

Gulfport Montessori Elementary School



2021-22 TSSSA Plan

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Eligibility and Allocation

Eligibility

Eligibility for 2021-22 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 |
|-----------|---------------------------------------|--------------|---------------|---------------|------------------------|--------------------|
| 1691 | Gulfport Montessori Elementary School | | | | \$259,790.00 | |

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.

Gulfport Elementary will develop family and community partnerships by leveraging the numerous resources provided through the district's Office of Strategic Partnerships, Family & Community Relations. Parent Toolkits will be available to support learning at home, including projects, learning games, suggested daily routines, and resources for virtual learning environments. Parent Academy Power Hour webinars will be offered to provide flexibility and adaptability for families' schedules. Teacher resources and tips to enhance family engagement will be provided and periodically updated. Mentoring and tutoring programs will be implemented to engage business and community partners. Parent Advocacy programs will facilitate positive, collaborative communications to resolve conflicts between students, families, and the community.

The district demonstrates its commitment to family and community engagement by providing a part-time Family and Community Liaison for all schools. Gulfport will utilize strategically utilize this position to coordinate and connect families to the various resources and support services that are available.

Academic and Character Standards

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

Gulfport Elementary will establish and implement clearly defined and measurable high academic standards by providing support for teachers to plan collaboratively each week, with guidance from instructional coaches, to ensure that lessons are designed to engage scholars in higher-order thinking and promote scholars' deeper understanding of the core content. Professional development to deepen teachers' understanding of ELA/Math standards will be provided by Achievement Network. Through job-embedded, timely and relevant coaching, Achievement Network will support teachers with aligning their instruction to the cognitive complexity of the grade level standards. As a result, they will be more adept at adapting and aligning instruction to learning progressions, providing accessed and scaffolded support for each learner at the entry point of their grade-level standards. To support instruction and build student efficacy, a description of lesson-specific teaching standards, with learning scales and/

or rubrics, will be posted for students to reference and monitor their own learning. Demonstrated progress toward mastery of standards will be celebrated to encourage continued growth.

Clearly defined and measurable high character standards will be established and supported through implementation of the Commitment to Character program. Among numerous other benefits, this district-wide character education initiative teaches students to use basic character traits in everyday life, empower students to solve their own problems, and increases communication skills, critical thinking and problem solving. School wide implementation is supported by strategic focus on a character word of the month with accompanying literature (such as character book of the month) and recognition of students who exhibit the featured character traits.

In addition, we will add another Behavior Specialist. The Behavior Specialist will establish principles of behavior change procedures with basic understanding of applied behavior analysis. Conducts and facilitates Functional Behavior Assessments and implements Positive Behavior Intervention Plans. Establishes specific behavior management programs for students as needed. Consults with school personnel, parents, and others regarding behavior strategies. Functions in the areas of behavior management and crisis intervention.

In the 2020-2021 school year, there were close to 1,000 office calls resulting in over 700 incident reports and 207 referrals. Refocus rooms were staffed with a behavior specialist and a support staff. An additional behavior specialist will support teachers and meet on a biweekly basis to discuss students in the tiered process, including FBA and PBIP.

Parental Involvement

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

Gulfport Elementary will increase parental involvement and engagement by utilizing the Dual Capacity-Building Framework for Family School Partnerships (Mapp & Kuttner, 2014).

Specifically, family engagement activities will be designed and delivered based on the five process conditions for authentic partnership. Activities will be:

- 1) linked to learning, so parents are aware of school-wide, classroom, and individual learning and achievement goals for their children
- 2) relational, so the positive, respectful relationships in the classroom extend to families of all students
- 3) developmental, to build knowledge and capacity of families to support learning at home and advocate for their children's academic success
- 4) collaborative, to foster the social capital families and promote networking opportunities; and
- 5) interactive, so families have hands-on opportunities to practice and apply new learning

Promising practices, such as Academic Parent Teacher Teams and Parent Teacher Home Visits will be used as models.

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.

The district's Talent Acquisition Team will support Gulfport Elementary to identify, recruit, retain, and reward instructional personnel through targeted recruitment efforts for educators who demonstrate a disposition, passion, and commitment to working in a turnaround school. All teachers receive a salary supplement through a county-supported referendum. Additional recruitment, retention, and performance incentives will be provided using state and local funds. Teachers will have the benefit of full-time, embedded instructional coaches, as well as opportunities to participate in other high-quality professional workshops and conferences.

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.

Ongoing, relevant, differentiated professional development will be provided to support a sustained focus on academic rigor, effective core instruction, and high academic and character standards. Professional learning will be delivered in a variety of formats, including embedded coaching, practitioner inquiry, professional learning communities, and workshops in face-to-face and/or virtual formats. Teachers will receive coaching in English/Language Arts, Math, and Science to support growth in delivery of effective core instruction and timely interventions. Content coaches will support teachers in professional learning communities to review student data and progress monitoring of assessment data to design differentiated instruction that addresses students' specific learning needs.

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.

The primary strategies that will be implemented to ensure focused instruction that improves student academic proficiency are the use of standards-aligned, grade level guides to provide a guaranteed, viable curriculum and the use of ongoing, formative assessments to inform timely, effective adjustments to instruction. Supplemental certified instructional and support personnel (such as Reading Recovery teachers, supplemental intervention teachers, and paraprofessionals) will be utilized to provide focused small group and/or individual instruction, reinforcement, and extension of learning activities.

A variety of high-quality instructional materials will be provided for teachers to differentiate instruction while still teaching to high academic standards. Daily classroom schedules will be

developed to ensure sufficient, dedicated blocks of time each day for instruction in all core subjects. An extended school day will be implemented, to increase instructional time by 30 minutes for focused re-teaching, acceleration and enrichment. Additional out-of-school learning time will be provided through daily extended learning programs beyond the regular school day and school year, including 24/7 access to virtual learning resources through the district's digital platforms.

TSSSA will support providing the following supplemental staff who will help improve student achievement and improve instructional quality across the different subject areas: three reading recovery teachers, one behavior specialist, and two paraprofessionals.

Part V: Budget

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

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

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|----------|---------------|---|---|----------------|-----|--------------------|
| 1 | III.1. | Family and Community Partnerships | | | | \$0.00 |
| 2 | III.2. | Academic and Character Standards | | | | \$79,277.66 |
| | Function | Object | Budget Focus | Funding Source | FTE | 2021-22 |
| | 5100 | 130-Other Certified Instructional Personnel | 1691 - Gulfport Montessori Elem Schl | TSSSA | 1.0 | \$57,110.12 |
| | | | <i>Notes: Salary for a Behavior Specialist. This will be a new position and B. Johnson was promoted to the position. She will start upon award notice. The Behavior Specialist will establish principles of behavior change procedures with basic understanding of applied behavior analysis. Conducts and facilitates Functional Behavior Assessments and implements Positive Behavior Intervention Plans. Establishes specific behavior management programs for students as needed. Consults with school personnel, parents, and others regarding behavior strategies. Functions in the areas of behavior management and crisis intervention.</i> | | | |
| | 5100 | 210-Retirement | 1691 - Gulfport Montessori Elem Schl | TSSSA | 1.0 | \$6,179.31 |
| | | | <i>Notes: Retirement benefits for a Behavior Specialist.</i> | | | |
| | 5100 | 220-Social Security | 1691 - Gulfport Montessori Elem Schl | TSSSA | 1.0 | \$3,540.83 |
| | | | <i>Notes: Social Security benefits for a Behavior Specialist.</i> | | | |
| | 5100 | 220-Social Security | 1691 - Gulfport Montessori Elem Schl | TSSSA | 1.0 | \$828.10 |
| | | | <i>Notes: Medicare benefits for a Behavior Specialist.</i> | | | |
| | 5100 | 231-Health and Hospitalization | 1691 - Gulfport Montessori Elem Schl | TSSSA | 1.0 | \$11,550.00 |
| | | | <i>Notes: Health benefits for a Behavior Specialist.</i> | | | |
| | 5100 | 232-Life Insurance | 1691 - Gulfport Montessori Elem Schl | TSSSA | 1.0 | \$69.30 |

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| | | | <i>Notes: Group Life benefits for a Behavior Specialist.</i> | | | |
| 3 | III.3. | Parental Involvement | | | | \$0.00 |
| 4 | III.4. | Incentives for Instructional Personnel | | | | \$0.00 |
| 5 | III.5. | Professional Development | | | | \$8,590.47 |
| | Function | Object | Budget Focus | Funding Source | FTE | 2021-22 |
| | 6400 | 120-Classroom Teachers | 1691 - Gulfport Montessori Elem Schl | TSSSA | | \$7,980.00 |
| | | | <i>Notes: Base salary for stipends for instructional professional development beyond the contracted day/year in ELA, math, science, and AVID (\$20 per hour, 3 hours per month, 7 months, 19 instructional staff).</i> | | | |
| | 6400 | 220-Social Security | 1691 - Gulfport Montessori Elem Schl | TSSSA | | \$494.76 |
| | | | <i>Notes: Social Security for stipends for instructional professional development.</i> | | | |
| | 6400 | 220-Social Security | 1691 - Gulfport Montessori Elem Schl | TSSSA | | \$115.71 |
| | | | <i>Notes: Medicare for stipends for instructional professional development</i> | | | |
| 6 | III.6. | Focused Instruction | | | | \$171,921.87 |
| | Function | Object | Budget Focus | Funding Source | FTE | 2021-22 |
| | 5100 | 150-Aides | 1691 - Gulfport Montessori Elem Schl | TSSSA | 2.4 | \$47,815.40 |
| | | | <i>Notes: Salary for three Paraprofessionals at 80% (will be new hires). The staff will provide academic instruction and/or support under the leadership of a certified teacher. This position will be a new hire, and the principal posted on June 28th. The application vetting within a week, and interviews will follow shortly after. The staff will be hired once we receive the award notice.</i> | | | |
| | 5100 | 210-Retirement | 1691 - Gulfport Montessori Elem Schl | TSSSA | 2.4 | \$5,173.63 |
| | | | <i>Notes: Retirement benefits for three Paraprofessionals at 80%.</i> | | | |
| | 5100 | 220-Social Security | 1691 - Gulfport Montessori Elem Schl | TSSSA | 2.4 | \$2,964.55 |
| | | | <i>Notes: Social Security benefits for three Paraprofessionals at 80%.</i> | | | |
| | 5100 | 231-Health and Hospitalization | 1691 - Gulfport Montessori Elem Schl | TSSSA | 2.4 | \$27,720.00 |
| | | | <i>Notes: Health benefits for three Paraprofessionals at 80%.</i> | | | |
| | 5100 | 232-Life Insurance | 1691 - Gulfport Montessori Elem Schl | TSSSA | 2.4 | \$166.32 |
| | | | <i>Notes: Life benefits for three Paraprofessionals at 80%.</i> | | | |
| | 5100 | 130-Other Certified Instructional Personnel | 1691 - Gulfport Montessori Elem Schl | TSSSA | 0.84 | \$51,854.61 |
| | | | <i>Notes: Continue salaries for three Reading recovery teachers (C. Davis-Walker, M. McGeorge, new hire) at 28%. The Reading Recovery Teachers will provide targeted reading instruction to identified students in order to close the academic achievement gap and meet grade level expectations.</i> | | | |

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| | 5100 | 210-Retirement | 1691 - Gulfport Montessori Elem Schl | TSSSA | 0.84 | \$5,610.67 |
| | | | <i>Notes: Retirement benefits for three Reading recovery teachers at 28%.</i> | | | |
| | 5100 | 220-Social Security | 1691 - Gulfport Montessori Elem Schl | TSSSA | 0.84 | \$3,214.98 |
| | | | <i>Notes: Social security benefits for three Reading recovery teachers at 28%.</i> | | | |
| | 5100 | 220-Social Security | 1691 - Gulfport Montessori Elem Schl | TSSSA | 0.84 | \$751.89 |
| | | | <i>Notes: Medicare benefits for three Reading recovery teachers at 28%.</i> | | | |
| | 5100 | 232-Life Insurance | 1691 - Gulfport Montessori Elem Schl | TSSSA | 0.84 | \$58.21 |
| | | | <i>Notes: Life benefits for three Reading recovery teachers at 28%.</i> | | | |
| | 5100 | 220-Social Security | 1691 - Gulfport Montessori Elem Schl | TSSSA | 0.84 | \$693.31 |
| | | | <i>Notes: Medicare benefits for three Paraprofessionals at 80%.</i> | | | |
| | 5100 | 500-Materials and Supplies | 1691 - Gulfport Montessori Elem Schl | TSSSA | | \$5,891.10 |
| | | | <i>Notes: Science lab supplies and student math supplies (see quote).</i> | | | |
| | 5100 | 510-Supplies | 1691 - Gulfport Montessori Elem Schl | TSSSA | | \$10,305.20 |
| | | | <i>Notes: J & J Educational Bootcamp (see quote): An intervention program made up of several resources that when combined, help students comprehend the concepts for science. Twelve years of data collections prove that when schools use the resources with fidelity and in combination with training, test scores soar. Includes student booklets, assessments, daily practice drill booklets, speed bag teacher edition, laboratory booklet, benchmark power drills, reviews, vocabulary and content game reviews, cluster, and full length assessments. The bundles will be as a supplement to the science curriculum and as a resource during small group interventions.</i> | | | |
| | 5100 | 231-Health and Hospitalization | 1691 - Gulfport Montessori Elem Schl | TSSSA | 0.84 | \$9,702.00 |
| | | | <i>Notes: Health benefits for three Reading recovery teachers at 28%.</i> | | | |
| | | | | | Total: | \$259,790.00 |