

Pam Stewart, Commissioner

2013-2014 DISTRICT IMPROVEMENT AND ASSISTANCE PLAN

12 - Columbia

Mr. Terry L Huddleston, Superintendent Wayne Green, Region 2 Executive Director

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District Improvement Planning

District Leadership Team

Provide the following contact information for each member of the district leadership team, including the position dedicated to leading the turnaround effort at the district level.:

Beth Bullard	
Title	Coordinator
Email	bullardb@columbiak12.com
Phone	386-755-8043
Function & Responsibility	Management of Race to the Top Grant Coordination of District Professional Development

Narragansett Smith	
Title	Assistant Superintendent
Email	smithn@columbiak12.com
Phone	(386) 755 - 8015
Function & Senior Administrator for Elementary Education, Federal Programs, and Variance Support Services.	

Joseph Adkins		
Title	Federal Programs	
Email	adkinsj@columbiak12.com	
Phone	386-755-8033	
Function & Responsibility	Primary responsibilities are to administer and coordinate the following Federal Programs: • Title I • Title I SIG 1003(a) • Title II • Title VI	

Frank Moore	
Title	Director HRMD
Email	mooref@columbiak12.com
Phone	386-755-8035
Function & Responsibility	Human Resources

Lex Carswell

Title Assistant Superintendent

Email carswella@columbiak12.com

Phone (386) 758-4935

Function &

Senior Administrator for Secondary Education, Finance, Facilities, Transportation

Responsibility and other Support Services.

Robin H. Talley

Title Director, Student Support Services & ESE

Email talleyr@columbiak12.com

Phone 386-755-8053

Function & Responsibility

Management of IDEA grants and coordination of ESE Programs PreK-12, Student

Support Services, Section 504, Chrysalis Center

Kitty McElhaney

Title Assistant Superintendent

Email mcelhaneyk@columbiak12.com

Phone 386-755-8020

Function &

Coordinate/manage K12 curriculum; Assessment; Accountability; Technology:

Responsibility instructional and instructional; ESOL

Terry Huddleston

Title Superintendent

Email huddlestont@columbiak12.com

Phone 386-755-8003

Function & Responsibility

Plan Development

Summarize the process used to write this plan including how parents, school staff, and others were involved. If applicable, describe the Community Assessment Team's (CAT) role in the development of this plan, pursuant to Section 1008.345(6)(d)

A member of the Region 2 Differentiated Accountability team facilitated the problem solving process with members of the District Leadership Team. The district team analyzed the student achievement data, processes/procedures being implemented to develop the plan.

MTSS/RtI

Describe your district's data-based problem-solving processes for the implementation and monitoring of your DIAP and MTSS structures to address effectiveness of core instruction, resource allocation (funding and staffing), teacher support systems, and small group and individual student needs

District staff will conduct instructional reviews and classroom walkthroughs. District is being supported by the Region 2 DA team, per the request of the Superintendent. Interim reports on progress monitoring are reviewed. Resources are allocated in accordance with school need. The district is directing implementation of professional development to ensure consistent instructional delivery.

Describe the function and responsibility of each member of the district leadership team as it relates to MTSS and DIAP.

Each member of the district leadership team participated in the problem solving process to develop the DIAP. District data was reviewed. In order to effectively implement the DIAP, team members are invited and encouraged to participate in professional learning opportunities provided to all staff in the district.

Describe the systems in place the leadership team uses to monitor the district's MTSS and DIAP

Access to Performance Matters, a comprehensive assessment and data management system is provided to all school sites and district level administrators. Along with the access to the system, training is made available which is tailored to the needs of the district. District wide data analysis is directed by a member of the district level team, and comparison student achievement reports are prepared and disseminated to district and school administrators.

Describe the data source(s) and management system(s) used to access and analyze data to monitor the effectiveness of core, supplemental, and intensive supports in reading, mathematics, science, writing, and engagement (e.g., behavior, attendance)

The district provides to all school sites and district level administrators access to Performance Matters, a comprehensive assessment and data management system. The system provides users access to student data for a minimum of two years on formative assessments and state assessments for three years in the area of reading, mathematics and science. In addition, reports from the district management system are prepared as requested to analyze behavioral data. The truancy contact prepares attendance reports for dissemination and discussion.

Describe the plan to support staff's understanding of MTSS and build capacity in data-based problem solving

The district provides support for data analysis in the form of embedded professional development; financial support for data chats at the elementary level; common planning time at the secondary level; and school psychologist meetings and discussion at individual schools.

Describe the plan for "increased learning time" or "extended day" as defined in paragraph (2)(m) of Rule 6A-1.099811, F.A.C., in your district's Priority schools. Include a description of the specific activities and number of total minutes each will contribute

The district provides for extended learning time with summer programs such as: summer reading camp for grade three students who did not score above Level 1 on the prior year FCAT; sessions for students with disabilities who may regress; course and credit recovery sessions for middle and high school students to meet promotion and graduation requirements.

Alignment of Strategies and Resources

Strategies and Support

AMO Data:

AMO Target: Reading, All Students (Target: 63, Actual: 56)

What does research suggest about the specific learning needs of this subgroup not meeting target?

Professional development should be provided to assist teachers in accommodating academic diversity and to link assessment to instructional planning for struggling readers.

Why did the previous plan not sufficiently meet these needs?

Differentiation of instruction was not implemented to a large degree to meet the instructional needs of students.

AMO Target: Mathematics, All Students (Target: 62, Actual: 54)

What does research suggest about the specific learning needs of this subgroup not meeting target?

Intervention should be provided at all levels and the instruction during the intervention should be explicit and systematic. This includes providing models of proficient problem solving, verbalization of thought processes, guided practice, corrective feedback, and frequent cumulative review

Why did the previous plan not sufficiently meet these needs?

Differentiation of instruction was not implemented to a large degree to meet the instructional needs of students. Appropriate mini assessments were not created and utilized for frequent monitoring.

AMO Target: Reading, American Indian (Target: 58, Actual: 44)

What does research suggest about the specific learning needs of this subgroup not meeting target?

Instruction should be adapted to support a broad range of learning styles through strategies such as cooperative learning, multisensory instruction, and increased holistic emphasis.

Why did the previous plan not sufficiently meet these needs?

AMO Target: Reading, Asian (Target: 75, Actual: 64)

What does research suggest about the specific learning needs of this subgroup not meeting target?

Instruction should be adapted to support a broad range of learning styles through strategies such as cooperative learning, multisensory instruction, and increased holistic emphasis.

Why did the previous plan not sufficiently meet these needs?

Differentiation of instruction was not implemented to a large degree to meet the instructional needs of students.

AMO Target: Mathematics, Asian (Target: 86, Actual: 84)

What does research suggest about the specific learning needs of this subgroup not meeting target?

Classroom instruction should be informed by knowledge of students' experiences with mathematics instruction, language history, and educational background.

Why did the previous plan not sufficiently meet these needs?

Differentiation of instruction was not implemented to a large degree to meet the instructional needs of students.

AMO Target: Reading, Black/African American (Target: 43, Actual: 35)

What does research suggest about the specific learning needs of this subgroup not meeting target?

Emphasis should be placed on meeting the needs of the student in terms of helping the student accomplish objectives with less emphasis on remediation or correction. Programs should be designed with challenging intellectual content. Proper attention should be given to sequencing of materials, teaching style, and content of materials.

Why did the previous plan not sufficiently meet these needs?

AMO Target: Mathematics, Black/African American (Target: 45, Actual: 33)

What does research suggest about the specific learning needs of this subgroup not meeting target?

Intervention should be provided at all levels and the instruction during the intervention should be explicit and systematic. This includes providing models of proficient problem solving, verbalization of thought processes, guided practice, corrective feedback, and frequent cumulative review

Why did the previous plan not sufficiently meet these needs?

Differentiation of instruction was not implemented to a large degree to meet the instructional needs of students. Appropriate mini assessments were not created and utilized for frequent monitoring.

AMO Target: Reading, Economically Disadvantaged (Target: 55, Actual: 49)

What does research suggest about the specific learning needs of this subgroup not meeting target?

Comprehensive, high-quality instruction addresses all of the basic abilities that are important in learning to read and write – phonemic awareness, knowledge of sounds for letters and letter patterns, word decoding, language comprehension and vocabulary, reading comprehension, spelling, and written expressions.

Why did the previous plan not sufficiently meet these needs?

Differentiation of instruction was not implemented to a large degree to meet the instructional needs of students.

AMO Target: Mathematics, Economically Disadvantaged (Target: 55, Actual: 46)

What does research suggest about the specific learning needs of this subgroup not meeting target?

Intervention should be provided at all levels and the instruction during the intervention should be explicit and systematic. This includes providing models of proficient problem solving, verbalization of thought processes, guided practice, corrective feedback, and frequent cumulative review

Why did the previous plan not sufficiently meet these needs?

Differentiation of instruction was not implemented to a large degree to meet the instructional needs of students. Appropriate mini assessments were not created and utilized for frequent monitoring.

AMO Target: Reading, English Language Learners (Target: 42, Actual: 27)

What does research suggest about the specific learning needs of this subgroup not meeting target?

Research on beginning reading programs for English language learners finds consistent positive effects of programs that use systematic phonics. One-to-one and small-group tutoring models also demonstrated positive effects.

Why did the previous plan not sufficiently meet these needs?

Differentiation of instruction was not implemented to a large degree to meet the instructional needs of students. Inclusion of additional instruction in vocabulary was minimal.

AMO Target: Reading, Hispanic (Target: 61, Actual: 58)

What does research suggest about the specific learning needs of this subgroup not meeting target?

Instruction should be adapted to support a broad range of learning styles through strategies such as cooperative learning, multisensory instruction, and increased holistic emphasis.

Why did the previous plan not sufficiently meet these needs?

Differentiation of instruction was not implemented to a large degree to meet the instructional needs of students.

AMO Target: Mathematics, Hispanic (Target: 64, Actual: 55)

What does research suggest about the specific learning needs of this subgroup not meeting target?

Classroom instruction should be informed by knowledge of students' experiences with mathematics instruction, language history, and educational background.

Why did the previous plan not sufficiently meet these needs?

AMO Target: Reading, Students With Disabilities (Target: 43, Actual: 29)

What does research suggest about the specific learning needs of this subgroup not meeting target?

Students with disabilities have a better chance of increased academic achievement in reading if provided: explicit instruction in phonics and when decoding, fluency and comprehension strategies are integrated.

Why did the previous plan not sufficiently meet these needs?

Differentiation of instruction was not implemented to a large degree to meet the instructional needs of students.

AMO Target: Mathematics, Students With Disabilities (Target: 45, Actual: 29)

What does research suggest about the specific learning needs of this subgroup not meeting target?

Intervention should be provided at all levels and the instruction during the intervention should be explicit and systematic. This includes providing models of proficient problem solving, verbalization of thought processes, guided practice, corrective feedback, and frequent cumulative review

Why did the previous plan not sufficiently meet these needs?

Differentiation of instruction was not implemented to a large degree to meet the instructional needs of students. Appropriate mini assessments were not created and utilized for frequent monitoring.

AMO Target: Reading, White (Target: 68, Actual: 63)

What does research suggest about the specific learning needs of this subgroup not meeting target?

Professional development should be provided to assist teachers in accommodating academic diversity and to link assessment to instructional planning for struggling readers.

Why did the previous plan not sufficiently meet these needs?

AMO Target: Mathematics, White (Target: 67, Actual: 61)

What does research suggest about the specific learning needs of this subgroup not meeting target?

Intervention should be provided at all levels and the instruction during the intervention should be explicit and systematic. This includes providing models of proficient problem solving, verbalization of thought processes, guided practice, corrective feedback, and frequent cumulative review

Why did the previous plan not sufficiently meet these needs?

Differentiation of instruction was not implemented to a large degree to meet the instructional needs of students. Appropriate mini assessments were not created and utilized for frequent monitoring.

Additional Data:

Additional Target: Mathematics, American Indian

What does research suggest about the specific learning needs of this subgroup?

Instruction should be adapted to support a broad range of learning styles through strategies such as cooperative learning, multisensory instruction, and increased holistic emphasis.

Why did the previous plan not sufficiently meet these needs?

Goals Summary

- G1. All schools in the Columbia County School District will provide consistent, high quality, rigorous instruction with differentiation in reading and mathematics to increase student achievement outcomes.
- All schools in the Columbia County School District will provide consistent, high quality, rigorous instruction in writing to increase student achievement outcomes.

Goals Detail

G1. All schools in the Columbia County School District will provide consistent, high quality, rigorous instruction with differentiation in reading and mathematics to increase student achievement outcomes.

Targets Supported

- · All Areas
- Reading (All Students, American Indian, Asian, Black/African American, Hispanic, White, English-Language Learners, Students with Disabilities, Economically Disadvantaged, Other Subgroup)
- Math (All Students, American Indian, Asian, Black/African American, Hispanic, White, English-Language Learners, Students with Disabilities, Economically Disadvantaged, Other Subgroup)

Resources Available to Support the Goal

- Instructional coaches in all schools.
- Paraprofessionals at elementary level.
- Tutors in schools for students in lowest quartile.
- Data chats: principal & teachers (elementary).
- Common planning.
- DA support for professional development.
- Unified instructional prioritization at district.
- Expansion of Performance Matters for progress monitoring.
- PD 360 individualized professional learning resource.

Targeted Barriers to Achieving the Goal

· Consistent understanding of rigor.

Plan to Monitor Progress Toward the Goal

Implementation of professional learning communities

Person or Persons Responsible

Professional Development Coordinator

Target Dates or Schedule:

January 2014

Evidence of Completion:

Calendar of site professional learning communities

G2. All schools in the Columbia County School District will provide consistent, high quality, rigorous instruction in writing to increase student achievement outcomes.

Targets Supported

- · All Areas
- Reading (All Students, American Indian, Asian, Black/African American, Hispanic, White, English-Language Learners, Students with Disabilities, Economically Disadvantaged, Other Subgroup)
- Math (All Students, American Indian, Asian, Black/African American, Hispanic, White, English-Language Learners, Students with Disabilities, Economically Disadvantaged, Other Subgroup)

Resources Available to Support the Goal

- · Instructional coaches in all schools
- Common planning
- DA support for professional development
- Unified instructional prioritization at district
- PD 360 individualized professional development resource

Targeted Barriers to Achieving the Goal

- · Consistent understanding of rigor
- Concern of common core writing vs FCAT prompt writing

Plan to Monitor Progress Toward the Goal

Scored formative writing assessments

Person or Persons Responsible

District; Professional Development Coordinator; Instructional Coaches

Target Dates or Schedule:

December 2013/January 2014

Evidence of Completion:

Results of formative writing assessments

Action Plan for Improvement

Problem Solving Key

G = Goal

B = Barrier

S = Strategy

G1. All schools in the Columbia County School District will provide consistent, high quality, rigorous instruction with differentiation in reading and mathematics to increase student achievement outcomes.

G1.B1 Consistent understanding of rigor.

G1.B1.S1 Define rigorous reading/math instruction.

Action Step 1

Collaborative meeting to define rigor and initiatives for Professional Development

Person or Persons Responsible

Committee: District; DA; Targeted School Based Leadership; Targeted Instructional Coaches

Target Dates or Schedule

September 20

Evidence of Completion

Meeting minutes; Professional Development outline; Power Point presentation

Plan to Monitor Fidelity of Implementation of G1.B1.S1

Professional development on rigorous instruction

Person or Persons Responsible

Federal Projects Director; Professional Development Coordinator

Target Dates or Schedule

September 25

Evidence of Completion

Minutes: PD outlines

Plan to Monitor Effectiveness of G1.B1.S1

Define desired growth: by school the mid year goal would be the halfway point between base and target

Person or Persons Responsible

DA; District; School Data chats

Target Dates or Schedule

December 2013/January 2014: AP 2 (after data chats)

Evidence of Completion

Second administration of Progress monitoring data; FAIR or STAR: Reading Comprehension: % compared to baseline data

G1.B1.S2 Provide professional development to administrators, instructional coaches, teachers and paraprofessionals on instructional rigor.

Action Step 1

Provide Professional Development to administrators and coaches

Person or Persons Responsible

Committee: District, DA; School Based Leadership; Instructional Coaches

Target Dates or Schedule

October 8

Evidence of Completion

Agenda; sign in rosters

Facilitator:

Committee: District, DA; School Based Leadership; Instructional Coaches

Participants:

Administrators and Instructional Coaches

Action Step 2

Professional development to teachers and paraprofessionals

Person or Persons Responsible

Administrators; DA; Instructional Coaches

Target Dates or Schedule

By November 1

Evidence of Completion

Agenda; sign in rosters

Facilitator:

Instructional coaches

Participants:

Teachers and paraprofessionals

Plan to Monitor Fidelity of Implementation of G1.B1.S2

Agendas; Sign in rosters; Power Point Presentation

Person or Persons Responsible

Assistant Superintendent; Professional Development Coordinator

Target Dates or Schedule

By November 15

Evidence of Completion

Agendas; Sign in rosters

Plan to Monitor Effectiveness of G1.B1.S2

Presentation to administrators, teachers and paraprofessionals

Person or Persons Responsible

Committee: District, DA; School Based Leadership; Instructional Coaches

Target Dates or Schedule

By November 1

Evidence of Completion

Agendas; sign in rosters

G1.B1.S3 Use Professional Learning Community planning time structure to address rigor (data and samples of student work).

Action Step 1

Collaborative meeting to define the components of effective PLCs

Person or Persons Responsible

Professional Development Coordinator; Instructional coaches

Target Dates or Schedule

On-going

Evidence of Completion

Completed PLC documents/portfolios

Facilitator:

Professional Development Coordinator; DA Team Member; Instructional coaches

Participants:

Site based administrators and teachers

Action Step 2

Provide a Professional Learning Community form to coaches

Person or Persons Responsible

Professional Development Coordinator; reviewed by DA

Target Dates or Schedule

September 20; readdress on October 8

Evidence of Completion

Document; template

Plan to Monitor Fidelity of Implementation of G1.B1.S3

PLC Planning documents

Person or Persons Responsible

Professional Development Coordinator

Target Dates or Schedule

Monthly

Evidence of Completion

Agendas; Sign in rosters; Portfolios

Plan to Monitor Effectiveness of G1.B1.S3

Professional learning communities at each school site

Person or Persons Responsible

Professional Development Coordinator

Target Dates or Schedule

Ongoing

Evidence of Completion

Agendas; completed templates; portfolios

G1.B1.S4 Utilize Lesson Study to differentiate teacher support.

Action Step 1

Engage in Lesson Study with teachers

Person or Persons Responsible

Instructional coaches

Target Dates or Schedule

Ongoing

Evidence of Completion

Agendas; Completed template; portfolios

Action Step 2

Data analysis to identify first teacher team for intensive coaching cycle

Person or Persons Responsible

School Based Leadership & Instructional Coaches

Target Dates or Schedule

Mid-October

Evidence of Completion

Created calendar of year long teams

Facilitator:

Instructional coaches

Participants:

Teachers

Action Step 3

Professional development to coaches on Intensive Coaching cycle

Person or Persons Responsible

District & DA

Target Dates or Schedule

September 27

Evidence of Completion

Power Point

Plan to Monitor Fidelity of Implementation of G1.B1.S4

PD on Lesson Study Calendar

Person or Persons Responsible

Professional Development Coordinator

Target Dates or Schedule

Monthly

Evidence of Completion

Completed templates

Plan to Monitor Effectiveness of G1.B1.S4

Calendar of lesson study opportunities

Person or Persons Responsible

Professional Development Coordinator

Target Dates or Schedule

Ongoing

Evidence of Completion

Agendas; portfolios

G2. All schools in the Columbia County School District will provide consistent, high quality, rigorous instruction in writing to increase student achievement outcomes.

G2.B1 Consistent understanding of rigor

G2.B1.S1 Define understanding of rigor

Action Step 1

Collaborative meeting to define rigor and initiatives for professional development

Person or Persons Responsible

Committee: District, DA; Targeted principals and coaches

Target Dates or Schedule

September 20

Evidence of Completion

Meeting minutes; professional development outline; Power Point presentation

Plan to Monitor Fidelity of Implementation of G2.B1.S1

Professional development presentation on rigor

Person or Persons Responsible

Federal Projects Director; Professional Development Coordinator

Target Dates or Schedule

September 25

Evidence of Completion

Minutes; Professional development outline

Plan to Monitor Effectiveness of G2.B1.S1

Define desired growth by school

Person or Persons Responsible

District; DA; Principals; Teachers

Target Dates or Schedule

December 2013/January 2014

Evidence of Completion

Progress monitoring data

G2.B2 Concern of common core writing vs FCAT prompt writing

G2.B2.S1 Compare and contrast writing for Common Core and prompt writing

Action Step 1

Collaborative meeting to compare and contrast writing for Common Core and prompt writing.

Person or Persons Responsible

DA team; Professional Development Coordinator; Instructional Coaches

Target Dates or Schedule

October 8, 2013

Evidence of Completion

Written comparison

Plan to Monitor Fidelity of Implementation of G2.B2.S1

Presentation to teachers

Person or Persons Responsible

Instructional coaches

Target Dates or Schedule

By November 15, 2013

Evidence of Completion

Sign in rosters

Plan to Monitor Effectiveness of G2.B2.S1

Completed presentations

Person or Persons Responsible

Federal Projects director; Professional Development Coordinator

Target Dates or Schedule

By November 15, 2013

Evidence of Completion

Sign in rosters; survey completion

G2.B2.S2 Provide professional development on writing

Action Step 1

Professional Development for Instructional Coaches and Teachers

Person or Persons Responsible

DA Team; Instructional Coaches

Target Dates or Schedule

Ongoing

Evidence of Completion

Calendar of activities; Sign in rosters

Plan to Monitor Fidelity of Implementation of G2.B2.S2

Writing professional development

Person or Persons Responsible

Federal Projects Director; Professional Development Coordinator; Instructional Coaches

Target Dates or Schedule

Ongoing

Evidence of Completion

Calendars; sign in rosters

Plan to Monitor Effectiveness of G2.B2.S2

Writing professional development

Person or Persons Responsible

Federal Projects Director; Professional Development Coordinator

Target Dates or Schedule

Ongoing

Evidence of Completion

Survey

Alignment of Needs and Resources

Based on school and student performance data at your Focus and Priority schools, describe the process the district will use to align strategies, initiatives, and resources to ensure schools demonstrating the greatest need receive the highest percentage of resources

Title VI funds support the utilization of tutors for struggling students, with the allocation calculated with a weighted formula. An additional staff member has been put in place to assist with behavioral issues, with the implementation of CHAMPS, a behavior modification program. Financial support for the implementation of Kagan instructional methods is being provided.

Reading Resources

The district has an approved K-12 Comprehensive Researched-Based Reading Plan Yes

Web Address:

http://app1.fldoe.org/Reading_Plans/Narrative/CompleteReport1415.aspx?DID=12

Writing Resources

List and describe the core and supplemental writing programs the district will use at the elementary, middle, and high school levels:

HMH Storytown/Journeys

The core reading series for grades K-5 includes writing components.

McDougall-Littell Literature

The literature series for grade 6-12 includes writing components.

The district's master plan of inservice activities, created and submitted in accordance with Section 1012.98(4)(b)4., F.S., supports the writing programs listed above Yes

Mathematics Resources

List and describe the core and supplemental mathematics programs the district will use at the elementary, middle, and high school levels:

Houghton Mifflin Harcourt

Harcourt Mifflin Harcourt is the core math program in use at the elementary level.

Stride Academy

Stride Academy is an online platform used as a supplemental program to support student achievement in reading and math.

Pearson/Prentice Hall

High school math courses utilize Pearson/Prentice Hall resources for most of the courses.

Holt McDougal

Holt McDougal is the core math program at the middle grades level.

Study Island

Study Island delivers engaging and affordable programs that help students practice, review, and reinforce the content in state and Common Core standards. It will be utilized in grades 6-12 as a supplemental resource.

The district's master plan of inservice activities, created and submitted in accordance with Section 1012.98(4)(b)4., F.S., supports the mathematics programs listed above Yes

Science Resources

List and describe the core and supplemental science programs the district will use at the elementary, middle, and high school levels:

Science Fusion

Houghton Mifflin Harcourt's Science Fusion is the core science program in the elementary level.

Glencoe/McGraw-Hill

The core instructional program for middle grades is Glencoe McGraw-Hill.

Holt Rinehart/Winston; Glencoe/McGraw-Hill

The high school core curriculum materials are those purchased from Holt Rinehart/Winston; Glencoe/McGraw-Hill. The selection is made by course, hence the multiple companies.

The district's master plan of inservice activities, created and submitted in accordance with Section 1012.98(4)(b)4., F.S., supports the science programs listed above Yes

Curriculum Alignment and Pacing

The district's instructional pacing guides are aligned to Florida's standards for reading, writing, mathematics, and science. Pacing guides will be made available upon request Yes