

Marion County Public Schools

Evergreen Elementary School



2020-21 TSSSA Plan

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Eligibility and Allocation

Eligibility

Eligibility for 2020-21 TSSSA will be based on 2019 school grades and meeting one of the following criteria: a school implementing a turnaround plan or a turnaround school that has improved to a C or higher and has exited turnaround status within the last two years.

The preliminary allocation is based on a per-FTE funding amount of \$500 or as provided by the General Appropriations Act. Districts are required to complete a district-level plan. In addition, school-level plans are also required. The district and school level plans must be submitted to your school board for approval by August 1. The school board approved plan is due to the Bureau of School Improvement no later than September 1.

Allocation

School ID	School Name	Implementing	Exited Year 1	Exited Year 2	Preliminary Allocation	Updated Allocation
0581	Evergreen Elementary School	Y			\$192,315.00	

Plan Assurances

Family and Community Partnerships

Assure that the school will implement strategies to establish comprehensive support services that develop family and community partnerships.

YES

Academic and Character Standards

Assure that the school will implement strategies to establish clearly defined and measurable high academic and character standards.

YES

Parental Involvement

Assure that the school will implement strategies to increase parental involvement and engagement in the child's education.

YES

Incentives for Instructional Personnel

Assure that the school will implement strategies to identify, recruit, retain, and reward instructional personnel.

YES

Professional Development

Assure that the school will implement strategies to provide professional development that focuses on academic rigor, direct instruction, and creating high academic and character standards.

YES

Focused Instruction

Assure that the school will implement strategies to provide focused instruction to improve student academic proficiency, which may include additional instruction time beyond the normal school day or school year.

YES

Plan Items

Family and Community Partnerships

Explain how the school will establish comprehensive support services that develop family and community partnerships.

Evergreen will provide standards based resources, such as literacy materials and math manipulatives, for students to use at home. Throughout the school year, Evergreen will host various parent engagement activities such as Thankful Literacy Lunch, FSA Night, Pastries with Parents Math Event, and student led conferences.

A full-time non-instructional support staff will be hired with TSSSA funding to support student attendance, parent events, calls home, and community notifications. The Parent and Family Engagement Paraprofessional will work directly with school based administration to organize student-led conference nights, organize FSA parent nights, maintain a parent resource room, and work with community members. This position will also recruit parents and community volunteers, and schedule advertising events.

We will collaborate with community members and families to provide events focusing on Reading, Science, and Math, along with social emotional needs. The school will continue to promote these events through classroom teachers, Skylert messages (provided in both English and Spanish), and through the Remind App. "Bring Your Dad to School Day" will provide an opportunity for dads to work with their child in Reading/Math in the classroom. This event will also help take us beyond parents coming to only hear their child sing or showing up for Open House, and move in the direction of educating parents and families to effectively help their child at home thus impacting their child's future.

Evergreen will host Student Led Conferences this upcoming school year so students can showcase to parents what they know and are learning in the classroom. Through this process, parents will be exposed to grade level materials and activities that their student(s) are engaging with during the school day. Teachers will facilitate and observe interactions, comment, offer suggestions and model successful strategies. Students, parents, and teachers are all active participants in this process. Teachers will receive training on implementation and follow up for the essential components of student led conferences.

Academic and Character Standards

Explain the strategies the school will implement to establish clearly defined and measurable high academic and character standards.

Evergreen will establish clearly defined character standards through implementation of Sanford Harmony, restorative practices, sensory corners, school wide expectations, and mentors.

Cozy corners is a strategy sometimes referred to as a mindfulness corner. It is a designated space in the classroom where students can go when they need to regulate their emotions.

Restorative practice is a social science which practices improving and repairing relationships between people and communities. The purpose is to build healthy classrooms, increase social progress, decrease discipline incidents and antisocial behavior, repair harm, and restore relationships.

Evergreen school wide expectations are continually taught to students on a daily basis. We believe one of the best ways to help students meet rigorous academic expectations is to first set high expectations for behavior. By teaching school wide expectations students begin to monitor themselves and model positive behavior for peers. Classroom culture then becomes a more positive atmosphere, conducive to learning.

A mental health coach will be hired using TSSSA funds. Mentor assistance will be provided to those students identified for assistance by the mental health coach and school guidance counselor. This will help students who are struggling to broaden their circle of influence. The mentor will help students with academics, making good decisions, be a listening ear when they are needed, and reminding them that they can succeed.

Evergreen will establish clearly defined high academic standards through teaching grade level appropriate Florida Standards to all learners. Teachers will utilize standards based, vetted resources to provide daily instruction. Academic coaches and administration will provide support during collaborative planning and individual teacher planning to support standards based instruction. Collaborative planning is three times a week, one day for reading, one day for Math, and a third day for Science. Teachers are provided differentiated supports through coaching plans developed around instructional practices. The areas of focus this year are collaboration and implementation of grade level standards, using restorative practices, and monitoring student progress. Evergreen will continue to use district curriculum; Go Math, CKLA, STEM scopes and Social Studies Weekly to teach standards. The students will also use intervention resources provided by the district such as Reading Plus, LLI (Leveled Literacy Intervention), and Standards based enrichment activities. Supplemental resources used will be CPALMS, Top Score, Reflex math, Common Lit, and Mastery Connect.

Parental Involvement

Explain the strategies the school will implement to increase parental involvement and engagement in the child's education.

Evergreen will send home weekly data updates to parents regarding the progress of their child. Sunday calls and the use of social media will be used to keep parents involved about upcoming events as well as keeping them informed about school wide data, academic information, and attendance. We will continue to provide standards based resources, such as literacy materials and math manipulatives, for students to use at home. A full-time non-instructional support staff will be hired with TSSSA funding to support student attendance,

parent events, calls home, and community notifications. This person will send home reminders to parents and teachers about important information and events. Evergreen will continue to host various parent engagement activities throughout the school year such as Thankful Literacy Lunch, FSA Night, Pastries with Parents Math Event, and student-led conferences.

Incentives for Instructional Personnel

Explain the strategies the school will implement to identify, recruit, retain, and reward instructional personnel.

As referenced in the **K-12 ESEA Common Program Guidance**, Recruitment, retention and reward incentives must be based on a three-year aggregate state value-added model (VAM) score. If state VAM is not available, another student growth model may be proposed. The student growth model must be fair and reliable. The LEA must submit the model demonstrating the classification and distribution of non-state VAM teacher scores for approval. Incentives can be part of a structured pay system or a Memorandum of Understanding (MOU); however, the above criteria shall apply. Incentives for attendance and non-instructional personnel are not allowable. Recruitment incentives for teachers with less than one year of experience or for hard to staff positions will be considered on a case by case basis.

Memorandum of Understanding includes an early signing bonus of \$1,000, as well as \$3,000 for teachers who have a three year aggregate of Effective on Local or State VAM, and \$6,000 for teachers who have a three year aggregate of Highly Effective on Local or State VAM. There is also a bonus of \$1,000 for self contained ESE Effective or Highly Effective teachers.

Professional Development

Explain the strategies the school will implement to provide professional development that focuses on academic rigor, direct instruction, and creating high academic and character standards.

Evergreen will utilize four CAS (Content Area Specialist) positions to provide support during collaborative planning and individual teacher planning to maximize standards based instruction. They will also model for teachers the best practices for each program to yield the maximum result in instruction.

Mastery Connect's program assists teachers in effectively assessing core standards, monitoring student performance, and reporting student mastery to parents and administrators. Teachers will be able to visualize student performance relative to the core with the traffic light approach of red, yellow, and green mastery status. With the integrated standards-based reports teachers will be provided real-time information about mastery to students and parents. While focusing on grade level standards instruction, teachers can easily identify which students are in need of remediation or enrichment.

Evergreen will work with the International Center for Leadership in Education (ICLE) focusing on Rigorous Learning for all Students. "The International Center for Leadership in Education (ICLE), a division of Houghton Mifflin Harcourt, is uniquely qualified to assist with the development and implementation of an initiative to foster rigorous and relevant learning environments. Since 1991, ICLE has been at the forefront of promoting rigorous and relevant instruction and developing effective instructional leaders. ICLE has produced proven strategies, techniques, and research-based programs that have helped states, districts, and schools drive student achievement through data driven instruction. Over the past two decades, ICLE has been devoted to observing, studying, and supporting the transformation of the nation's most rapidly improving schools. Through years of extensive research, Founder

and Chairman, Dr. Bill Daggett concluded that the key to improving student performance is a tireless focus on providing rigorous and relevant instruction, and that every level of the education organization must be tightly aligned and carefully coordinated around that singular goal." For the 2020-2021 school year, Evergreen will focus on planning and implementing the three components of rigor; thoughtful work, high level discussion, and academic discussion. The staff will also learn more about the rigor/relevance framework.

Focused Instruction

Explain the strategies the school will implement to provide focused instruction to improve student academic proficiency, which may include additional instruction time beyond the normal school day or school year.

Evergreen will implement focused instruction to improve student academic proficiency by providing struggling students with additional help to become proficient in grade level standards. One paraprofessional will be assigned to each grade level to assist teachers in providing support to those struggling students either with disabilities, English as a Second Language students, or at-risk students. Two paraprofessionals will be hired out of the TSSA funds to support instruction.

Paraprofessionals will bring immeasurable value to the classroom and assist students who need additional instruction and require extra attention in order to help them understand the lesson. These qualified paraprofessionals will help maximize student learning. They will be tasked with working with identified students and helping to close the learning gaps. Paraprofessionals will attend reading collaboration meetings and professional development to better equip them with the strategies and knowledge to effectively service students.

Evergreen will also have academic coaches to provide training opportunities, track student progress, and model lessons to improve the effectiveness of standards taught. The coaches will monitor intervention resources, data, and have ongoing conversations with the teachers and interventionist. Interventions will include Reading Plus, LLI (Leveled Literacy Intervention), Great Leaps, and Standards based enrichment activities. Mastery Connect's Mastery Tracker will be used to track student progress to adjust levels when needed to ensure students are moving through the tiers and making substantial progress towards being able to master grade level content. When needed, the academic coaches will have coaching conversations, provide training, and model for teachers best practices for each program to yield the maximum result in instruction.

Leveled classroom libraries will be provided to each teacher to use during the 120 minute reading block. The classroom libraries will have a variety of fiction and non-fiction stories along with standards based question cards. District assessments indicated that Evergreen showed a need for support with the numbers and operations base ten standards. Reflex math will be a resource provided to support this standard before and after school.

Part V: Budget

This section will assist in generating a school TSSSA budget for submission based upon each budget item tied to a Plan Item identified in the Part III: Plan Items.

Access the budget by clicking the blue Manage Budget button. This will direct you to the Budget page. This page includes the breakdown of funds by Plan Item.

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1	III.1.	Family and Community Partnerships				\$25,180.00
	Function	Object	Budget Focus	Funding Source	FTE	2020-21
	6150	150-Aides	0581 - Evergreen Elementary School	TSSSA	1.0	\$17,544.00
<i>Notes: Parent and Family Engagement Paraprofessional Salary</i>						
	6150	210-Retirement	0581 - Evergreen Elementary School	TSSSA	1.0	\$1,579.00
<i>Notes: Parent and Family Engagement Paraprofessional Retirement</i>						
	6150	220-Social Security	0581 - Evergreen Elementary School	TSSSA	1.0	\$1,229.00
<i>Notes: Parent and Family Engagement Paraprofessional FICA</i>						
	6150	230-Group Insurance	0581 - Evergreen Elementary School	TSSSA	1.0	\$4,386.00
<i>Notes: Parent and Family Engagement Paraprofessional Health</i>						
	6150	232-Life Insurance	0581 - Evergreen Elementary School	TSSSA	1.0	\$53.00
<i>Notes: Parent and Family Engagement Paraprofessional Life</i>						
	6150	240-Workers Compensation	0581 - Evergreen Elementary School	TSSSA	1.0	\$134.00
<i>Notes: Parent and Family Engagement Paraprofessional Workers Comp</i>						
	6150	239-Other	0581 - Evergreen Elementary School	TSSSA	1.0	\$255.00
<i>Notes: Parent and Family Engagement Paraprofessional Medicare</i>						
2	III.2.	Academic and Character Standards				\$79,613.00
	Function	Object	Budget Focus	Funding Source	FTE	2020-21
	6400	130-Other Certified Instructional Personnel	0581 - Evergreen Elementary School	TSSSA	1.0	\$53,328.00
	6400	210-Retirement	0581 - Evergreen Elementary School	TSSSA	1.0	\$5,437.00
	6400	220-Social Security	0581 - Evergreen Elementary School	TSSSA	1.0	\$4,229.00
	6400	230-Group Insurance	0581 - Evergreen Elementary School	TSSSA	1.0	\$15,101.00
	6400	232-Life Insurance	0581 - Evergreen Elementary School	TSSSA	1.0	\$182.00
	6400	240-Workers Compensation	0581 - Evergreen Elementary School	TSSSA	1.0	\$460.00
	6400	239-Other	0581 - Evergreen Elementary School	TSSSA	1.0	\$876.00
3	III.3.	Parental Involvement				\$0.00

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4	III.4.	Incentives for Instructional Personnel				\$37,162.00
Function	Object	Budget Focus	Funding Source	FTE	2020-21	
5100	120-Classroom Teachers	0581 - Evergreen Elementary School	TSSSA	34.0	\$34,000.00	
<i>Notes: Early signing bonus for instructional staff see MOU</i>						
5100	220-Social Security	0581 - Evergreen Elementary School	TSSSA	34.0	\$2,380.00	
<i>Notes: Early signing bonus for instructional staff see MOU</i>						
5100	240-Workers Compensation	0581 - Evergreen Elementary School	TSSSA	34.0	\$272.00	
<i>Notes: Early signing bonus for instructional staff see MOU</i>						
5100	239-Other	0581 - Evergreen Elementary School	TSSSA	34.0	\$510.00	
<i>Notes: Early signing bonus for instructional staff see MOU</i>						
5	III.5.	Professional Development				\$0.00
6	III.6.	Focused Instruction				\$50,360.00
Function	Object	Budget Focus	Funding Source	FTE	2020-21	
5100	150-Aides	0581 - Evergreen Elementary School	TSSSA	2.0	\$35,088.00	
<i>Notes: Salary for two paraprofessionals supporting academic learning</i>						
5100	210-Retirement	0581 - Evergreen Elementary School	TSSSA	2.0	\$3,158.00	
<i>Notes: Retirement for two paraprofessionals supporting academic learning</i>						
5100	220-Social Security	0581 - Evergreen Elementary School	TSSSA	2.0	\$2,458.00	
<i>Notes: FICA for two paraprofessional supporting academic learning</i>						
5100	230-Group Insurance	0581 - Evergreen Elementary School	TSSSA	2.0	\$8,772.00	
<i>Notes: Health Insurance two paraprofessionals supporting academic learning</i>						
5100	232-Life Insurance	0581 - Evergreen Elementary School	TSSSA	2.0	\$106.00	
<i>Notes: Life Insurance for two paraprofessional supporting academic learning</i>						
5100	240-Workers Compensation	0581 - Evergreen Elementary School	TSSSA	2.0	\$268.00	
<i>Notes: Workers Comp for two paraprofessionals supporting academic learning</i>						
5100	239-Other	0581 - Evergreen Elementary School	TSSSA	2.0	\$510.00	
<i>Notes: Medicare for two paraprofessionals supporting academic learning</i>						
Total:					\$192,315.00	