

# J. J. Finley Elementary School



2014-15 School Improvement Plan

## J. J. Finley Elementary School

1912 NW 5TH AVE, Gainesville, FL 32603

<http://www.sbac.edu/pages/acps>

### School Demographics

**School Type**

Elementary

**Title I**

Yes

**Free/Reduced Price Lunch**

55%

**Alternative/ESE Center**

No

**Charter School**

No

**Minority**

63%

### School Grades History

Year	2013-14	2012-13	2011-12	2010-11
Grade	A	B	A	A

### School Board Approval

This plan is pending approval by the Alachua County School Board.

### SIP Authority and Template

Section 1001.42(18), Florida Statutes, requires district school boards to annually approve and require implementation of a school improvement plan (SIP) for each school in the district.

The Florida Department of Education (FDOE) SIP template meets all statutory and rule requirements for traditional public schools and incorporates all components required for schools receiving Title I funds. This template is required by State Board of Education Rule 6A-1.099811, Florida Administrative Code, for all non-charter schools with a current grade of D or F, or with a grade of F within the prior two years. For all other schools, the district may use a template of its choosing. All districts must submit annual assurances that their plans meet statutory requirements.

This document was prepared by school and district leadership using the Florida Department of Education's school improvement planning web application located at <https://www.floridacims.org>.

---

## Table of Contents

---

<b>Purpose and Outline of the SIP</b>	<b>4</b>
<b>Differentiated Accountability</b>	<b>5</b>
<b>Current School Status</b>	<b>8</b>
<b>8-Step Planning and Problem Solving Implementation</b>	<b>18</b>
Goals Summary	18
Goals Detail	18
Action Plan for Improvement	22
<b>Appendix 1: Implementation Timeline</b>	<b>28</b>
<b>Appendix 2: Professional Development and Technical Assistance Outlines</b>	<b>29</b>
Professional Development Opportunities	30
Technical Assistance Items	32
<b>Appendix 3: Budget to Support Goals</b>	<b>34</b>

## Purpose and Outline of the SIP

The SIP is intended to be the primary artifact used by every school with stakeholders to review data, set goals, create an action plan and monitor progress. A corollary at the district level is the District Improvement and Assistance Plan (DIAP), designed to help district leadership make the necessary connections between school and district goals in order to align resources. The Florida Department of Education encourages schools to use the SIP as a “living document” by continually updating, refining and using the plan to guide their work throughout the year. This printed version represents the SIP as of the “Date Modified” listed in the footer.

### Part I: Current School Status

Part I organizes the current status of the school around five domains inspired by the 5Essentials framework: Supportive Environment, Family and Community Involvement, Effective Leadership, Public and Collaborative Teaching, and Ambitious Instruction and Learning. Questions regarding the school’s Multi-Tiered System of Supports have been embedded throughout this part to demonstrate how data is used by stakeholders to understand the needs of all students and allocate appropriate resources in proportion to those needs.

### Part II: Needs Assessment

Part II requires the school to review performance and early warning systems data in order to develop strategic goals and associated data targets (i.e., “SMART goals”) for the coming school year in context of the school’s greatest strengths and needs. An online tool was developed, which includes data visualizations and processing questions to support problem identification, problem analysis and strategic goal formulation.

### Part III: 8-Step Planning and Problem Solving for Implementation

Part III enables the school to develop implementation plans for its highest-priority goals. With the overview of the current state of the school in mind and the strategic goals identified through the needs assessment, the planning team engages in a facilitated planning and problem-solving process, through which they

- Define strategic goals and establish targets to be reached by successfully achieving the goals (Step 1)
- Identify resources available to support the goals and barriers that could hinder achieving those goals (Step 2)
- Select high-priority barriers they want to address initially (Step 3)
- Design implementation and monitoring plans for strategies to resolve selected barriers (Steps 4-7)
- Determine how they will monitor progress toward each goal (Step 8)

### Appendices

The following appendices, automatically-generated from content entered in Part III, are included in this document:

- Appendix 1 is a timeline of all action steps and monitoring activities
- Appendix 2 is an outline of all professional development opportunities and technical assistance items
- Appendix 3 is a report of the budget needed to implement the strategies

## Differentiated Accountability

Florida’s Differentiated Accountability (DA) system is a statewide network of strategic support, differentiated by need according to performance data, and provided to schools and districts in order to improve leadership capacity, teacher efficacy and student outcomes. DA field teams collaborate with district and school leadership to design, implement and refine improvement plans, as well as provide instructional coaching, as needed.

### DA Regions

Florida’s DA network is divided into five geographical regions, each served by a field team led by a regional executive director (RED).

### DA Categories

Traditional public schools are classified at the start of each school year, based upon the most recently released school grades (A-F), into one of the following categories:

- Not in DA – currently A or B with no F in prior three years; charter schools; ungraded schools
- Monitoring Only – currently A or B with at least one F in the prior three years
- Prevent – currently C
- Focus – currently D
  - Planning – two consecutive grades of D (i.e., DD), or a grade of F immediately followed by a grade of D in the most recent grades release (i.e., FD)
  - Implementing – two consecutive grades of D in the most recent grades release preceded by a grade below C (i.e., FDD or DDD)
- Priority – currently F
  - Planning – declined to a grade of F in the most recent grades release and have not received a planning year or implemented a turnaround option during the previous school year
  - Implementing – two consecutive grades of F (i.e., FF), or three consecutive grades below C with an F in the most recent grades release (i.e., FDF or DDF)

### DA Turnaround and Monitoring Statuses

Additionally, schools in DA are subject to one or more of the following Turnaround and Monitoring Statuses:

- Former F – currently A-D with at least one F in the prior three years; SIP is monitored by FDOE
- Planning – Focus Planning and Priority Planning; district is planning for possible turnaround
- Implementing – Focus Implementing and Priority Implementing; district is implementing the Turnaround Option Plan (TOP)

### 2014-15 DA Category and Statuses

DA Category	Region	RED
Not In DA	2	<a href="#">Wayne Green</a>
Former F	Turnaround Status	
No		





## Part I: Current School Status

### Supportive Environment

#### School Mission and Vision

##### Provide the school's mission statement

JJ Finley is committed to the success of every student.

##### Provide the school's vision statement

The JJ Finley faculty, staff, parents, and community are committed to academic excellence for every Finley student. We believe it is the responsibility of the school community to encourage and support a positive, safe learning environment where every child reaches his or her maximum potential. The JJ Finley faculty, staff and community believe that every child brings unique talents to the school environment. We believe that it is the responsibility of the school staff, parents, and community to facilitate and foster a democratic school climate where all members of the school community appreciate and value the contributions of a diverse student body.

#### School Environment

##### Describe the process by which the school learns about students' cultures and builds relationships between teachers and students

As the ESOL center school for elementary, we recognize the unique talents and diversity that each student, family and culture bring to our school. We work diligently to create a very welcoming, nurturing environment from our front office staff to the cafeteria to the classroom. Each ESOL student attends a sheltered language arts class for 90-120 minutes of instruction in speaking, listening, reading and writing. We provide extra support to these students and families through tutoring, translators, ESOL summer programs and specialized technology. Our International Food Festival provides each ESOL family the opportunity to share their culture and food with all of our families. Several other programs and events (i.e. December in Our Town, Veteran's Day and Holidays Around the World) scheduled throughout the year help us to understand and appreciate our cultural differences. Finally, all teachers in our school have participated in Kagan professional development which includes classroom and team building activities. The Kagan initiative is supported through coaching and mentoring of teachers by a district coach. To further develop our home-school partnership, our 3rd-5th graders are provided planners through district Title 1 funds. The planners incorporate the 7 habits of highly effective people.

##### Describe how the school creates an environment where students feel safe and respected before, during and after school

Our school-wide theme for this year is "Hooked on Learning". The FISH! Philosophy videos have been used this year and last to reinforce the concepts of vision, teamwork, and coaching. We also carry the fishing theme into other areas such as our "fishing for compliments" program. All staff members recognize classes who deserve a compliment with a small paper fish. At the end of the week, the fish are put in a fish bowl and the class drawn receives a stuffed fish for the week ("Fin" for K-2 or "Lee" for 3-5). The leadership team has also read the book, "Simon's Hook" to each class both years to promote the anti-bullying message of "not taking the bait" by providing five alternative strategies children can use for verbal put downs. Additionally we participate school wide in the Bucket Filler Program which is an anti-bullying tool that recognizes individuals who use actions or words to show that they care about someone (i.e. holding the door, helping a friend, etc).



**Describe the schoolwide behavioral system in place that aids in minimizing distractions to keep students engaged during instructional time. This may include, but is not limited to, established protocols for disciplinary incidents, clear behavioral expectations, and training for school personnel to ensure the system is fairly and consistently enforced**

Our schoolwide behavioral system has several components:

\*Finley Flight Plan- is a school wide behavior plan that the school uses to inform students of the expected behavior while at school which are: to be a responsible student, respect people and property, and behave in a safe way. The Flight Plan also informs students of the consequence if the expected behaviors are broken: 1. warning, 2. time out in class, 3. time out in another classroom, and 4. time out with BRT and a phone call home.

\*Classroom Behavior Plans- is the individual classroom behavior plan which at J.J. Finley is the use of clips and card charts to manage behaviors that occur during classroom instruction. Teachers' use colored cards/clips (Green, yellow, orange, red, and purple/blue) so that students can visually monitor their behaviors and follow the classroom rules that have been established in the classroom. Each time a card/clip is moved, a consequence is followed.

\*B.E.S.T. (Be Especially Successful Today) – is an individual two tier response to intervention behavioral point sheet program tailored to each student's behavioral needs and goals. The teacher, student, parent, and BRT work together to model, encourage, and reward appropriate behavior choices. The primary focus of the B.E.S.T. program is to modify and redirect undesirable behavior and replace it with a desired behavior (replacement behavior). B.E.S.T. has 3 stages: Stage 1(red) student must earn 70-75% each day to advance to the next day. Stage 2(yellow) student must earn 80-85% each day to advance to the next day. Stage 3(green) student must earn 90% each day to advance to the next day. Each stage last for 10 consecutive days unless a day or days are repeated.

\*Formal and Informal Referrals- are use when an incident (behavior) needs to be documented and or recorded for a students behavior file. Informal referrals are written for minor offenses such as: excessive talking, disrespect, teasing, unsafe actions, etc. Formal referrals are for more serious offenses such as fights, unacceptable language, safety violations, major classroom disruptions, etc.

\*Discipline Committee Meetings- are held quarterly during the school year. The committee consist of members from each grade level and a member of the resource team. The committee convenes to discuss and decide on the most appropriate consequence or outcomes as it pertains to behavior or behavioral issues that occur at our school.

**Describe how the school ensures the social-emotional needs of all students are being met, which may include providing counseling, mentoring and other pupil services**

Guidance Lessons, as Tier 1 strategies, are taught at each grade level. Each unit builds on skills learned the previous year. Units include: Peacemaking Skills, Ready to Learn, Careers, Decision-Making Skills, Attitudes, Values and Beliefs, Ready for Success, Student Success Skills, Human Growth & Development, Middle School Prep and Child Safety Matters.

Skill Streaming – is an intervention program used by our guidance counselor and behavior resource teachers with targeted students that focuses on 4 direct instructional areas of learning: modeling, role-playing, feedback, & transfer. Using parent & /or teacher rating sheets, a student's primary area of difficulty, can be targeted with specific Skills Streaming lessons. It teaches kids pro-social behaviors that will help students from elementary school through adulthood.

Individual and Small Group Counseling – is provided by our guidance counselor to those requested by student, teacher or parent.

G.E.N.T.S. (Gentleman Excelling Naturally Through Service) – is a program designed to assist our at-risk boys in the development of social skills, proper manners/appropriate behavior, and community service. The goal is to help prepare this group of boys to be successful in school, life and in their community.

Mentoring – we are reinstating a mentoring program that was very successful for Finley students years ago. Faculty and staff will each mentor one student nominated by their teacher as someone who would benefit from a mentor.

**Early Warning Systems**

The school's response to this section may be used to satisfy the requirements of 20 U.S.C. § 6314(b)(1)(B)(ii)(III), (b)(1)(B)(iii)(I), and (b)(1)(I).

**Describe the school's early warning system and provide a list of the early warning indicators used in the system**

Our on-going progress monitoring system serves as our early warning system. We track individual student progress on various assessments (FAIR FS, Discovery Education, benchmark and unit test scores) and maintain a HOT list of students at each grade level. This HOT list is reviewed frequently by teachers, administration, Title 1, etc. so we can monitor each student for further intervention (Tier 2) or testing as needed. Data Chats are held quarterly with each grade level to discuss areas of strength or growth needed in our Tier 1 instruction. Data is analyzed to determine instructional needs and focus. CIMS meetings are held monthly to review the current data and the HOT list to ensure appropriate support and intervention is being provided. Our EPT/Rtl Process supports students whose academic, behavior or attendance needs are not being met through Tier 1 & Tier 2 instruction.

**Provide the following data related to the school's early warning system**

*The number of students by grade level that exhibit each early warning indicator:*

Indicator	Grade Level						Total
	K	1	2	3	4	5	
Attendance below 90 percent	14	15	12	5	6	8	60
One or more suspensions	1	1	1	2	2	1	8
Course failure in ELA or Math	3	11	2	6	3	0	25
Level 1 on statewide assessment	0	0	0	24	10	21	55

*The number of students identified by the system as exhibiting two or more early warning indicators:*

Indicator	Grade Level					Total
	1	2	3	4	5	
Students exhibiting two or more indicators	4	2	3	2	2	13

**Describe all intervention strategies employed by the school to improve the academic performance of students identified by the early warning system**

Many of the intervention strategies employed by our school are discussed in another part of this plan. They include: weekly communication with parents, parent conferences, behavior plans, educational planning team meetings (EPTs), Title 1 supplemental instruction, afterschool tutoring (Achieve 3000), response to intervention, the BEST program, skill streaming lessons, mentoring, and the GENTS program. This year we are also having a week long attendance emphasis using the book/CD, "Late for School" in the fall and spring. Also, five of our teachers voluntarily provide afterschool homework help two days a week to our struggling learners at two of the apartment complexes in our school zone.

**Family and Community Involvement**

The school's response to this section may be used to satisfy the requirements of 20 U.S.C. § 6314(b)(1)(B)(iii)(I)(aa).

**Describe how the school works at building positive relationships with families to increase involvement, including efforts to communicate the school's mission and vision, and keep parents informed of their child's progress**

Title I schools use the Parent Involvement Plan (PIP) to meet the requirements of 20 U.S.C. § 6314(b)(1)(F).

### Will the school use its PIP to satisfy this question?

Yes

#### **PIP Link**

The school completes a Parental Involvement Plan (PIP), which is accessible through the Continuous Improvement Management System (CIMS) at <https://www.floridacims.org/documents/216614>.

#### **Description**

A PIP has been uploaded for this school or district - see the link above.

### **Describe the process by which the school builds and sustains partnerships with the local community for the purpose of securing and utilizing resources to support the school and student achievement**

J.J. Finley is celebrating our 75th anniversary during this school year. We have a long history of community support and partnerships with our local universities, businesses, and government. Our PTA is very active in the community and provides incredible support to our school in many ways. Through their main fundraiser, UF football parking on every Gator home game, they earn \$60,000 each year to provide our school with improvements such as a computer lab, playground equipment, covered walkways, landscaping, etc.

We also partner with other local businesses such as Community Bank and Trust, Kohl's, Sonic, Texas Roadhouse, Burger King, and Applebee's to provide volunteers at our book fairs, awards for student achievements, financial support for our annual FCAT/FSA parties, and celebrations for students and teachers.

### **Effective Leadership**

The school's response to this section may be used to satisfy the requirements of 20 U.S.C. § 6314(b)(1)(H).

#### **School Leadership Team**

##### **Membership**

Identify the name, email address and position title for each member of the school leadership team.:

<b>Name</b>	<b>Title</b>
Grantham, Kathy	Guidance Counselor
Cromwell, Johnny	Dean
Delaney, Tami	Administrative Support
Valdes, Kathleen	Principal
Stephens, Eileen	Teacher, ESE

##### **Duties**

***Describe the roles and responsibilities of the members, including how they serve as instructional leaders and practice shared decision making***

The role of the SBLT has been to complete a mapping of resources available to meet student needs, analyze the staff training needs based upon available intervention resources, and structure a school-wide intervention plan incorporating interventions that were chosen based upon need through student data analysis.

Principal—is the leader in coordinating the SBLT efforts, and assigned roles for continuing the school-wide intervention plan and on-going progress monitoring. She ensures that the identified areas of need within the staff needs survey will be addressed through well-planned and regularly implemented

PLCs in specific content areas (diagnostic measures, using intervention materials with fidelity, entering on-going progress monitoring data, understanding and utilizing that data).  
Curriculum Resource Teacher—provides teachers with data from district adopted screening and benchmark assessments. She will review the data regularly with the SBLT to further tailor the types of programs and intervention resources that are adopted for implementation at their school.  
Behavior Resource Teacher—Utilized district data that is only accessible by BRTs to work with the guidance department to identify and analyze behavior issues for students for the implementation of small group and individual social skills training and/or counseling. He will work with his assistant to maintain regular progress monitoring data for students receiving Tier 3 interventions for behavior. He will regularly report on behavioral data to the SBLT to ensure that each grade level is able to access behavior resources and information for their identified students.  
Guidance Counselor—Implements Universal Tier 1 school-wide instruction in classroom guidance lessons in social skills, problem solving, decision making, career exploration, personal safety, organization, study skills, self-management and attitudes and values. Utilizes student data and teacher input to offer Tier 2 small group counseling and Tier 3 individual counseling and to coordinate meetings to offer academic, family and behavior support to students and families.  
CIMS—Coordinate the dissemination and understanding of progress monitoring data with teachers during grade level team meetings, and assist the SBLT in school-wide planning based upon the student on-going progress monitoring data.

***Describe the process through which school leadership identifies and aligns all available resources (e.g., personnel, instructional, curricular) in order to meet the needs of all students and maximize desired student outcomes. Include the methodology for coordinating and supplementing federal, state and local funds, services and programs. Provide the person(s) responsible, frequency of meetings, how an inventory of resources is maintained and any problem-solving activities used to determine how to apply resources for the highest impact***

Implementation and monitoring of the SIP and MTSS is carried out through faculty, team leader and leadership meetings as well as through observation feedback (both formal and informal). Concerns with core instruction, resources needed, instructional delivery and student needs are addressed at our weekly data chats (one at each grade level every six weeks).

Title 1, Part A - Services are provided to ensure students requiring additional remediation are assisted through after-school programs or summer school. The district coordinates with Title II and Title III in ensuring staff development needs are provided. Pull out tutorials are provided daily for students in need of remediation. The FCIM coordinator helps teachers collect and analyze data.

Title II - District receives supplemental funds for improving basic education programs through the use of district literacy coaches, mentor coaches and digital educators.

Title III -The school and district work together to coordinate supplementary materials (i.e dictionaries) and services (tutors and translators) to improve the education of immigrant and English language learners. We are the elementary ESOL center school for our district.

Violence Prevention Programs - The school offers a non-violence and anti-drug program to students that incorporates peacemaking skills, steps for creative conflict resolution, and taking responsibility for personal health.

Nutrition Programs - The school participates in the district's "Summer Feeding" program.

Adult Education - The school provides our ELL families with information regarding English class offerings in the community.

## School Advisory Council (SAC)

### Membership

Identify the name and stakeholder group for each member of the SAC.:

Name	Stakeholder Group
Kathy Valdes	Principal
Emilie Carter	Teacher
Natalie Chartier	Teacher
Ellen Meeker	Teacher
Tami Delaney	Teacher
Florida Bridgewater-Alford	Parent
Steve Gregg	Parent
Myra Lockett	Parent
Kate Fletcher	Parent
Martha Horter	Education Support Employee
Karen Paige	Business/Community
Chipper Flaniken	Business/Community
Louise Brown	Business/Community

### Duties

**Provide a description of the SAC's involvement with the following activities, as required by section 1001.452(2), Florida Statutes**

*Evaluation of last year's school improvement plan*

During the final meeting of the year, we reviewed the school grade, FCAT scores and the progress made toward the goals of the school improvement plan. Feedback from SAC members is recorded in the minutes and used to development the upcoming year's school improvement plan.

*Development of this school improvement plan*

The School Advisory Council reviews a draft of the School Improvement Plan at the first meeting each year and is given the opportunity to provide suggestions, improvements, etc. They are also given the link and encouraged to review it to provide feedback. The same process occurs at each meeting throught the year for the parent involvement plan, assessments, school grades and budgets.

*Preparation of the school's annual budget and plan*

Budget is shared at three intervals throughout the year (beginning, mid year and end of the year). Approval for additional budget items is presented to the SAC committee at regular meetings.

**Describe the use of school improvement funds allocated last year, including the amount budgeted for each project**

Curriculum Planning & Assessment \$4500.00, Instructional Materials \$4500.00, Professional Development Training \$2000.00, After School Tutoring \$2000.00

**Verify that the school is in compliance with section 1001.452, Florida Statutes, regarding the establishment requirements and duties of the SAC**

Yes

*If the school is not in compliance, describe the measures being implemented to meet SAC requirements*

### Literacy Leadership Team (LLT)

## Membership

Identify the name, email address and position title for each member of the school-based LLT.:

Name	Title
Delaney, Tami	Administrative Support
Stephens, Eileen	Teacher, K-12
Valdes, Kathleen	Principal
McLeod, Stefanie	Teacher, K-12
Meeker, Ellen	Teacher, K-12
Sabback, Jeanie	Teacher, K-12

## Duties

### ***Describe how the LLT promotes literacy within the school***

The Accelerated Reader Program, Altrusa Read-In, Book-It Program, Pumpkin Book Character contest, Martha Speaks, and Scholastic Book Fair are a few of the ways we will promote literacy this school year. Literacy is also encouraged through author visits, participation in the SSYRA program, book talks on the morning news, school wide book swaps and free book giveaways throughout the year.

## Public and Collaborative Teaching

The school's response to this section may be used to satisfy the requirements of 20 U.S.C. § 6314(b)(1)(D).

### **Describe the school's strategies to encourage positive working relationships between teachers, including collaborative planning and instruction**

Each member of the faculty is assigned to a grade level team which meets weekly to plan collaboratively. Monthly team leader and faculty meetings are held to ensure that each teacher/ team receives professional development, information regarding instructional programs, and input on school wide events, policies, programs, etc. CIMS meetings are held monthly to update and analyze data, plan interventions, and make decisions regarding tier 2 and 3 instruction for struggling learners. Data chats are held quarterly at each grade level to discuss trends and data to drive instructional decision making. Twenty eight of our ESE students receive their language arts instruction in a co-teach inclusion model with a general education teacher and an ESE teacher working collaboratively to meet these students' educational goals.

### **Describe the school's strategies to recruit, develop and retain highly qualified, certified-in-field, effective teachers to the school**

1. Regular meetings of new teachers with Leadership Team.
2. Partnering new teachers with veteran staff.
3. Team leaders and CRT participate in interviewing process for all new hires.
4. Maintain close relationship with University of Florida and St. Leo University as they provide interns, practicum students, and volunteers to our school.

### **Describe the school's teacher mentoring program, including the rationale for pairings and planned mentoring activities**

The pairing of Mentor and Beginning Teacher is based on the experience and training of each mentor coach, including grade level and subject (s) taught. Planned mentoring activities focus on the completion of the District Beginning Teacher Program through weekly one on one conferencing, observations, and feedback. In addition, each mentor coach will meet with her assigned teachers in a small group six times

a year. These meetings, individually or in small group, will focus on training and modeling engaging curriculum strategies and research based behavior management strategies.

## Ambitious Instruction and Learning

### Instructional Programs and Strategies

#### Instructional Programs

***Describe how the school ensures its core instructional programs and materials are aligned to Florida's standards***

Our teachers use the district adopted materials for each subject area. The district also provides an instructional calendar with additional resources beyond the core reading and math curriculum. Our curriculum resource teacher and CIMS facilitator have trained all of our teachers on the standards and test specifications.

#### Instructional Strategies

***Describe how the school uses data to provide and differentiate instruction to meet the diverse needs of students. Provide examples of how instruction is modified or supplemented to assist students having difficulty attaining the proficient or advanced level on state assessments***

Our school collects data through our on-going progress monitoring system. Various assessments and probes are administered by teachers throughout the year and individual student progress is tracked through our HOT list. This list is reviewed frequently by teachers, administration, Title 1, etc. so we can monitor each student for further intervention (Tier 2) or testing as needed. Data Chats are held quarterly with each grade level to discuss areas of strength or growth needed in our Tier 1 instruction. Data is analyzed to determine instructional needs and focus. CIMS grade level meetings will target individual students' growth to assist teachers with interventions and begin the EPT/Rtl process. EPT/Rtl Process supports students whose academic, behavior or attendance needs are not met through Tier 1 & Tier 2 instruction. Title 1 provides both reading and math supplemental support to students identified through assessment data of needing academic intervention. Students in grades 3-5 needing additional support attend our afterschool tutoring (Achieve 3000) two days a week from Oct until April. Our 140 ESOL students in grades K-5 receive differentiated language arts instruction in a resource room with an ESOL teacher and a paraprofessional. Our ESE students receive support in both reading and math through the co-teach model (2nd-5th), supplemental reading support (K and 1st) and paraprofessional assistance in math.

Differentiated instruction is provided through the use of gifted math and science classes for 1st through 5th grade identified students.

All teachers differentiate instruction by providing small groups, literacy work stations and math centers

Evidence of this differentiation is noted in lesson plans, walk throughs and observations.

***Provide the following information for each strategy the school uses to increase the amount and quality of learning time and help enrich and accelerate the curriculum:***

**Strategy:** Extended School Day

**Minutes added to school year:** 3,360

We provide after school tutoring to targeted 3-5 grade students. Teachers use research based strategies and curriculum to remediate students in the area of reading. The Achieve3000 computer program focuses on improving reading comprehension through the use of nonfiction text.

**Strategy Rationale**

Achieve3000 is a research based program supported and funded by the district Title 1 program.

**Strategy Purpose(s)**

- Core Academic Instruction
- Enrichment

**Person(s) responsible for monitoring implementation of the strategy**

Valdes, Kathleen, valdeskb@gm.sbac.edu

**Data that is or will be collected and how it is analyzed to determine effectiveness of the strategy**

Benchmark and unit/chapter assessments, FAIR, Discovery Education, and On Track are analyzed in team meetings and data chats.

**Student Transition and Readiness**

**PreK-12 Transition**

The school's response to this question may be used to satisfy the requirements of 20 U.S.C. § 6314(b)(1)(G).

**Describe the strategies the school employs to support incoming and outgoing cohorts of students in transition from one school level to another**

The district hosts a VPK summer program at individual schools. Each elementary school in the district offers a "Kindergarten Round-Up" program in the Spring for parents and children entering Kindergarten the next Fall. The program provides parents with school based information and strategies for reading readiness and parental involvement.

**College and Career Readiness**

**Describe the strategies the school uses to advance college and career awareness, which may include establishing partnerships with business, industry or community organizations**

Finley's 5th grade students receive 6 hours of classroom guidance instruction in the area of Careers/ Life Preparation. The title of these lessons is called: G.O.A.L.S., which stands for "Go On And Live Spectacularly"! The emphasis is on life preparation, both current and future, and career planning. The goal of these lessons is to: assist the student to look closely at their own personal strengths, what areas of study/skills motivate them, & to more clearly see the connection between school and work. Students complete a series of surveys that are designed to help them identify their own: learning styles, major areas of interests, and multiple intelligences. Utilizing this information, students will investigate a career cluster which may tap into their own personal style, interest, and strengths. Further lessons will include calculating GPA, defining wants and needs, and formulating a budget. Discussions will center around setting realistic goals, both long term and short term, based on the information they have learned about themselves.



1st grade students have 3 hours of classroom guidance instruction on “Careers”, emphasizing the jobs they have now: son/daughter, sister/brother, student, and friend. The goal of these lessons is to help the students see how the jobs they have now, even at such a young age, are preparing them for a real job one day.

2nd grade students receive 3 hours of classroom guidance instruction on “Careers”. This is designed to build on the unit they received in 1st grade. The instruction covers 4 areas of Career Clusters, characteristics needed for those jobs, and character traits which are important in school and in the workplace.

**Identify the career and technical education programs available to students and industry certifications that may be earned through those respective programs**

n/a

**Describe efforts the school has taken to integrate career and technical education with academic courses (e.g., industrial biotechnology) to support student achievement**

n/a

**Describe strategies for improving student readiness for the public postsecondary level based on annual analysis of the [High School Feedback Report](#), as required by section 1008.37(4), Florida Statutes**

n/a

## School Improvement Goals

The following key is intended to help readers understand how the sections of this document correspond to the steps of the 8-step planning and problem-solving framework used in the School Improvement Plan. The Quick Key numbers can help registered users go directly to the point of entry for any given goal, barrier and strategy within the online survey.

### Problem Solving Key

**G** = Goal

**B** =  
Barrier

**S** = Strategy

**1** = Problem Solving Step     S123456 = Quick Key

## Strategic Goals Summary

- G1.** Increase the number of students making math learning gains by 10%
- G2.** Increase number of students in the lowest quartile making learning gains in math by 5%
- G3.** Increase the number of students achieving proficiency in reading by 5%

## Strategic Goals Detail

For each strategic goal, this section lists the associated targets (i.e., "SMART goals"), resources available to support movement toward the goal, barriers to achieving the goal, and the plan for monitoring progress toward the goal

**G1. Increase the number of students making math learning gains by 10%** 1a

G043511

**Targets Supported** 1b

Indicator	Annual Target
Math Gains	10.0

**Resources Available to Support the Goal** 2

- Use of My Math series, Reflex Math, Calendar Math, small group differentiated instruction with the use of math workstations, additional resources provided through district instructional calendar

**Targeted Barriers to Achieving the Goal** 3

- Lack of computation skills, basic math facts, and number sense

**Plan to Monitor Progress Toward G1.** 8

Review FSA scores and AMOs

**Person Responsible**

Kathleen Valdes

**Schedule**

Annually, from 1/9/2014 to 4/6/2015

**Evidence of Completion**

FSA scores

**G2. Increase number of students in the lowest quartile making learning gains in math by 5%** 1a

G043512

**Targets Supported** 1b

Indicator	Annual Target
Math Lowest 25% Gains	5.0

**Resources Available to Support the Goal** 2

- Implementation of My Math series; Calendar Math; Reflex Math; use of math intervention series in supplemental resource class; paraprofessional support; co-teaching

**Targeted Barriers to Achieving the Goal** 3

- Students have not mastered necessary prerequisite math skills and lack math vocabulary.

**Plan to Monitor Progress Toward G2.** 8

Review FSA scores and AMOs

**Person Responsible**

Kathleen Valdes

**Schedule**

Annually, from 1/9/2014 to 4/6/2015

**Evidence of Completion**

FSA scores

**G3. Increase the number of students achieving proficiency in reading by 5%** 1a

G043513

**Targets Supported** 1b

Indicator	Annual Target
AMO Reading - All Students	72.0

**Resources Available to Support the Goal** 2

- Implementation of reading series; ELA Florida Standards; FSA test specifications; Accelerated Reader books; vocabulary activities/materials for work stations; non-fiction text; leveled reader libraries
- Literacy Stations; Kagan Strategies; document cameras; use of incentives with Accelerated Reader program

**Targeted Barriers to Achieving the Goal** 3

- Limited vocabulary
- Low levels of engagement

**Plan to Monitor Progress Toward G3.** 8

Review FSA scores and AMOs

**Person Responsible**

Kathleen Valdes

**Schedule**

Annually, from 6/4/2014 to 10/31/2014

**Evidence of Completion**

FSA scores

## Action Plan for Improvement


For each strategy selected in the plan to reduce a targeted barrier to a strategic goal, this section lists the rationale for that strategy (i.e., why the school believes it will reduce the barrier) and the action steps that have been identified as necessary to implementing the strategy, including details such as the point person, timing and duration, and evidence of completion. At the end of each set of action steps is the plan for monitoring the implementation and effectiveness of the respective strategy.

### Problem Solving Key


**G** = Goal                      **B** =  
Barrier                      **S** = Strategy

**1** = Problem Solving Step       S123456 = Quick Key


**G1.** Increase the number of students making math learning gains by 10% **1**

 G043511

**G1.B1** Lack of computation skills, basic math facts, and number sense **2**

 B106658

**G1.B1.S1** Teachers will implement the My Math series and Calendar Math using small group differentiated instruction to increase computation skills and number sense. Math workstations, including Reflex Math, will be implemented to improve basic facts and number sense. **4**

 S117984

### Strategy Rationale

Small group differentiated instruction will address the targeted barriers of computational skills, basic math facts, and number sense.

### Action Step 1 **5**

Teachers will be trained in the use of rigor in math workstations.

#### Person Responsible

Tami Delaney

#### Schedule

Annually, from 1/16/2015 to 1/16/2015

#### Evidence of Completion

Sign in sheet at the math workshop, follow up activity as assigned

**Action Step 2** 5

Expand use of Reflex Math through use of incentives and recognition program

**Person Responsible**

Eileen Stephens

**Schedule**

Quarterly, from 1/11/2014 to 4/6/2015

**Evidence of Completion**

Reflex Math reports

**Plan to Monitor Fidelity of Implementation of G1.B1.S1** 6

Lesson plans and walkthroughs

**Person Responsible**

Kathleen Valdes

**Schedule**

Monthly, from 1/9/2014 to 4/6/2015

**Evidence of Completion**

Classroom walkthrough report and lesson plans

**Plan to Monitor Effectiveness of Implementation of G1.B1.S1** 7

Analyze Reflex Math reports and assessment data to monitor student achievement

**Person Responsible**

Tami Delaney


**Schedule**

Monthly, from 1/9/2014 to 4/6/2015


**Evidence of Completion**

Benchmark, On Track, chapter test and FSA data


**G2.** Increase number of students in the lowest quartile making learning gains in math by 5% **1**

 G043512

**G2.B1** Students have not mastered necessary prerequisite math skills and lack math vocabulary. **2**

 B106659

**G2.B1.S1** Teachers will implement My Math series, Reflex Math and Calendar Math. Title 1 teachers will use the math intervention series in supplemental resource classes. We will also provide paraprofessional support and co-teaching at various grade levels. **4**

 S117985

### **Strategy Rationale**

Intervention provided through above resources will address the barriers of limited math skills and vocabulary.

### **Action Step 1** **5**

Supplemental support provided to our lowest quartile

#### **Person Responsible**

Eileen Stephens

#### **Schedule**

Daily, from 1/9/2014 to 4/6/2015

#### **Evidence of Completion**

Benchmark and unit assessments; On Track

### **Plan to Monitor Fidelity of Implementation of G2.B1.S1** **6**

Lesson plans, classroom walkthroughs, teacher schedules

#### **Person Responsible**

Kathleen Valdes

#### **Schedule**

Monthly, from 1/9/2014 to 4/6/2015

#### **Evidence of Completion**

Classroom walkthrough reports and lesson plans



**Plan to Monitor Effectiveness of Implementation of G2.B1.S1 7**

Analyze test data to monitor student achievement

**Person Responsible**

Eileen Stephens

**Schedule**

Monthly, from 1/9/2014 to 4/6/2015

**Evidence of Completion**

Benchmark, chapter tests, On Track and FSA


**G3. Increase the number of students achieving proficiency in reading by 5% 1**

 G043513

**G3.B1 Limited vocabulary 2**

 B106660

**G3.B1.S1** Teachers will implement the reading series, Pearson Reading Street. Teachers will use the new ELA Florida Standards and FSA test specifications for planning and instruction. There will be increased use of vocabulary activities/materials for work stations, non-fiction text, leveled reader libraries, and Accelerated Reader books. 4

 S117986

**Strategy Rationale**

Increasing the amount of time, materials and focus on expanding the vocabulary of all students will improve reading proficiency.

**Action Step 1 5**

Provide teachers with additional activities/materials for building vocabulary including workstations materials, non-fiction text, Accelerated Reader books, leveled reader libraries and test preparation workbooks.

**Person Responsible**

Tami Delaney

**Schedule**

Monthly, from 9/1/2014 to 6/4/2015

**Evidence of Completion**

invoices for materials; evidence of materials used during classroom walk throughs and lesson plans

**Action Step 2** 5

Provide intensive supplemental reading instruction during and after school

**Person Responsible**

Kathleen Valdes

**Schedule**

Daily, from 9/1/2014 to 6/4/2015

***Evidence of Completion***

Review and analyze reading assessments including unit tests, FAIR FS, Discovery Education and on-going progress monitoring

**Plan to Monitor Fidelity of Implementation of G3.B1.S1** 6

Lesson plans, classroom walk throughs and observations

**Person Responsible**

**Schedule**

***Evidence of Completion***

Lesson plans and walk through reports

**Plan to Monitor Effectiveness of Implementation of G3.B1.S1** 7

Analyze test data to monitor student achievement


**Person Responsible**

**Schedule**


***Evidence of Completion***

Benchmark assessments, FAIR, Discovery Education and FCAT

**G3.B2** Low levels of engagement **2**

 B106661

**G3.B2.S1** Teachers will implement literacy stations, Kagan Strategies, and the Accelerated Reader program. Use of document cameras increases engagement and encourages use of different types of texts. Student engagement will also be addressed by a PLC studying the book - "You Can't Just Say It Louder". **4**

 S117987

**Strategy Rationale**

Different modalities of learning are addressed through the above resources.

**Action Step 1** **5**

Provide literacy station training and Kagan modeling/coaching through district coach.

**Person Responsible**

Tami Delaney

**Schedule**

Monthly, from 9/1/2014 to 6/4/2015

**Evidence of Completion**

Lesson plans, Observations and Classroom Walk Throughs

**Action Step 2** **5**

Use document cameras during language arts instruction

**Person Responsible**

Eileen Stephens

**Schedule**

Monthly, from 9/1/2014 to 4/30/2015

**Evidence of Completion**

Sign-in sheets, follow up activity

**Action Step 3** 5

Book study using "You Just Can't Say It Louder"

**Person Responsible**

Kathleen Valdes

**Schedule**

Monthly, from 11/3/2014 to 4/30/2015

**Evidence of Completion**

Sign-in sheets, Follow up activity

**Plan to Monitor Fidelity of Implementation of G3.B2.S1** 6

Lesson plans, classroom walk throughs and observations

**Person Responsible**

Kathleen Valdes

**Schedule**

Monthly, from 9/1/2014 to 6/4/2015

**Evidence of Completion**

Lesson Plans and Walk Through Reports

**Plan to Monitor Effectiveness of Implementation of G3.B2.S1** 7

Analyze test data to monitor student achievement

**Person Responsible**

Tami Delaney

**Schedule**

Monthly, from 9/1/2014 to 6/4/2015

**Evidence of Completion**

Benchmark assessments, FAIR FS, Discovery Education, FSA

**Appendix 1: Implementation Timeline**

*Action steps and monitoring activities identified in the SIP as necessary to achieve the school's goals.*

**Alachua - 0031 - J. J. Finley Elementary School - 2014-15 SIP**  
*J. J. Finley Elementary School*

Source	Task, Action Step or Monitoring Activity	Who	Start Date (where applicable)	Deliverable or Evidence of Completion	Due Date/ End Date
G1.B1.S1.A1	Teachers will be trained in the use of rigor in math workstations.	Delaney, Tami	1/16/2015	Sign in sheet at the math workshop, follow up activity as assigned	1/16/2015 annually
G2.B1.S1.A1	Supplemental support provided to our lowest quartile	Stephens, Eileen	1/9/2014	Benchmark and unit assessments; On Track	4/6/2015 daily
G3.B1.S1.A1	Provide teachers with additional activities/materials for building vocabulary including workstations materials, non-fiction text, Accelerated Reader books, leveled reader libraries and test preparation workbooks.	Delaney, Tami	9/1/2014	invoices for materials; evidence of materials used during classroom walk throughs and lesson plans	6/4/2015 monthly
G3.B2.S1.A1	Provide literacy station training and Kagan modeling/coaching through district coach.	Delaney, Tami	9/1/2014	Lesson plans, Observations and Classroom Walk Throughs	6/4/2015 monthly
G1.B1.S1.A2	Expand use of Reflex Math through use of incentives and recognition program	Stephens, Eileen	1/11/2014	Reflex Math reports	4/6/2015 quarterly
G3.B2.S1.A2	Use document cameras during language arts instruction	Stephens, Eileen	9/1/2014	Sign-in sheets, follow up activity	4/30/2015 monthly
G3.B1.S1.A2	Provide intensive supplemental reading instruction during and after school	Valdes, Kathleen	9/1/2014	Review and analyze reading assessments including unit tests, FAIR FS, Discovery Education and on-going progress monitoring	6/4/2015 daily
G3.B2.S1.A3	Book study using "You Just Can't Say It Louder"	Valdes, Kathleen	11/3/2014	Sign-in sheets, Follow up activity	4/30/2015 monthly
G1.MA1	Review FSA scores and AMOs	Valdes, Kathleen	1/9/2014	FSA scores	4/6/2015 annually
G1.B1.S1.MA1	Analyze Reflex Math reports and assessment data to monitor student achievement	Delaney, Tami	1/9/2014	Benchmark, On Track, chapter test and FSA data	4/6/2015 monthly
G1.B1.S1.MA1	Lesson plans and walkthroughs	Valdes, Kathleen	1/9/2014	Classroom walkthrough report and lesson plans	4/6/2015 monthly
G2.MA1	Review FSA scores and AMOs	Valdes, Kathleen	1/9/2014	FSA scores	4/6/2015 annually
G2.B1.S1.MA1	Analyze test data to monitor student achievement	Stephens, Eileen	1/9/2014	Benchmark, chapter tests, On Track and FSA	4/6/2015 monthly
G2.B1.S1.MA1	Lesson plans, classroom walkthroughs, teacher schedules	Valdes, Kathleen	1/9/2014	Classroom walkthrough reports and lesson plans	4/6/2015 monthly
G3.MA1	Review FSA scores and AMOs	Valdes, Kathleen	6/4/2014	FSA scores	10/31/2014 annually
G3.B1.S1.MA1	Analyze test data to monitor student achievement			Benchmark assessments, FAIR, Discovery Education and FCAT	one-time
G3.B1.S1.MA1	Lesson plans, classroom walk throughs and observations			Lesson plans and walk through reports	one-time
G3.B2.S1.MA1	Analyze test data to monitor student achievement	Delaney, Tami	9/1/2014	Benchmark assessments, FAIR FS, Discovery Education, FSA	6/4/2015 monthly
G3.B2.S1.MA1	Lesson plans, classroom walk throughs and observations	Valdes, Kathleen	9/1/2014	Lesson Plans and Walk Through Reports	6/4/2015 monthly

## Appendix 2: Professional Development and Technical Assistance Outlines

*Professional development opportunities and technical assistance items identified in the SIP as action steps to achieve the school's goals.*

## Professional Development Opportunities

Professional development opportunities identified in the SIP as action steps to achieve the school's goals.

### G1. Increase the number of students making math learning gains by 10%

#### G1.B1 Lack of computation skills, basic math facts, and number sense

**G1.B1.S1** Teachers will implement the My Math series and Calendar Math using small group differentiated instruction to increase computation skills and number sense. Math workstations, including Reflex Math, will be implemented to improve basic facts and number sense.

#### PD Opportunity 1

Teachers will be trained in the use of rigor in math workstations.

##### Facilitator

Allison Fissenden

##### Participants

All math teachers

##### Schedule

Annually, from 1/16/2015 to 1/16/2015

### G3. Increase the number of students achieving proficiency in reading by 5%

#### G3.B2 Low levels of engagement

**G3.B2.S1** Teachers will implement literacy stations, Kagan Strategies, and the Accelerated Reader program. Use of document cameras increases engagement and encourages use of different types of texts. Student engagement will also be addressed by a PLC studying the book - "You Can't Just Say It Louder".

#### PD Opportunity 1

Provide literacy station training and Kagan modeling/coaching through district coach.

##### Facilitator

Melody Hofstetter and Dagni Christian

##### Participants

All teachers

##### Schedule

Monthly, from 9/1/2014 to 6/4/2015

**PD Opportunity 2**

Use document cameras during language arts instruction

**Facilitator**

Eileen Stephens

**Participants**

K-5 Teachers

**Schedule**

Monthly, from 9/1/2014 to 4/30/2015

**PD Opportunity 3**

Book study using "You Just Can't Say It Louder"

**Facilitator**

Eileen Stephens

**Participants**

K-5 Teachers

**Schedule**

Monthly, from 11/3/2014 to 4/30/2015

## Technical Assistance Items

*Technical Assistance opportunities identified in the SIP as action steps to achieve the school's goals.*

### **G1.** Increase the number of students making math learning gains by 10%

#### **G1.B1** Lack of computation skills, basic math facts, and number sense

**G1.B1.S1** Teachers will implement the My Math series and Calendar Math using small group differentiated instruction to increase computation skills and number sense. Math workstations, including Reflex Math, will be implemented to improve basic facts and number sense.

#### **PD Opportunity 1**

Expand use of Reflex Math through use of incentives and recognition program

##### **Facilitator**

Kim Gregg

##### **Participants**

All math teachers in grades 2-5

##### **Schedule**

Quarterly, from 1/11/2014 to 4/6/2015



**G3.** Increase the number of students achieving proficiency in reading by 5%

**G3.B1** Limited vocabulary

**G3.B1.S1** Teachers will implement the reading series, Pearson Reading Street. Teachers will use the new ELA Florida Standards and FSA test specifications for planning and instruction. There will be increased use of vocabulary activities/materials for work stations, non-fiction text, leveled reader libraries, and Accelerated Reader books.

**PD Opportunity 1**

Provide teachers with additional activities/materials for building vocabulary including workstations materials, non-fiction text, Accelerated Reader books, leveled reader libraries and test preparation workbooks.

**Facilitator**

Tami Delaney

**Participants**

All reading teachers

**Schedule**

Monthly, from 9/1/2014 to 6/4/2015

**PD Opportunity 2**

Provide intensive supplemental reading instruction during and after school

**Facilitator**

Eileen Stephens

**Participants**

Identified K-5th grade students during the school day and 3rd-5th grade students during after school

**Schedule**

Daily, from 9/1/2014 to 6/4/2015

## Budget Rollup

Summary	
Description	Total
<b>Goal 1:</b> Increase the number of students making math learning gains by 10%	1,250
<b>Goal 2:</b> Increase number of students in the lowest quartile making learning gains in math by 5%	300
<b>Goal 3:</b> Increase the number of students achieving proficiency in reading by 5%	197,750
<b>Grand Total</b>	<b>199,300</b>

Goal 1: Increase the number of students making math learning gains by 10%		
Description	Source	Total
<b>B1.S1.A1</b> - math workstation materials, Calendar Math supplies, math manipulatives	Title I Part A	1,000
<b>B1.S1.A2</b> - Reflex Math incentives/rewards	School Improvement Funds	250
<b>Total Goal 1</b>		<b>1,250</b>

Goal 2: Increase number of students in the lowest quartile making learning gains in math by 5%		
Description	Source	Total
<b>B1.S1.A1</b> - Triumphs materials	Title I Part A	300
<b>Total Goal 2</b>		<b>300</b>

Goal 3: Increase the number of students achieving proficiency in reading by 5%		
Description	Source	Total
<b>B1.S1.A1</b> - Accelerated Reader books, leveled reader libraries, test prep workbooks, non-fiction text, vocabulary activities	Title I Part A	4,000
<b>B1.S1.A2</b> - Title 1 personnel	Title I Part A	170,000
<b>B1.S1.A2</b> - District paid Achieve 3000 after school program including personnel and materials	Other	11,000
<b>B1.S1.A2</b> - Supplemental reading materials to be used in supplemental Title 1 intervention program	Title I Part A	1,500
<b>B2.S1.A1</b> - Kagan Mega timers	Title I Part A	750
<b>B2.S1.A1</b> - Literacy work station materials	Title I Part A	2,000
<b>B2.S1.A2</b> - purchase document cameras	Title I Part A	6,000
<b>B2.S1.A3</b> - Stipends for teachers	Title I Part A	2,000
<b>B2.S1.A3</b> - Purchase books	Title I Part A	500
<b>Total Goal 3</b>		<b>197,750</b>