

Achua County Public Schools

# Myra Terwilliger Elementary School



2020-21 TSSSA Plan

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## Table of Contents

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<b>Eligibility and Allocation</b>	<b>0</b>
<b>Plan Assurances</b>	<b>0</b>
<b>Plan Items</b>	<b>0</b>
<b>Budget</b>	<b>7</b>

## 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
0311	Myra Terwilliger Elementary School			Y	\$245,140.00	

## 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.

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

Staff and tutors from the University of Florida Literacy Institute provide identified students with individualized specially designed literacy instruction. Altrusa volunteers serve as one on one reading mentors with identified students. Books-a-Million donates books for distribution to students as monthly incentives. School Administration and staff make visits to zoned neighborhoods to pass out school supplies to students at the start of school.

### **Academic and Character Standards**

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

Terwilliger implements PBIS with fidelity and utilizes the character trait of the month. We recognize students by inviting parents to a monthly ceremony where 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. The school will implement the Start With Hello week to promote staying connected and inclusion, and to identify and help others who are showing signs of social isolation.

### **Parental Involvement**

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

Terwilliger Elementary 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 position will begin August 10,2020-May 28,2021 for 186 days, five days a week at an hourly rate of \$26.88 an hour for a total cost of \$55,000.

Terwilliger will host math and science nights for families. In addition they will host literacy nights with book giveaways. Terwilliger will host FSA Parent Awareness workshops in which administrators and instructional staff go over strategies for parents to use with their students in preparation for the FSA. FSA prep books will be provided to all families in grades 3-5. These Family Engagement activities are noted in and aligned with the Title I 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 \$55,092.10 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.

Terwilliger instructional personnel will participate in facilitated lesson planning support. In addition to the regular daily planning, 19 teachers who teach grades 3-5, ESE or intervention will have weekly supported planning time for one hour beyond the normal workday twice a week at a stipend rate of \$20 per hour plus fringe of 18.16%. This activity will begin September 2020-May 2021. The administration, instructional coaches, and representatives from the Lastinger Center is facilitate the planning sessions.

Each homeroom teacher (28) will spend one, full day planning for each of the first three quarters of the school year beginning October 2020-April 2021. They will use this day to examine the quarterly progress monitoring data and to make intervention plans for the next

quarter based on the results. Planning days will include consumable materials provided to all participants and a total of 84 substitutes for the entire 2020-2021 school year (3 substitutes per teacher) at a substitute rate of \$113 plus fringe for a total of \$10,218.14. The consumable materials such as pencils, paper, markers, chart paper and highlighters will be purchased for a total cost of \$1,381.23.

Every instructional teacher will participate in Learning Walks in the Fall and Spring to focus on an area of improvement for personal growth within our school targets. This process will require substitutes so teachers can observe their colleagues' practice and discuss actionable steps for change. Instructional personnel will be trained in Language for Learning, ACT Now, iReady, Achieve 3000, Thinking Maps, Top Score Writing, Connecting Math Concepts, Flocabulary, Caring School Community and high leverage practices for inclusive classrooms based on experience and need. TSSSA funding will support 30 substitutes over the 2020-2021 school year at a daily rate of \$113 plus fringe for a total of \$3,649.34.

Professional and Technical Services provided to support teachers and administrators with professional development through the University of Florida's Lastinger Center. The contract attached is for two years; 2020-2021 being the 2nd year of the contract. The Lastinger Center divided the total of the two years in half making both years \$115,000 each. The goals and activities found on page 7 of the contract include School Leadership Support and Professional Development, Tiered Targeted Support for Classroom Teachers, and On-going Needs Assessment and Assessment of Impact.

### **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.

Based on student academic needs, Terwilliger will provide grade level text through ACT Now to our 3rd, 4th and 5th grade students to increase their academic proficiency in ELA. ACT Now, Accessing Complex Text, will be implemented in grade levels 3-5 as supplemental to the core. Students are exposed to a wide range of genre and text types. Speaking, writing, listening and collaborative work will enhance student engagement and support student achievement. The total cost is \$3,029.40. Terwilliger will also purchase Mindplay, a research based virtual reading coach, to help students who have been identified in grades 3-5 who are reading at least one grade level below. This will impact 125 students at a cost of \$133.00 per student. We will also provide Saxon Phonics to Kindergarten students to build a solid foundation in phonics at a cost of \$3,264.80 for four curriculum kits.

Terwilliger students will also be able to build their background knowledge in all content areas by completing assigned lessons in Flocabulary, which teachers can also use as a hook to start their direct instruction while strengthening vocabulary skills at a total cost of \$2,500.

Six teachers will be selected based on criteria in relation to effective teaching practices to provide an additional hour of instruction beyond the school day three times a week for the purpose of tutoring in Math and ELA from November to March. 48 students will be invited based on various data points such as AIMS and iReady who are identified as approaching proficiency levels in ELA and Math. We will purchase supplies for students to use during the tutoring sessions. Consumable supplies will for a total of \$659.27.

Acaletics Science, a daily review of benchmark standards based science skills, will be utilized to front load content and provide on-going spiral review at a total cost of \$1,562.28.

## 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					\$4,600.00
	Function	Object	Budget Focus	Funding Source	FTE	2020-21	
	5100	644-Computer Hardware Non-Capitalized	0311 - Myra Terwilliger Elem. School	TSSSA		\$4,600.00	
			<i>Notes: Purchase 8 Dell laptops at \$575 each to supplement student access to technology, digital platforms, and web-based programs.</i>				
3	III.3.	Parental Involvement					\$6,287.90
	Function	Object	Budget Focus	Funding Source	FTE	2020-21	
	6150	520-Textbooks	0311 - Myra Terwilliger Elem. School	TSSSA		\$6,287.90	
			<i>Notes: Purchase FSA practice workbooks to support the a FSA Awareness Workshop as part of the scheduled Parents' Day event. The quote does not include shipping so \$4.90 has been added to cost to cover shipping.</i>				
4	III.4.	Incentives for Instructional Personnel					\$55,510.10
	Function	Object	Budget Focus	Funding Source	FTE	2020-21	
	5100	120-Classroom Teachers	0311 - Myra Terwilliger Elem. School	TSSSA		\$46,980.00	
			<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	0311 - Myra Terwilliger Elem. School	TSSSA		\$4,697.51	
			<i>Notes: Retirement Benefits @ 10% for Recruitment and Retention Bonuses for Highly Effective and Effective teachers</i>				
	5100	220-Social Security	0311 - Myra Terwilliger Elem. School	TSSSA		\$3,593.59	
			<i>Notes: SSI Benefits @ 7.65% Recruitment and Retention Bonuses for Highly Effective and Effective teachers</i>				
	5100	290-Other Employee Benefits	0311 - Myra Terwilliger Elem. School	TSSSA		\$239.00	
			<i>Notes: Early Retirement Benefits @ .51% Recruitment and Retention Bonuses for Highly Effective and Effective teachers</i>				
5	III.5.	Professional Development					\$139,701.18
	Function	Object	Budget Focus	Funding Source	FTE	2020-21	

**Alachua - 0311 - Myra Terwilliger Elem. School - FDOE TSSSA 2020-21**  
*Myra Terwilliger Elementary School*

6300	390-Other Purchased Services	0311 - Myra Terwilliger Elem. School	TSSSA		\$9,492.00
		<i>Notes: Other Purchased Services from Kelley Services to provide 84 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	0311 - Myra Terwilliger Elem. School	TSSSA		\$726.14
		<i>Notes: SSI Benefits @ 7.65% for Other Purchased Services from Kelley Services to provide 84 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	120-Classroom Teachers	0311 - Myra Terwilliger Elem. School	TSSSA		\$9,880.00
		<i>Notes: Teacher Stipends for 19 teachers for 26 hours each @ \$20/hour for the purpose of standards-based lesson planning beyond the regular contractual day.</i>			
6300	210-Retirement	0311 - Myra Terwilliger Elem. School	TSSSA		\$988.00
		<i>Notes: Retirement Benefits @ 10% for Teacher Stipends for 19 teachers for 26 hours each @ \$20/hour for the purpose of standards-based lesson planning beyond the regular contractual day.</i>			
6300	220-Social Security	0311 - Myra Terwilliger Elem. School	TSSSA		\$755.82
		<i>Notes: SSI Benefits @ 7.65% for Teacher Stipends for 19 teachers for 26 hours each @ \$20/hour for the purpose of standards-based lesson planning beyond the regular contractual day.</i>			
6300	290-Other Employee Benefits	0311 - Myra Terwilliger Elem. School	TSSSA		\$50.39
		<i>Notes: Early Retirement @ .51% for Teacher Stipends for 19 teachers for 26 hours each @ \$20/hour for the purpose of standards-based lesson planning beyond the regular contractual day.</i>			
6300	390-Other Purchased Services	0311 - Myra Terwilliger Elem. School	TSSSA		\$678.00
		<i>Notes: Other Purchased Services from Kelley Services to provide 6 substitutes @ \$113.00 each to provide release time for teachers to participate in the Learning Walks through the year.</i>			
6300	220-Social Security	0311 - Myra Terwilliger Elem. School	TSSSA		\$51.87
		<i>Notes: SSI Benefits @ 7.65% for 6 substitutes @ \$113.00 each to provide release time for teachers to participate in the Learning Walks through the year.</i>			
6300	510-Supplies	0311 - Myra Terwilliger Elem. School	TSSSA		\$1,378.96
		<i>Notes: Supplies for 28 teacher @ \$49.33 each to support Quarterly Instructional Planning including but not limited to pens, chart paper, markers, highlighters, binders, copy paper.</i>			
6300	310-Professional and Technical Services	0311 - Myra Terwilliger Elem. School	TSSSA		\$115,000.00
		<i>Notes: Professional and Technical Services provided to support teachers and administrators with professional development through the University of Florida's Laster Center.</i>			
6400	369-Technology-Related Rentals	0311 - Myra Terwilliger Elem. School	TSSSA		\$700.00



**Alachua - 0311 - Myra Terwilliger Elem. School - FDOE TSSSA 2020-21**  
 Myra Terwilliger Elementary School

						<i>Notes: Web-based Training and Support for MindPlay. Web-based program orientation training and on-going user support, including student uploads, data reporting, and data interpretation.</i>
<b>6</b>	<b>III.6.</b>	<b>Focused Instruction</b>				<b>\$39,040.82</b>
	Function	Object	Budget Focus	Funding Source	FTE	2020-21
	5100	520-Textbooks	0311 - Myra Terwilliger Elem. School	TSSSA		\$3,029.40
						<i>Notes: Purchase 260 copies of the Act NOW! workbook to support student achievement goals for ELA for student in grades 3-5.</i>
	5100	520-Textbooks	0311 - Myra Terwilliger Elem. School	TSSSA		\$1,562.28
						<i>Notes: Purchase 95 copies of the Acaletics Science workbooks to support student achievement in science for students in 5th grade.</i>
	5100	369-Technology-Related Rentals	0311 - Myra Terwilliger Elem. School	TSSSA		\$2,500.00
						<i>Notes: Purchase school site license for the Flocabulary web-based video resource to support student achievement in all content areas.</i>
	5100	510-Supplies	0311 - Myra Terwilliger Elem. School	TSSSA		\$3,264.80
						<i>Notes: Purchase Saxon Phonics: 4 curriculum kits for Kindergarten @ \$816 each.</i>
	5900	120-Classroom Teachers	0311 - Myra Terwilliger Elem. School	TSSSA		\$9,648.00
						<i>Notes: Teacher Stipends for 6 teacher for 60 hours each (51 hours of instruction @ \$28/hour + 9 hours of planning @ \$20/hour) to provide Extended Day Intervention to students beyond the regular school day.</i>
	5900	210-Retirement	0311 - Myra Terwilliger Elem. School	TSSSA		\$964.80
						<i>Notes: Retirement Benefits @ 10% for Teacher Stipends for 6 teacher for 60 hours each (51 hours of instruction @ \$28/hour + 9 hours of planning @ \$20/hour) to provide Extended Day Intervention to students beyond the regular school day.</i>
	5900	220-Social Security	0311 - Myra Terwilliger Elem. School	TSSSA		\$738.07
						<i>Notes: SSI Benefits @ 7.65% for Teacher Stipends for 6 teacher for 60 hours each (51 hours of instruction @ \$28/hour + 9 hours of planning @ \$20/hour) to provide Extended Day Intervention to students beyond the regular school day.</i>
	5900	290-Other Employee Benefits	0311 - Myra Terwilliger Elem. School	TSSSA		\$49.20
						<i>Notes: Early Retirement Benefits @ .51% for Teacher Stipends for 6 teacher for 60 hours each (51 hours of instruction @ \$28/hour + 9 hours of planning @ \$20/hour) to provide Extended Day Intervention to students beyond the regular school day.</i>
	5900	510-Supplies	0311 - Myra Terwilliger Elem. School	TSSSA		\$659.27
						<i>Notes: Supplies @ \$10.30/student to support Extended Day Intervention services including but not limited to pencils, copy paper, notebooks, binders, highlighters.</i>
	5100	369-Technology-Related Rentals	0311 - Myra Terwilliger Elem. School	TSSSA		\$16,625.00
						<i>Notes: Purchase 125 licenses @ \$133.00 each for MindPlay web-based reading program.</i>

	<b>Total: \$245,140.00</b>
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