

Lake County Schools

Beverly Shores 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
0031	Beverly Shores Elementary School	Y			\$317,170.00	

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.

Beverly Shores Elementary (BSE) will satisfy this item with funds from Title I Part A (TIPA), UniSIG, School Budget and district allocations. BSE has a Family School Liaison (FSL) to assist in developing partnerships in the community and with families; the position is funded through TIPA at \$34,961.28.

The Beverly Shores School Advisory Committee (SAC) voted to fund (\$3,400) a "Parent Leadership Training." A consultant will work with the FSL and the school to increase parent involvement. This is a 6-week course that will be conducted at the beginning of the school year to prepare parents with the right tools in order to team up with the school to help support their children.

The school and local community have created a Community Assessment Team (CAT) which meets four times annually; meetings are open for the public to attend. The team is comprised of parents, educators, local government and business representatives, and community activists. CAT will review BSE's performance data and conduct meetings to discuss and explore viable ways to support BSE and meet the needs of its students.

BSE has ongoing support services and programs in place for students and families that include a Laundry Program to wash/dry student clothing onsite, Food Backpack Program to provide food for students to take home for the weekend, and a clothes closet. Local community businesses and faith-based organizations are partnering with BSE to provide holiday meals and gifts for students and families.

BSE has ongoing partnerships with 5 local churches that will provide book donations, fundraising activities, and breakfast for Faculty/Staff, school supplies. BSE has partnered with "Tutors for Kids" which provides approximately 45 volunteers to read with K-2 students during the school day.

Collaboration between BSE and the Leesburg Police Department has provided a means to foster positive relationships with law enforcement during a Rollerskating Day and Painting with

an Officer. This ongoing collaboration will result in similar future activities for children, families, and police officers.

Academic and Character Standards

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

TSSSA will provide funds to Beverly Shores Elementary (BSE) for: 1) Leadership Writing Teams (\$15,120) – that will establish a shared vision and set goals for high academic standards; teams will also be forming a plan for coaching and modeling for teachers in the classroom. Plan item 2---- 14 Instructional Positions in leadership roles as follows: Lueverne Montez/ Dean, Ashley Rachel/Lit. Coach 3-5, Shannon Bass/Lit. Coach K-2, Semon Brown/MTSS Coach 3-5, Felicia Stephens K-2, Tarhonda Williams/Math Coach 3-5, Jennifer Mills/Math Coach K-2, Ashton Wright/Potential Specialist, Latoya Manning/CRT, Thurman Baker/Guidance, Katherine Wright/Guidance, Cherise Ledlow/PASS, Samantha Bentley-Ponder/Mental Health Liaison...As well as an Assistant Principal, Stacia Werner.

1) The Writing Team (14 people) will meet for a total of 36 hours after contract time to create a plan of action/training to prepare teachers for the school year. Each writing team member will be paid a \$30/hr stipend. $14 \text{ people} \times 36 \text{ hours} \times \$30 + \text{Benefits} = \$17,880.91$

The Writing Team will collaborate and create the following: professional development, systems for continuous school improvement, SIP focus areas, data review, curriculum and instruction and a plan for coaching/modeling for teachers.

2) Boot Camp with Teachers (\$22,680) – BSE teachers will collaborate and work three days (before pre-planning during the summer of 2021) with BSE leadership to review and evaluate the vision and goals established by the writing teams. The Boot Camp encourages teacher input and participation in setting the overall tone and strategies for the implementation of high academic standards at BSE.

All instructional employees (63) will be invited to attend the Teacher Boot Camp. The rate of pay for teachers learning will be \$20 an hour. The Boot Camp is 3 days – 6 hours a day. $63 \times 18 \text{ hours} \times \$20 + \text{benefits} = \$24,553.37$

Materials and Supplies for Teacher Boot Camp to support the training (Binders, Journals, chart paper, Post Its, Expo Markers, Kagan Tool Kit Cards for each teacher as a classroom resource) (\$2000.00)

Resource Books for Instructional Coaches and Teachers (\$3565.85) The book, Learning Better, will be provided to each teacher. This book contains effective teaching strategies that will be reviewed and implemented into the instructional delivery. The book, Getting Better Faster, will be provided to each administrator and instructional coach to assist with the school transformation process.

Beverly Shores Elementary (BSE) will also include funds from Title I Part A (TIPA), UniSIG, and LCS District allocations to satisfy this item.

The School Advisory Committee (SAC) budget will provide funds (\$4386.25) to implement the J & J Boot Science Camp curriculum, as well as (\$600) for Study Island for Science for BSE 5th grade students to better prepare them to achieve proficiency on the FCAT 2.0 Science assessment. BSE will implement strategies at the school level to help students reach high academic results as follows: institute common planning time for teachers led by an instructional coach to review standard and to focus on effective instructional delivery strategies. BSE administrators will conduct daily classroom learning walks for every grade level for a total of 10 walks minimum, weekly, to ensure teachers and students are aligned with BSE's high academic goals and standards; provide common assessments and grading to

ensure all students in each grade level are attaining the same academic standards and goals and receiving equal grades for equal work; host monthly teacher data chats led by grade-level and/or department chairs to review student data results to ensure the need for interventions and remediation are identified and implemented as early as needed to obtain the best results and improvement by students; implement teacher scheduling and class teaching structures that allow for in-class intervention and remediation in small groups for students needing extra support; and extending the school day to maximize teacher schedules to support students with more time to reach high academic standards.

District allocations will provide funds (\$65000 each) for the following positions at BSE that directly support helping students achieve higher character standards: Guidance Counselor will work with students one-on-one, in small and whole groups to mentor and assist them in setting goals and implementing strategies to achieve greater character development. Positive Alternative to School Suspension (PASS) Teacher will provide a supervised and structured environment for students assigned to in-school suspension program, implementing social, emotional learning, behavioral, and academic supports while students complete their classwork assignments. Mental Health Liaison will provide direct support to at-risk students by conducting individual and group counseling, coordinating crisis intervention and prevention, and collaborating with community agencies, parents, teachers, students and school staff.

BSE will incorporate the district's Restorative Practices program which will help students exhibit positive behavior, build/restore relationships, participate in community circles, maintain safety in the school and local community, and provide students with a voice and a means to resolve conflicts in a constructive manner.

LCS District's Student Services department obtained free curriculum for BSE for the following programs: 1) Sanford Harmony social emotional learning (SEL) program builds healthy relationships and develops boys and girls into compassionate and caring adults. SEL includes problem-solving skills, teaches children to embrace diversity, and builds healthy relationships that last until adulthood. 2) Leaps is a comprehensive K-12 system available for social and emotional development and positive behavior change. Leaps incorporates 242 lesson plans covering 109 critical skills at 3 levels of maturity that is backed by 25 years of evidence-based research and real world experience. Leaps includes a fully vetted assessment tool providing meaningful data and is based on scientifically valid mental health research.

Parental Involvement

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

Beverly Shores Elementary (BSE) will satisfy this item by utilizing funds from Title I Part A (TIPA) and UniSIG as follows: An 8-hour Family School Liaison (FSL) will be hired (funded by TIPA, Item 1) to increase the personnel available on the BSE campus implementing strategies to positively affect parental involvement and engagement. The FSL, along with the Potential Specialist (funded by UniSIG) will be contacting parents through telephone calls, school appointments and campus tours, and home visits. This personal communication will include opportunities to teach strategies for working with students at home; encourage parents to visit and tour BSE to become comfortable and feel welcome on the school campus; and explain and provide invitations to upcoming family engagement events at BSE. Home visits will also provide opportunities to collect parent/family feedback and input on school activities and events; and invite and encourage parents to participate as school volunteers for the classroom, field trips, or campus events. The FSL will assess family and student needs while in the home that could be alleviated by available BSE and community resources. The FSL will

also be responsible for coordinating BSE volunteers by meeting with parents and community members committed to supporting and helping BSE and recruiting them to volunteer their talents to ensure its success.

BSE has partnered with Dr. Smalley to provide a "Parent Leadership Training." (\$3400 SAC funded). A consultant will work with the FSL and the school to increase parent involvement. This is a 6-week course that will be conducted at the beginning of the school year to prepare parents with the right tools in order to team up with the school to help better support their children.

The FSL will also be responsible for the Parent and Family Engagement Center (PFEC) on the BSE campus which houses educational resources for parents to check out to assist their children improve specific academic skills; resources include books, games, and activities, as well as laptops and iPads for access to educational technology games and skill practice. Classroom teachers utilize Teacher Prescription Pads (TPP) to inform parents of the specific skills the student needs to practice and parents give the FSL at the PFEC the TPP. The FSL will suggest appropriate options and items for the parent to check out and take home to work with the student. Parents will be encouraged to visit the PFEC to become familiar with its resources and also to obtain any resources their family may lack and need such as clothing, food backpacks, school supplies, and personal care items. The FSL will also communicate extensively with parents through phone calls and social media on an ongoing basis.

BSE will offer monthly Family and Parent Engagement events that provide opportunities for parents and families to participate in workshops and a Parent University. The Parent University will focus on showing parents how to support their student's reading and math skills as well as provide parents with information about the Florida Standards Assessment (FSA). Since BSE classroom teachers will be the primary and integral component of these events, this will encourage parents to attend and thereby form and intensify relationships with their child's teacher and other BSE staff. Interpreters will be available at all Family and Parent events to ensure non-English-speaking parents and Deaf parents are able to fully participate and take advantage of BSE events and their student's education.

BSE will increase the number of staff working directly with parents and families in order to devote the personal attention, interest, and time indispensable in forming strong family-school relationships. This will lead to increased awareness, interest, and commitment by parents to engage in their child's school and education and to seek opportunities to do so via BSE workshops and parent events.

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.

District 35 (Lake) will use the following model to calculate student growth for teachers who do not have a VAM record assigned by the FL Department of Education at Beverly Shores Elementary School:

i-Ready student assessment data will be used for grades K-5 to calculate the 1-year student growth measure based on 2019-20 assessment data and instructional rosters. Based on teacher's rosters, an average of the teacher's Diagnostic Gain will be used to calculate a student growth measure. The Diagnostic Gain is the growth achieved between the first i-Ready Diagnostic assessment and the last i-Ready diagnostic assessment for both ELA and Math. An aggregate average will be calculated (ELA/Math). An average district Diagnostic Gain aggregate will be calculated for ELA and Math. The teacher's Diagnostic Gain average will be compared to the district's average to assign a student growth measure classification level based on the Z-score table below. This applies to all regular classroom teachers and ESE teachers. Exception: One VPK Teacher – data used was the Readiness Rate. The i-Ready model does not apply to teachers with a 2018-19 VAM-3year-Aggregate classification. Instructional Staff with a 3-year Aggregate VAM rating will not use the i-Ready classification model. Instructional Support staff and Special Area instructional staff will be assigned a whole school student growth measure based on a 1-year aggregate which includes i-Ready ELA/Math (KG-5) and/or 2018-19 VAM-3year-Aggregate ELA/Math. Instructional Staff new to Lake do not qualify for grant funds since Student Growth data is unavailable. Exception: Staff that has a VAM performance level from another Florida school district.

Statistical Model - Mean/Standard Deviation/Z-scores (M/SD/Zscores)

- Highly Effective (HE)(4): Z-score greater or equal to 1.395
- Effective (E)(3): Z-score greater or equal to 0.295 to 1.394
- Needs Improvement (NI)(2): Z-score greater or equal to -0.495 to 0.294
- Unsatisfactory (U)(1): Z-score equal or below to -0.494

The descriptive statistics below demonstrates the variance among BSE classifications, Lake Classifications and State VAM classifications using the models described above:

- I-Ready KG-5 (1YRAGG_1920): 15%(HE), 60%(E), 26%(NI), 0%(U or Do Not Qualify-DNQ)
- BSE-VAM1819 (3YRAGG): 13%(HE), 73%(E), 7%(NI), 7%(U)(DNQ)
- VAM State 1819 (3YRAGG): 17%(HE), 54%(E), 14%(NI), 14%(U)(DNQ)
- BSE_Variance_(TSSSA): 19%(HE), 39%(E), 21%(NI), 2%(U)(DNQ)
- LAKE i-Ready (1920): 10%(HE), 49%(E), 39%(NI), 2%(U)(DNQ)
- LAKE VAM18193YRAGG: 12%(HE), 56%(E), 14%(NI), 16%(U)(DNQ)

For BSE TSSSA grant purposes (Plan Item 4), for instructional staff that do not qualify for the UNISig grant, the TSSSA student growth measure rating level variance will be as follows:

- No more than 19% (8) of the instructional staff is classified (HE)
- No more than 39% (25) of the instructional staff is classified (E)
- No more than 21% (9) of the instructional staff is classified (NI)
- No more than 3% (1) of the instructional staff is classified (U) or Do-Not-Qualify (DNQ)

8 Highly Effective teachers will receive up to \$8500 in two payments of \$4250 (December and May) for a total of \$68,000.00. 25 Effective teachers will receive up to \$6400 in two payments of \$3200 (December and May) for a total of 160,000.00 (Grand total of 228,000.00). Details are defined in the Memorandum of Understanding (MOU) established between The School Board of Lake County and Lake County Education Association on July , 2020. The MOU also provides staff working in a DA school complimentary childcare in any of the district's Extended Learning Centers (ELC).

Retention efforts will include the salary supplements and complimentary childcare as well as ongoing partnerships and sponsorships with local faith-based and community organizations that will regularly and periodically support and recognize BSE teachers. This will include staff

breakfasts, gift card donations, classroom and art supplies, book drives to supplement classroom libraries, recognition and promotional gifts and items. The support and sponsorship from community partners is designed to help BSE teachers feel important, respected, needed, and loved. BSE teachers' efforts will be showcased and celebrated for all to know and see and to instill in them a sense pride that they are a vital and indispensable member of the BSE team.

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.

Beverly Shores Elementary (BSE) will satisfy this item by utilizing funds from Title I Part A (TIPA), UniSIG, and District/School support as follows: The 2020-2021 school year will begin with a 3-day Teacher Boot Camp to create a common focus for instructional practices with student voice and building healthy student relationships to establish a positive school culture. The professional development will be led by administration and content coaches funded by the district, TIPA and UniSIG.

Ongoing Professional Learning Communities (PLC) take place during the year for teachers and instructional leaders supporting academics as well as school climate and character building. PLCs include SIPPS (Systematic Instruction in Phonological Awareness, Phonics, and Sight Words), LLI (Leveled Literacy Intervention). Safe Schools, PBS (Positive Behavior Support), Restorative Practices, Sanford Harmony Curriculum, Leaps, and New Teacher Induction.

Teachers have the opportunity for Collaborative Planning two times a week. Collaborative planning enables teacher groups to work together on standards based instruction that will challenge students to think, perform, and grow to a level that they were not at previously.

Additional professional development will be funded by UniSIG for a consultant to join efforts with BSE . Core Connections will bring professional development for grade 3-5 teachers. Consultants help teachers determine weaknesses in the writing and then create specific, intentional lessons and models to reteach to those weaknesses. Students learn through the process of revising and editing to meet the expectations of the writing standards.

BSE will use TIPA funds to purchase ALEKS (Assessment and Learning in Knowledge Spaces), a Web-based assessment and learning system for grade 3-5 math students. Teachers will continue to receive training to effectively administer and support students using the ALEKS program. Substitutes will be provided for trainings taking place during the school day. Following is the cost for each professional development and reflects training, materials, and substitutes. (Core Connections - \$6,500; and ALEKS - \$5,000).

District support and professional development with instructional delivery will take place throughout the year with a focus on the district initiative of reading, writing, thinking and talking.

District and school leaders will participate in Learning Walks weekly looking for learning through explicit, intentional, and differentiated instruction meeting the needs of all students. Feedback from these walks will be used to drive discussion and learning during professional development and PLC meetings.

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.

TSSSA will provide funds to Beverly Shores Elementary School (BSE) for Summer School Pride Camp (\$28,800.00) in summer 2021 to pay for eight (8) teachers and one (1) teacher assistants to instruct BSE students during multiple sessions in June and July of 2021. Camp will be targeted to students scoring level 1 or 2 in the 2021 Florida Standards Assessments. There will be at most ten (10) students in each class to maximize instruction and learning and improve students' academic performance.

Plan item 6----The School Pride Camp will run 6 weeks. This will be 4 days/week and 5 hours/day. Teachers will be chosen by experience, content knowledge and instructional performance. The rate of pay for teachers instructing will be \$30 an hour. The rate of pay for TAs will be their regular rate of pay (average \$12.65/hr).

8 teachers x 20 hours/week x 6 weeks x \$30/hr + Benefits = \$34,058.88

1 Teacher Assistants x 16 hours/week x 6 weeks x \$13.61/hr + Benefits= \$1545.14

\$34,054.88 + \$1545.14 = \$35604.02

Curriculum, Materials and Supplies for Pride Camp to support the classroom instruction (STAMS Math; STARS Reading; Envision Step up to Math; Worldly Wise Vocabulary instruction; Zoom In Comprehension used for small group instruction; Pencils, Paper copy and notebook; Expo Markers; Chart Paper; Folders) (\$5565.85)

TSSSA will also provide BSE with funds to pay teacher leaders to participate in Leadership Writing Teams. Teams will establish a shared vision and set goals for high academic standards, write curriculum, and form teacher coaching and modeling plans for the classroom.

TSSSA will provide BSE with funds to pay teachers to attend Boot Camp for Teachers. At this boot camp, BSE teachers will collaborate and work three days (before pre-planning during the summer of 2020) with BSE leadership to review and evaluate the vision and goals established by the writing teams. The Boot Camp encourages teacher input and participation in setting the overall tone and implementing strategies for the improvement of student academic proficiency at BSE.

BSE will also satisfy this item with funds from TIPA and LCS district funds.

District will provide funds to pay BSE teachers to work an additional time to extend the school day to 7.75 hours for the entirety of the 2020-2020 school year. This time added to the school day will enable BSE to increase the intervention block to maximize student learning.

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
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2	III.2.	Academic and Character Standards				\$148,698.98
	Function	Object	Budget Focus	Funding Source	FTE	2020-21
	6400	120-Classroom Teachers	0031 - Beverly Shores Elementary School	TSSSA		\$22,680.00
			<i>Notes: Boot Camp with Teachers: BSE teachers will collaborate and work three days (before pre-planning during the summer of 2021) with BSE leadership to review and evaluate the vision and goals established by the writing teams. The Boot Camp encourages teacher input and participation in setting the overall tone and strategies for the implementation of high academic standards at BSE. All instructional employees (63) will be invited to attend the Teacher Boot Camp. The rate of pay for teachers learning will be \$20 an hour. The Boot Camp is 3 days - 6 hours a day. 63 x 18 hours x \$20 + benefits= \$24,553.37 3 days at 6 hours a day including 63 Teachers 63 x 18 hours x \$20.00 an hour = 22,680.00</i>			
	6400	220-Social Security	0031 - Beverly Shores Elementary School	TSSSA		\$2,148.12
			<i>Notes: Boot Camp with Teachers - participants and instructors Employee Benefits: Social Security 6.2% and Medicare 1.45%</i>			
	6400	240-Workers Compensation	0031 - Beverly Shores Elementary School	TSSSA		\$171.29
			<i>Notes: Boot Camp with Teachers - Participants and Instructors Employee Benefits: Workers Comp .61%</i>			
	6300	120-Classroom Teachers	0031 - Beverly Shores Elementary School	TSSSA		\$30,000.00
			<i>Notes: The Writing Team (10 people) will meet for a total of 100 hours after contract time to create a plan of action/training to prepare teachers for the school year. Each writing team member will be paid a \$30/hr stipend. 10 people x 100 hours x \$30 + Benefits = \$45,667.00 The Writing Team will collaborate and create the following: professional development, systems for continuous school improvement, SIP focus areas, data review, curriculum and instruction and a plan for coaching/modeling for teachers.</i>			
	6300	210-Retirement	0031 - Beverly Shores Elementary School	TSSSA		\$9,615.00
			<i>Notes: Writing Teams Employee Benefits: Retirement 10%</i>			
	6300	220-Social Security	0031 - Beverly Shores Elementary School	TSSSA		\$7,355.48
			<i>Notes: Writing Teams Employee Benefits: Social Security 6.2% and Medicare 1.45%</i>			
	6300	240-Workers Compensation	0031 - Beverly Shores Elementary School	TSSSA		\$586.52
			<i>Notes: Writing Teams Employee Benefits: Workers Comp .61%</i>			
	6400	510-Supplies	0031 - Beverly Shores Elementary School	TSSSA		\$1,052.57
			<i>Notes: Materials and Supplies for Teacher Boot Camp to support the training (Binders, chart paper, Post Its, Expo Markers, Kagan Tool Kit Cards for each teacher as a classroom resource)</i>			
	6400	590-Other Materials and Supplies	0031 - Beverly Shores Elementary School	TSSSA		\$3,000.00
			<i>Notes: Resource Books for Instructional Coaches and Teachers will be purchased for use during Teacher Bootcamp. Books will focus on effective teaching strategies and the school transformation process from data and feedback during the school year to determine next steps needed for teachers and students.. Book studies will also take place during the school year.</i>			

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	6300	120-Classroom Teachers	0031 - Beverly Shores Elementary School	TSSSA		\$66,150.00
			Notes: Writing Teams will meet for a total of 35 hours beyond contract hours through out the 2020-2021 school year to plan a strategic approach for implementation of the high academic standards established for BSE at the Teacher Bootcamp prior to the start of the school year. Writing Teams will be formed according to cohorts of grade level and subject areas. All instructional employees (63) will be invited to participate on a Writing Team. The rate of pay will be \$30 an hour. 35 hours for 63 Instructional Staff x \$30 = \$68,040.00			
	6400	120-Classroom Teachers	0031 - Beverly Shores Elementary School	TSSSA		\$5,400.00
			Notes: Boot Camp with Teachers: BSE leadership will facilitate/instruct during three days of Teacher Boot Camp before pre-planning for 21-22 school year to review and evaluate the vision and goals for BSE. The Boot Camp encourages teacher collaboration with input and participation in setting the overall tone and strategies for the implementation of high academic standards for the school year. Due to the large number of instructional personnel (63), small groups will be facilitated by the instructors to enable a better voice from all teachers. The rate of pay for teacher instructors will be \$30 an hour. The Boot Camp is 3 days at 6 hours a day for 10 instructors = \$5400.00			
	6400	210-Retirement	0031 - Beverly Shores Elementary School	TSSSA		\$540.00
			Notes: Boot Camp with Teachers - Instructors Employee Benefits: Retirement 10%			
3	III.3.	Parental Involvement				\$0.00
4	III.4.	Incentives for Instructional Personnel				\$127,800.00
	Function	Object	Budget Focus	Funding Source	FTE	2020-21
	5100	120-Classroom Teachers	0031 - Beverly Shores Elementary School	TSSSA		\$108,067.00
			Notes: 6 Highly Effective Teacher and 12 Effective Teacher recruit, retain, reward bonuses based on growth measures on iReady			
	5100	210-Retirement	0031 - Beverly Shores Elementary School	TSSSA		\$10,807.00
			Notes: 6 Highly Effective Teacher and 12 Effective Teacher recruit, retain, reward bonuses based on growth measures on iReady Employee Benefits: Retirement 10.0%			
	5100	220-Social Security	0031 - Beverly Shores Elementary School	TSSSA		\$8,267.00
			Notes: 6 Highly Effective Teacher and 12 Effective Teacher recruit, retain, reward bonuses based on growth measures on iReady Employee Benefits: Social Security 6.2%/Medicare 1.45%			
	5100	240-Workers Compensation	0031 - Beverly Shores Elementary School	TSSSA		\$659.00
			Notes: 6 Highly Effective Teacher and 12 Effective Teacher recruit, retain, reward bonuses based on growth measures on iReady Employee Benefits: Worker's Comp .61%			
5	III.5.	Professional Development				\$0.00
6	III.6.	Focused Instruction				\$40,669.87
	Function	Object	Budget Focus	Funding Source	FTE	2020-21

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	5100	120-Classroom Teachers	0031 - Beverly Shores Elementary School	TSSSA		\$28,800.00
			Notes: TSSSA will provide funds to Beverly Shores Elementary School (BSE) for Summer School Pride Camp in summer 2021 to pay for eight (8) teachers and one (1) teacher assistants to instruct BSE students during multiple sessions in June and July of 2021. Camp will be targeted to students scoring level 1 or 2 in the 2021 Florida Standards Assessments. There will be at most ten (10) students in each class to maximize instruction and learning and improve students' academic performance. 8 teachers x 20 hours/week x 6 weeks x \$30/hr + Benefits = \$34,058.88			
	5100	210-Retirement	0031 - Beverly Shores Elementary School	TSSSA		\$2,880.00
			Notes: Summer School Pride Camp: 8 Teachers Employee Benefits: Retirement 10%			
	5100	220-Social Security	0031 - Beverly Shores Elementary School	TSSSA		\$2,203.20
			Notes: Summer School Pride Camp: 8 Teachers Employee Benefits: Social Security 6.2% and Medicare 1.45%			
	5100	240-Workers Compensation	0031 - Beverly Shores Elementary School	TSSSA		\$175.68
			Notes: Summer School Pride Camp: 8 Teachers Employee Benefits: Workers Comp .61%			
	5100	150-Aides	0031 - Beverly Shores Elementary School	TSSSA		\$1,306.56
			Notes: Summer School Pride Camp: 1 Teacher Assistant to instruct BSE students during multiple sessions in June and July of 2021. 1 Teacher Assistants x 16 hours/week x 6 weeks x \$13.61/hr + Benefits= \$1545.14			
	5100	210-Retirement	0031 - Beverly Shores Elementary School	TSSSA		\$130.66
			Notes: Summer School Pride Camp: 1 Teacher Assistant Employee Benefits: Retirement 10%			
	5100	220-Social Security	0031 - Beverly Shores Elementary School	TSSSA		\$99.95
			Notes: Summer School Pride Camp: 1 Teacher Assistant Employee Benefits: Social Security 6.2% and Medicare 1.45%			
	5100	240-Workers Compensation	0031 - Beverly Shores Elementary School	TSSSA		\$7.97
			Notes: Summer School Pride Camp: 1 Teacher Assistant Employee Benefits: Workers Comp .61%			
	5100	510-Supplies	0031 - Beverly Shores Elementary School	TSSSA		\$1,500.00
			Notes: Summer School Pride Camp: Materials and Supplies. Pencils, copy paper, notebook paper, expo markers, chart paper, colored pencils, and folders			
	5100	520-Textbooks	0031 - Beverly Shores Elementary School	TSSSA		\$3,565.85
			Notes: Summer School Pride Camp Curriculum			
Total:						\$317,168.85