, C, 7.12, 7.13, 6.2B, 6.4, 6.10A, 6.10B, 6.12A, 6.12C, 4.11</p> <p>Initial SGA data indicates that we outperformed, or equaled, the county average in reading, as it relates to the question by questions analysis in the following areas:</p>	<p>and #18)</p> <p>Write lesson plans to include opportunities for learning using multiple modalities. These lesson plans include opportunities to continue developing prerequisite skills and remediate areas of weakness. (HLP #12 and HLP #18)</p> <p>The changes will be implemented and monitored through direct classroom observation and monitoring of lesson plans.</p>



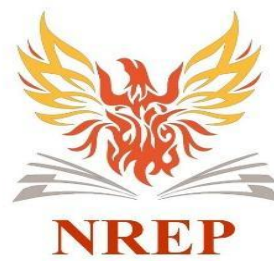
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Area 2: School Culture and Climate

Goal: By 06/15/2024, with the introduction and implementation of Positive Action and 5 Languages of Appreciation in the Workplace, promote and ensure a positive, collaborative, and constructive climate focused on a student-centered culture of positive outcomes and achievement.

Target: What objective are you trying to accomplish?	Data Dive: What performance data did you observe?	Changes Based on the performance data you observed, what changes (if any) do you intend to make? What changes will be implemented and how?



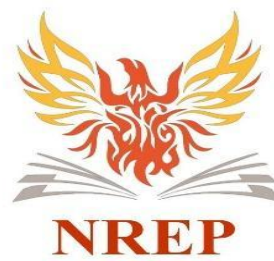
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Area 3: Social Skills and Mental Health Programming

Goal Statement: By 06/15/2024, Increase focus on student mental health and social-emotional needs in each program by incorporating and implementing *The Positive Action Curriculum* into the daily practices of teachers and support staff.

Target: What objective are you trying to accomplish?	Data Dive: What performance data did you observe?	Changes Based on the performance data observed, what changes (if any) do you intend to make? What changes will be implemented and how?
Plan and Implement Positive Action Curriculum in at least two classes per program for the 2023-2024 school year.	Currently, we have approximately one teacher in each program implementing positive action with fidelity.	Based on the available data, we need to continue utilizing Positive Action and those ready to implement the programs to improve implementation in other classrooms. To ensure the program is implemented effectively, we need to seek new training for all teachers and staff to understand the program and its tenets fully. In addition, classroom walkthroughs need to be conducted to ensure that Positive Action is being implemented regularly.



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Area 4: School Safety

Goal: By 06/15/2024, using Raptor, the School’s Crisis Plan, and I Love You Guys safety protocol, NREP will plan, implement, and sustain school-wide safety procedures and protocols to maintain a safe learning and working environment.

Target: What objective are you trying to accomplish?	Data Dive: What performance data did you observe?	Changes Based on the performance data you observed, what changes (if any) do you intend to make? What changes will be implemented and how?
<p>Establish a safety committee of staff that meets at least once a month. Plan how to communicate and oversee school safety protocols.</p> <p>Soft Drills for Raptor Student and Staff accountability</p> <p>Monthly Fire Drills and scheduled Lockdown and Shelter-in-place drills.</p> <p>Effectively Plan and Implement a School-Wide Crisis Event for Practice</p> <p>Establish a plan to implement safety procedures for students on safety</p>	<p>The drills are taking place every month. The drills are documented in RAPTOR.</p> <p>The crisis event is currently being planned. Deputy Sam Ricketts is coordinating with the sheriff's office to set up a practice for a school-wide crisis event. The practice crisis event is scheduled to take</p>	<p>The drills are taking place. No changes need to be made at this time. However, the need to continue conducting drills to ensure they can be implemented quickly in a crisis needs to be priority number one.</p> <p>In addition, once the school-wide crisis event has occurred in August, we will have anecdotal data to support what was done well and what needs to be changed to ensure we respond efficiently.</p> <p>Continue to refine the safety procedures for students who have done through threat assessments.</p>



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Target: What objective are you trying to accomplish?	Data Dive: What performance data did you observe?	Changes Based on the performance data you observed, what changes (if any) do you intend to make? What changes will be implemented and how?
What are the plans after going through threat assessments?	place during the week of 8/5/24-8/9/24.	

QUARTERLY UPDATE: QUARTER 3

DUE DATE: MARCH 8, 2024

GOAL STATEMENT: (Duplicate for additional goals)

Target What objective are you trying to accomplish?	Data Dive: What performance data did you observe?	Changes Based on the performance data you observed, what changes (if any) do you intend to make? What changes will be implemented and how?



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QUARTERLY UPDATE: QUARTER 4

DUE DATE: June 6, 2024

GOAL STATEMENT: (Duplicate for additional goals)

Target What objective are you trying to accomplish?	Data Dive: What performance data did you observe?	Changes Based on the performance data you observed, what changes (if any) do you intend to make? What changes will be implemented and how?



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SUMMARY: (Summary and plan for next year)

DUE DATE: June 6, 2024

GOAL STATEMENT:

Target What objective are you trying to accomplish?	Data Dive: What performance data did you observe?	Changes for the next cycle: Based on your performance during the last school year, what changes do you intend to incorporate into your next school improvement plan?

Resources and Tools:

Cited Sources (if applicable):