

Alachua County Public Schools

Lake Forest 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
0071	Lake Forest Elementary School	Y			\$194,225.00	

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.

Lake Forest has a partnership with the Cade Museum for Creativity and Invention called Operation Full Steam. Second and third grade students have multiple visits to the Cade Museum and participate in three core experiences each visit: hands-on science labs connected to the school's science curriculum and pacing guides, dialogic reading related to science curriculum facilitated by staff from Alachua County Public Library, and an introduction to coding and programming led by engineers from Sum Total Systems.

Lake Forest receives backpacks full of food for families on the weekends through the Food4Kids program sponsored by Catholic Charities.

Through the James Patterson Literacy Challenge grant, teachers receive ongoing, job-embedded professional development to enhance literacy instruction in order to better support students' language and literacy development.

Staff and tutors from the University of Florida Literacy Institute provide identified students with individualized, specially designed literacy instruction.

GatorTRAX, a group of University of Florida engineering students, provides experiences to increase the number of underrepresented students in higher-level math classes. The group is open to all students.

Alachua County Sheriff's Office offers Books and Burgers events to build positive relationships between law enforcement and students and their families while promoting literacy.

Kiwanis Book Club provides incentives through the BUG (Bringing Up Grades) award program.

Academic and Character Standards

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

Lake Forest implements PBIS with fidelity and utilizes the Character Trait of the Month. Student incentives are included.

The school will utilize the Caring School Community for social emotional learning. Time will be dedicated each day for this instruction. This activity was funded through Title I Part A and UniSIG.

The school will implement the Start With Hello week to promote connectedness and inclusion, and to identify and help others who are showing signs of social isolation.

To support academic standards, Lake Forest has identified a need to increase the availability of technology. TSSSA fund will be utilized to purchase 44 Latitude Laptops for its most at-risk learners to ensure access to a variety of web-based educational programs at a cost of \$25,230.00. Two Earth Walk laptop cart will also be purchased at a cost of \$5,998.00 for housing and charging the laptops. The total cost for the technology requested is \$31,228.00.

Parental Involvement

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

School will use 2019-20 TSSSA Roll-over funds for salary and benefits to hire a home-school liaison to increase parental involvement and engagement by making home visits, planning family involvement activities, and connecting families to available community resources. Additionally, the home school liaison will work to improve daily attendance for all students. We will recognize those students who have improved their attendance each month. The liaison's base pay is \$40,000 plus fringe and insurance for a total cost of \$54,592 (2019-2020 roll over).

Lake Forest will host a variety of Parent and Family Engagement events as noted in and aligned with the Title I Part A Parent and Family Engagement Plan.

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.

All eligible instructional personnel at TSSSA schools for the 2020-21 school year will receive a \$2000 bonus for the purpose of recruitment and retention. To be eligible for the recruitment and retention bonus, the instructional personnel must have a Highly Effective or Effective rating for the student performance portion of their 2019-20 Instructional Appraisal. A \$1,000 payment will be made on the final pay period of December 2020 to all qualified, active instructional staff members. A second \$1,000 payment will be awarded on the last pay period of June 2021 to all qualified, active instructional personnel at those schools. The total for

incentive pay is \$49,627.20 including base and fringe. A signed MOU for this Differentiated Pay has been uploaded into the DOE Share Drive.

Only teachers with a State VAM of Highly Effective or Effective, or the top 13% Highly Effective or top 54% Effective non-state VAM teachers will be eligible for the bonus.

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.

All instructional personnel will participate in regular Data Chats. Data Chats will focus on both current and longitudinal student data, as well as alignment to standards based materials and lesson planning. Each classroom teacher (30) will receive a full day substitute each quarter to participate in the scheduled standards alignment and Data Chats for a total of 60 substitutes at \$121.64 each. Reasonable and necessary supplies are also included in this activity for a cost of \$197.88.

Lake Forest has identified ongoing collaborative planning as a vital activity for school improvement. To facilitate this activity TSSSA funds will be used to pay stipends and benefits for 30 teachers to plan collaboratively within grade levels as well as cross curricular for 30 hours each at \$20 per hour beyond the contractual day for a total cost of \$21,268.80. Reasonable and necessary supplies are also included in this activity for a cost of \$600.00. All classroom, ESE, and Title I teachers are included in regularly scheduled weekly or bi-weekly meetings that allow for grade levels and resource teachers to meet together for deep examination of the standards. The administration and the two instructional coaches facilitate planning sessions.

Additional summer planning has been identified as a need so that school personnel can meet to review year end data, participate in program specific training, and plan for program implementation. TSSSA funds will be used to provide 24 hours of additional summer planning at \$20/hour for 30 teachers at a total cost of \$17,015.04 to review data and standards and plan for instruction. This activity will take place July 2021 and will include all classroom, ESE, resource, and Title I teachers. Planning will be facilitated by the administration, instructional coaches, district staff, and curriculum representatives and will focus on developing the implementation plan for the Florida B.E.S.T. standards.

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.

Each day, Lake Forest will offer additional intensive literacy instruction to below grade level readers beyond the school day. TSSSA funds will be utilized for teacher salary to provide this instruction. Funds for eight teacher for 90 hours each (60 instruction @ \$28/hour + 10 planning @ \$20/hour) for a total cost of \$17,771.26. This activity will take place September 2020-May 2021. A total of 64 lowest quartile students will participate in the extended learning activity. Teachers are selected based on the familiarity with the standards and curriculum that meets the needs of the targeted group of students and their history of teaching effectiveness.

Lake Forest has identified ELA and math as areas of need based on their school data including FSA. Ready Florida will be implemented in grades 1-5 as a supplemental resource to support

the core instruction in ELA and Math. TSSSA funds will be used to purchase student workbooks a total cost of \$18,817.92. \$17.75 on average for each ELA and math book plus shipping. Students will be utilizing these supplies during the extended instructional hour. Ready Florida is supplemental and provides opportunity to practice close reading strategies across a variety of genres and formats using the capital Read, Think, Talk, Write model in which teacher led discussion and small group collaboration are central to student achievement. Lessons scaffold to build student confidence as they develop important critical thinking and analytical skills.

Lake Forest has identified a need for additional intervention support for Tier 2 students. TSSSA funds will be used to hire an Instructional Paraprofessional for a total cost of \$26,089.55. This is a 7 hour instructional paraprofessional. The paraprofessional will begin as soon as the grant is approved and awarded and will continue for the entire 2020-2021 school year ending on May 28,2021 when student instruction ends. Instructional paraprofessionals will be assigned to classrooms to provide small group and/or individual instructional intervention in reading and math under the direct supervision of the classroom teacher.

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.

1	III.1.	Family and Community Partnerships					\$0.00
2	III.2.	Academic and Character Standards					\$31,228.00
	Function	Object	Budget Focus	Funding Source	FTE	2020-21	
	5100	644-Computer Hardware Non-Capitalized	0071 - Lake Forest Elementary School	TSSSA		\$25,230.00	
			<i>Notes: Purchase 44 Dell laptops to supplement student access to technology, digital platforms, and web-based programs.</i>				
	5100	648-Technology-Related Capitalized Furniture, Fixtures and Equipment	0071 - Lake Forest Elementary School	TSSSA		\$5,998.00	
			<i>Notes: Purchase 2 EarthWalk laptop cart for housing and charging student laptops.</i>				
3	III.3.	Parental Involvement					\$0.00
4	III.4.	Incentives for Instructional Personnel					\$49,627.20
	Function	Object	Budget Focus	Funding Source	FTE	2020-21	
	5100	120-Classroom Teachers	0071 - Lake Forest Elementary School	TSSSA		\$42,000.00	
			<i>Notes: Recruitment and Retention Bonuses for Highly Effective and Effective teachers as identified by both VAM and District End-of-Course criteria.</i>				
	5100	210-Retirement	0071 - Lake Forest Elementary School	TSSSA		\$4,200.00	

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			<i>Notes: Retirement Benefits @ 10% for Recruitment and Retention Bonuses for Highly Effective and Effective teachers</i>			
	5100	220-Social Security	0071 - Lake Forest Elementary School	TSSSA		\$3,213.00
			<i>Notes: SSI Benefits @ 7.65% Recruitment and Retention Bonuses for Highly Effective and Effective teachers</i>			
	5100	290-Other Employee Benefits	0071 - Lake Forest Elementary School	TSSSA		\$214.20
			<i>Notes: Early Retirement Benefits @ .51% Recruitment and Retention Bonuses for Highly Effective and Effective teachers</i>			
5	III.5.	Professional Development				\$46,980.39
	Function	Object	Budget Focus	Funding Source	FTE	2020-21
	6300	120-Classroom Teachers	0071 - Lake Forest Elementary School	TSSSA		\$14,400.00
			<i>Notes: Teacher Stipends for 30 teacher for 24 hours each @ \$20/hour to support additional professional developing during June and July 2021.</i>			
	6300	210-Retirement	0071 - Lake Forest Elementary School	TSSSA		\$1,440.00
			<i>Notes: Retirement Benefits @ 10% for Teacher Stipends for 30 teacher for 24 hours each @ \$20/hour to support additional professional developing during June and July 2021.</i>			
	6300	220-Social Security	0071 - Lake Forest Elementary School	TSSSA		\$1,101.60
			<i>Notes: SSI Benefits @ 7.65% for Teacher Stipends for 30 teacher for 24 hours each @ \$20/hour to support additional professional developing during June and July 2021.</i>			
	6300	290-Other Employee Benefits	0071 - Lake Forest Elementary School	TSSSA		\$73.44
			<i>Notes: Early Retirement @ .51% for Teacher Stipends for 30 teacher for 24 hours each @ \$20/hour to support additional professional developing during June and July 2021.</i>			
	6300	390-Other Purchased Services	0071 - Lake Forest Elementary School	TSSSA		\$6,780.00
			<i>Notes: Other Purchased Services from Kelley Services to provide 60 substitutes @ \$113.00 each to provide release time for teachers to participate in the Quarterly Instructional Planning days to review and analyze students data and planning for instructional delivery based on standards,</i>			
	6300	220-Social Security	0071 - Lake Forest Elementary School	TSSSA		\$518.67
			<i>Notes: SSI Benefits @ 7.65% for Other Purchased Services from Kelley Services to provide 60 substitutes @ \$113.00 each to provide release time for teachers to participate in the Quarterly Instructional Planning days to review and analyze students data and planning for instructional delivery based on standards,</i>			
	6300	510-Supplies	0071 - Lake Forest Elementary School	TSSSA		\$600.00
			<i>Notes: Supplies for 30 teacher @ \$20 each to support Quarterly Instructional Planning including but not limited to pens, chart paper, markers, highlighters, binders, copy paper.</i>			
	6300	519-Technology-Related Supplies	0071 - Lake Forest Elementary School	TSSSA		\$197.88

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			<i>Notes: Printer ink for the Instructional Intervention Coaches to print reports needed to support Quarterly Instructional Planning days for 30 teachers.</i>			
	6300	120-Classroom Teachers	0071 - Lake Forest Elementary School	TSSSA		\$18,000.00
			<i>Notes: Teacher Stipends for 30 teachers for 30 hours each @ \$20/hour for the purpose of standards-based lesson planning beyond the regular contractual day.</i>			
	6300	210-Retirement	0071 - Lake Forest Elementary School	TSSSA		\$1,800.00
			<i>Notes: Retirement Benefits @ 10% for Teacher Stipends for 30 teachers for 30 hours each @ \$20/hour for the purpose of standards-based lesson planning beyond the regular contractual day.</i>			
	6300	220-Social Security	0071 - Lake Forest Elementary School	TSSSA		\$1,377.00
			<i>Notes: SSI Benefits @ 7.65% for Teacher Stipends for 30 teachers for 30 hours each @ \$20/hour for the purpose of standards-based lesson planning beyond the regular contractual day.</i>			
	6300	290-Other Employee Benefits	0071 - Lake Forest Elementary School	TSSSA		\$91.80
			<i>Notes: Early Retirement @ .51% for Teacher Stipends for 30 teachers for 30 hours each @ \$20/hour for the purpose of standards-based lesson planning beyond the regular contractual day.</i>			
	6300	510-Supplies	0071 - Lake Forest Elementary School	TSSSA		\$600.00
			<i>Notes: Supplies for 30 teacher @ \$20 each to support year-long Collaborative Planning including but not limited to pens, chart paper, markers, highlighters, binders, copy paper.</i>			
6	III.6.	Focused Instruction				\$66,389.41
	Function	Object	Budget Focus	Funding Source	FTE	2020-21
	5900	120-Classroom Teachers	0071 - Lake Forest Elementary School	TSSSA		\$15,040.00
			<i>Notes: Teacher stipends for 8 teacher for 90 hours each (60 instruction @ \$28/hour + 30 planning @ \$20/hour) to provide Extended Day Intervention to students beyond the regular school day.</i>			
	5900	210-Retirement	0071 - Lake Forest Elementary School	TSSSA		\$1,504.00
			<i>Notes: Retirement Benefits @ 10% for Teacher stipends for 8 teacher for 90 hours each (60 instruction @ \$28/hour + 30 planning @ \$20/hour) to provide Extended Day Intervention to students beyond the regular school day.</i>			
	5900	220-Social Security	0071 - Lake Forest Elementary School	TSSSA		\$1,150.56
			<i>Notes: SSI Benefits @ 7.65% for Teacher stipends for 8 teacher for 90 hours each (60 instruction @ \$28/hour + 30 planning @ \$20/hour) to provide Extended Day Intervention to students beyond the regular school day.</i>			
	5900	290-Other Employee Benefits	0071 - Lake Forest Elementary School	TSSSA		\$76.70
			<i>Notes: Early Retirement Benefits @ .51% for Teacher stipends for 8 teacher for 90 hours each (60 instruction @ \$28/hour + 30 planning @ \$20/hour) to provide Extended Day Intervention to students beyond the regular school day.</i>			
	5100	520-Textbooks	0071 - Lake Forest Elementary School	TSSSA		\$18,817.92

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			<i>Notes: Purchase Ready Florida student workbooks to supplement the core instruction for both ELA and Math for all students in grade 1 - 5.</i>		
5100	520-Textbooks	0071 - Lake Forest Elementary School	TSSSA		\$3,600.00
			<i>Notes: Purchase 2 IRLA reading intervention program starter kits @ \$2600.00 each from American Reading Company to support Tier 2 and Tier 3 students.</i>		
5100	150-Aides	0071 - Lake Forest Elementary School	TSSSA	0.88	\$15,971.80
			<i>Notes: Instructional Intervention Paraprofessional @ 87.5% (7 hours daily) to support Tier 2 intervention students.</i>		
5100	210-Retirement	0071 - Lake Forest Elementary School	TSSSA		\$1,597.18
			<i>Notes: Retirement Benefits @ 10% for a Instructional Intervention Paraprofessional @ 87.5% (7 hours daily) to support Tier 2 intervention students.</i>		
5100	220-Social Security	0071 - Lake Forest Elementary School	TSSSA		\$1,221.80
			<i>Notes: SSI Benefits @ 7.65% for a Instructional Intervention Paraprofessional @ 87.5% (7 hours daily) to support Tier 2 intervention students.</i>		
5100	230-Group Insurance	0071 - Lake Forest Elementary School	TSSSA		\$7,328.00
			<i>Notes: Group Insurance for a Instructional Intervention Paraprofessional @ 87.5% (7 hours daily) to support Tier 2 intervention students.</i>		
5100	290-Other Employee Benefits	0071 - Lake Forest Elementary School	TSSSA		\$81.45
			<i>Notes: Early Retirement Benefits for a Instructional Intervention Paraprofessional @ 87.5% (7 hours daily) to support Tier 2 intervention students.</i>		
Total:					\$194,225.00