

Stonewall Jackson Elementary School



2014-15 School Improvement Plan

Stonewall Jackson Elementary School

6127 CEDAR HILLS BLVD, Jacksonville, FL 32210

<http://www.duvalschools.org/sje>

School Demographics

School Type
Elementary

Title I
Yes

Free/Reduced Price Lunch
69%

Alternative/ESE Center
No

Charter School
No

Minority
74%

School Grades History

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

School Board Approval

This plan was approved by the Duval County School Board on 11/4/2014.

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>.

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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
Focus	2	Wayne Green
Former F	Turnaround Status	
No		

Part I: Current School Status

Supportive Environment

School Mission and Vision

Provide the school's mission statement

Stonewall Jackson Elementary School's mission is to provide all children with a safe and supportive learning environment in which they will receive quality instruction and high quality learning experiences that would help them achieve academic success in all future endeavors.

Provide the school's vision statement

The vision of Stonewall Jackson Elementary is to provide all students with qualitative standard-based instruction that will prepare them to experience success in a competitive world that is culturally diverse and technologically advanced.

School Environment

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

Our school recognizes the importance of providing our students with a sense of well-being and ownership. To do this we encourage parental involvement an environment where they feel safe and can embrace a healthy sense of self respect. Throughout the year, teachers administer interest surveys and inventories in order to learn about their students backgrounds and prior knowledge. We work to establish relationships by implementing a systemic positive behavior management system and model character traits that exemplify honesty, courage, kindness and self efficacy. Diversity is celebrated by integrating cultural awareness throughout the year in school-wide activities. Students, parents and all other stakeholders are encouraged to share cultural artifacts and family memorabilia.

Our teachers are constantly integrating multicultural literature in their daily Language arts lessons, this provides the students and the teachers ample opportunity to celebrate diverse cultures present in the school.

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

The Foundation Team created "Guidelines for Success" expectations which are reviewed daily with the student body on the morning broadcast WSJE. Specific rituals and routines have been established for before, during and after school for all students. Students are allowed to enter the building quietly and sit beside their classroom doors. Each classroom has a "basket" of assigned activities that are both individualized and grade level specific. These activities are to be completed during the period prior to the teachers arrival. The Foundation Team has also created duty schedules for common areas (hallways, cafeteria, dismissal) so that students are kept on task and monitored safely during the transition from their arrival to class entrance.

All teachers work to establish clear expectations by implementing the CHAMP Model as outlined by our district. Rewards and consequences are a catalyst in the success of our behavior management system.

Our school store is a "hit" with all SJE students. It is a reward for students who follow our guidelines for success and exhibit respect for others and themselves each day.

In order to provide a safe and civil environment we have a safety committee which has devised a plan to implement during emergency situations. The members of this team is comprised of an administrator and teacher from each facet of our school environment. Procedures for attending to

these emergency situations are constantly been reviewed on and practiced on a quarterly basis by Faculty, staff and students. Also, discipline assemblies are organized bi-annually to remind and introduce students to school wide rules and the importance of keeping our school a safe place to learn and grow.

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

In order to minimize distractions and to keep students actively engaged during instructional time, the CHAMPS Model is implemented school wide. All teachers receive professional development to review the CHAMPS Model during Pre-Planning and The Foundation Team assists with the monitoring and implementation of the behavior system. Discipline data is analyzed on a quarterly basis to inform our team of trends and next steps for improving behavioral techniques. District protocol is followed during the referral process and students are given the opportunity to take direct ownership of his/her actions and how to correct themselves in a positive demeanor. In addition teachers are constantly planning standard-based, rigorous instructions that makes provision for all levels of intelligences, so students are actively engaged.

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

The guidance counselor (1) provides direct intervention services to identified student groups and collaborates with leadership in using data to make decisions about interventions and strategies that support the needs of the students; (2) provides quality services and expertise on issues ranging from program design to assessment and intervention with individual students; (3) links community agencies and district staffing personnel to school and families to support the child's academic, emotional, behavioral, and social success; (4) provides consultation services to general and special education teachers, parents, and administrators; (5) administers program support for ESOL and directs Section 504 plan management.

In addition, the District provided curriculum has imbedded Second Steps lessons which seeks to prevent violence among students. Our teachers use these lessons on a weekly basis to address our students social and emotional needs.

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 students are classified using the Multi-Tiered system (MTSS). The school based Leadership Team utilizes the previous year's data, information on Tier 1, Tier 2 and Tier 3 targets to focus attention on deficient areas, and continues to utilize baseline and mid-year data, updated Tier 1, Tier 2 and Tier 3 information and targets to monitor the MTSS and SIP structures to address the effectiveness of core instruction, resource allocation, teacher support systems, and small group and individual student needs.

1. The team meets bi-weekly in Data Chat Sessions to review universal screening data, diagnostic data, and progress monitoring data. Based on this information, the team identifies the Tier 1-Core Instruction that is effective and in place, and the teacher identifies those students who are not meeting the academic, behavioral, and attendance targets. The identified students are then referred to the school-based RtI Leadership Team for small group and individualized interventions. All students are placed on Tier 1 and receive instruction at this level. The teachers plan rigorous standard-based lessons and provide differentiation for students in the form of assigned activities, and

other center-based learning activities.

2. In adherence to the District's policy for providing i-Ready program for all students, all students in the school (Grades K-5) are placed on the Tier 2 program for both mathematics and Reading/ Language arts. Students in grades 3-5 are equally being provided with a Tier 2 level support in Reading through the Achieve 3000, while 5th grade students receive further support in writing through a Tier 2 level support through "Write-to-Learn" the computerized program.

3. Finally students are moved to the Tier 3 level through on-going RTI process. In the meantime in the classroom, the teacher will customize curriculum for the student that includes, effective comprehension strategies through guided reading, small group support, one-on-one instructional support, weekly fluency checks (in Reading), constant monitoring, alongside modified instructions and directions.

4. The early warning indicators used in the system include: attendance below 90 percent, regardless of whether absence is excused or a result of out-of-school suspension; one or more suspensions, whether in school or out of school; course failure in English Language Arts or Mathematics; and a Level 1 score on the statewide, standardized assessments in English Language Arts or Mathematics. Furthermore, students who are identified as performing below grade level in English Language Arts are tested using the DAR. The Reading interventionist is consequently called in to provide further support through the Barton Reading system and differentiated instruction in small group setting.

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	0	0	0	0	0	0	
One or more suspensions	3	3	6	17	8	8	45
Course failure in ELA or Math	2	5	2	0	1	0	10
Level 1 on statewide assessment	0	0	0	33	18	43	94

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

Indicator	Grade Level			Total
	3	4	5	
Students exhibiting two or more indicators	4	7	2	13

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

Intervention strategies employed by our school are as follows: several classroom routines in the Primary grades such as high frequency word activities, and phonemic awareness by Heggerty are all targeted to provide whole group intervention that address students' needs. In the upper grades "Making words" lessons are presented as daily routine to equally address students' vocabulary needs. In addition to that we utilize several strategies for math and reading interventions. Among these are the District approved i-Ready lessons administered to all students. Reteach lessons from i-Ready data are provided by the subject teacher in a reteach strategy session after which the student is reassigned the same assignment both in reading and also in math.

Intervention strategies in Literacy are somewhat similar to those strategies used for math interventions. However, the programs employed for literacy intervention to a large extent are significantly different. For instance the DAR, Barton Reading system, Achieve 3000, and Write-to-Learn are some of the reading intervention programs.

The data collected from the DAR (Diagnostic Assessment of Reading) provides teachers with recommended trial teaching strategies (TTS) found on the DAR website at <http://www.DAR-TTS.com>. The teacher then sets up TTS sessions with the students to address deficient areas in Reading. Frequent fluency checks and strategies help the teachers address deficiencies in reading fluency by tracking the students Oral accuracy.

Data provided through i-Ready and Achieve 3000 are used to address student's area of reading deficiencies in any or all of the 5 components of reading; Phonemic awareness, Phonics, Vocabulary, Reading Fluency, and Comprehension. The teacher applies the knowledge of the data in making informed decisions on skills to reteach using i-Ready recommended lessons during small groups or one-on-one reteach sessions in Guided reading.

The write-to-Learn computerized program helps the teacher identify areas to provide remediation for students in the area of writing. Through small group sessions the teacher is able to address these needs through center activities.

Specific and targeted intervention for students who are performing far below grade level and are not ESE students is provided by the Reading interventionist. The reading interventionist will administer the initial Needs assessment to the students using the Barton Intervention program.

In math, we utilize the i-Ready program for Our students are classified using the Multi-Tiered system (MTSS). The school based Leadership Team utilizes the previous year's data, information on Tier 1, Tier 2 and Tier 3 targets to focus attention on deficient areas, and continues to utilize baseline and mid-year data, updated Tier 1, Tier 2 and Tier 3 information and targets to monitor the MTSS and SIP structures to address the effectiveness of core instruction, resource allocation, teacher support systems, and small group and individual student needs.

The team meets bi-weekly in Data Chat Sessions to review universal screening data, diagnostic data, and progress monitoring data. Based on this information, the team identifies the Tier 1-Core Instruction that is effective and in place, and the teacher identifies those students who are not meeting the academic, behavioral, and attendance targets. The identified students are then referred to the school-based Rtl Leadership Team for small group and individualized interventions.

All students are placed on Tier 1 and receive instruction at this level. The teachers plan rigorous standard-based lessons and provide differentiation for students in the form of assigned activities, and other center-based learning activities.

In adherence to the District's policy for providing i-Ready program for all students. All students in the school (Grades K-5) are placed on the Tier 2 program for both mathematics and Reading/Language arts. Students in grades 3-5 are equally being provided with a Tier 2 level support in Reading through the Achieve 3000, while 5th grade students receive further support in writing through a Tier 2 level support through "Write-to-Learn" the computerized program.

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The early warning indicators used in the system include: attendance below 90 percent, regardless of whether absence is excused or a result of out-of-school suspension; one or more suspensions, whether in school or out of school; course failure in English Language Arts or Mathematics; and a Level 1 score on the statewide, standardized assessments in English Language Arts or Mathematics. Furthermore, students who are identified as performing below grade level in English Language Arts are tested using the DAR. The Reading interventionist will consequently be called in to provide further support through the Barton Reading system and differentiated instruction in small group setting.

In Math, we employ the i-Ready data to inform small group instructions and intervention strategies. When recommended by the i-Ready program, the teacher will pull a small skills reteach group for direct and implicit instruction on the deficient skill and employ hands-on-strategies for reteaching skills. Students are exposed to online resources and activities as part of the remediation process. Teacher-led small group instruction is data driven for next steps.

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/181411>.

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

Our school builds and sustains partnerships with the local community for the purpose of securing and utilizing resources to support the school and student achievement through the following initiatives:

- Bright Holidays - For Needy Families.- Clothing, school supplies, Grocery Cards for the entire family.
- Argyle Church of Christ- Faith Based Partners- Back to School Supplies, Thanksgiving Baskets, Books for all classes, Teacher incentives, Back to School Breakfast, Teacher Appreciation, Student Incentives through out the year.
- SAM's Wholesale Club - Fifth Grade Incentives for End of the Year.
- Liberty Tax Services- School Supplies and Parent Involvement Incentives
- Westside Kawanis Club - 3rd Grade Dictionary Give Away
- End Of Year Activities.
- Reading Initiatives - Literacy Nights - Book Fair

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.:

Name	Title
Williams, Parish	Principal
Bloom, Philip	Guidance Counselor
Allen, Lindsay	Instructional Coach
Brathwaite, Lydia	Other

Duties

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

Ms. Violetra Ward, Principal

- Provides a common vision for the use of data-based decision-making.
- Ensures that the school-based team is implementing Rtl.
- Conducts assessment of Rtl skills of school staff.
- Ensures implementation of intervention support and documentation requirements.
- Ensures adequate professional development to support Rtl implementation.
- Communicates with parents regarding school-based Rtl plans and activities.
- Develops, leads, and evaluates school core content standards/programs.
- Analyzes scientifically based curriculum/behavior assessment and intervention approaches.
- Identifies systematic patterns of student need while working with district personnel to identify appropriate, evidence-based intervention strategies.
- Assists with whole school screening programs that provide early intervening services for children to be considered "at risk".
- Assists in the design and implementation for progress monitoring, data collection, and data analysis utilizing the school and district Data Teams.
- Participates in the design and delivery of professional development.
- Supports the implementation of Tier 1, Tier 2, and Tier 3 intervention plans.
- Provides support for assessment and implementation monitoring.

Ms. Erica Starling, Assistant Principal

- Assists in the implementation for progress monitoring, data collection, and data analysis.
- Assists in the design and delivery of professional development.
- Assists in the implementation of Tier 1, Tier 2, and Tier 3 intervention plans.
- Assists in providing support for assessment and implementation monitoring.
- Assists in the development of intervention approaches.
- Provides feedback from classroom walk-throughs to encourage best practices that would benefit students
- * Collaborates with Instructional Coaches to ensure the Coaching Cycle is effectively taking place as results are evident in the targeted classroom
- * Collaborates with stakeholders to ensure students' environments are conducive to learning

Mr. Philip Bloom, School Counselor

- Participates on Building Leadership Team.
- Acts as liaison for implementation of Rtl at the school level.
- Receives ongoing Rtl training and delivers information to school.
- Provides direct intervention services to an identified group of students for action research, tracks student progress, and collaborates with leadership in using data to make decisions about interventions and strategies that support Rtl.
- Provides quality services and expertise on issues ranging from program design to assessment and intervention with individual students.
- Link community agencies and district staffing personnel to school and families to support the child's academic, emotional, behavioral, and social success.
- Provides consultation services to general and special education teachers, parents, and administrators.
- Administers program support for ESOL and directs Section 504 plan management.

Lindsay Allen, Math Coach

- *Provides support for teachers through PLC's.
- *Support teachers with the coaching cycle.
- *Provide support with teaching strategies and resources
- *Inform and model best practices for teachers

Renee Jackson District - Reading Specialist

- *Provides support for teachers through PLC's.
- *Support teachers with the coaching cycle.
- *Provide support with teaching strategies and resources
- *Inform and model best practices for teachers

Resa Groomes, Reading Interventionist

- Provides assistance to teachers in planning intensive instruction in reading to at-risk students in a one-on-one or small group setting.
- Assists teachers in identifying at-risk students.
- Works closely with teachers to coordinate intervention program efforts aligned with regular classroom instructional focuses to promote student success.
- Monitors and maintains data on student progress toward achievement goals.

Waquita Nelson-Pearson, ESE/Inclusion teacher

- Participates in student data collection.
- Assists in determination for further assessment.
- Integrates core instructional activities and materials into Tier 2 and/or Tier 3 instruction.
- Collaborates with the general education teachers through such activities as co-teaching, facilitation and consultation.

Mary Rumph, Foundations Team Chair

- Provides information about school wide academic and behavior curriculum and instruction.
- Participates in behavioral data collection.
- Provides professional development principles of Foundations to faculty/staff.
- Collaborates with staff to implement behavioral interventions.

Tracey Brown and Susan Jeffers, Technology Specialists

- Develops and assists with technology needed to manage and display data.
- Provides professional development and technical support to teachers and staff regarding data management and display.

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

The school based MTSS Leadership Team meets with the School Advisory Council and utilizes the previous year's data, information on Tier 1, Tier 2 and Tier 3 targets and focuses attention on deficient areas to help develop the SIP. The school based MTSS Leadership Team and the School Advisory Council meets and utilizes baseline and mid-year data, updated Tier 1, Tier 2 and Tier 3 information and targets to monitor the the MTSS and SIP structures to address the effectiveness of core instruction, resource allocation, teacher support systems, and small group and individual student needs.

Title I, Part A Funds are used to provide additional academic support and learning opportunities to help low-achieving students in reading and math. The funds are also used to provide professional development and other school initiatives that will increase the effectiveness of teachers, principals, paraprofessionals, and parents. The school receives Title I funds for parental involvement to provide materials and trainings to help parents work with their children to improve their academic achievement. Title II in collaboration with Title I provides funding to improve the quality of teaching and principal leadership through recruitment, teacher training and professional development, teacher incentive pay and stipends, and supplemental resources to increase student achievement. Title III works collaboratively with Title I to provide funding to help students learn English so that they are able to benefit from the same academic courses as English speakers, to help ELL students meet academic standards, to provide training to teachers and staff, and supplemental resources to increase student achievement.

School Advisory Council (SAC)

Membership

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

Name	Stakeholder Group
Clarence Grayson	Business/Community
Lindsey perkins	Teacher
Leslie Clay	Parent
Damond Chinn	Parent
Marc Dickerson	Parent
Jerica Dickerson	Parent
Tracy Smith	Teacher
Katherine Brogli	Teacher
Violetra Ward	Principal
Joanne Odom	Teacher
John Forrester	Parent
Erica Starling	Education Support Employee

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

The SAC's involvement with the evaluation of last year's school improvement plan was completed during the Post-Planning on June 3, 2014. The School Based Leadership Team met to evaluate the effectiveness of the prior year's SIP. After reviewing the 2013-2014 FCAT data, the team was able to disaggregate the data and compile strategic goals for the 2014-2015 school year.

Development of this school improvement plan

SAC plays an important role in the development of the School Improvement Plan by offering suggestions as to how specific funds will be spent to improve student performance overall. During SAC meetings members of the SAC are involved in the revision process of the SIP to ensure that goals are attainable and that the school is being accountable throughout the process.

Preparation of the school's annual budget and plan

The preparation of the school's annual budget and plan is currently underway.

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

The projected use of the SAC funds for 2014-2015 will be to support the PBIS program.

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
Allen, Lindsay	Other
Brathwaite, Lydia	Other
Bloom, Philip	Guidance Counselor
Williams, Parish	Principal

Duties

Describe how the LLT promotes literacy within the school

The major initiatives of the Literacy Leadership Team as it pertains to Literacy this year are:

- monitor student performance and make recommendations for targeted instruction
- assist the principal in monitoring instruction
- collaborate to plan for effective MTSS activities
- collaborate to plan for effective professional development

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

- 1.) We encourage our teachers to share effective strategies in a collegiate environment. We frequently employ our half a day Professional development (Wednesdays) teachers get to share great strategies they are using in their classrooms. These activities are often facilitated by the instructional coaches. PLCs are held on a weekly basis; Thursdays are common planning days (PLCS) for reading/Language Arts, while Fridays are PLCS days for Mathematics. Teachers do have common grade planning days with their colleagues.
- 2.) There are doughnut Fridays and reward systems for teachers.
- 3.) Teachers vote on choices of incentives through surveys generated by the Principal.
- 4.) Birthdays are celebrated collectively. This provides teachers with a sense of belonging and ownership.
- 5.) Teachers sponsor snacks for during PDS thereby fostering a feeling of oneness and warmth.

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

- 1.) We employ a team approach for teacher interviews. Teachers are pulled from grade levels and each takes turn to draw questions from a question bank that relate to academic abilities.
- 2.) We advocate for capacity building through modeling, from school-based instructional and District coaches.
- 3.) Teachers are enlisted and encouraged to attend District-offered Professional development.
- 4.) Team building is encouraged through viable PLCS in math and Literacy.
- 5.) Implement the MINT program (Mentoring and Induction for novice teachers. Veteran teachers provide mentorship for new members of staff.
- 6.) Coaching cycles with instructional coaches and District coaches provide support for teachers.
- 7.) Soliciting referrals from current employees.

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

Nancy Grant with Elise Littlefield
Rationale and Planned mentoring activities

Ms. Grant has 20 years of experience in the field of Mathematics and Reading instruction and will be able to foster collaboration and mentorship with Ms. Littlefield on a continuous basis as an experienced teacher.

Mentoring activities will include accessing district curriculum guides, formatting lesson plans with gradual release components, reviewing data to create group differentiation, developing center rotation activities.

Erika Winter with Lindsay Allen

Rationale and Planned Mentoring Activities

Ms. Allen has 9 years of experience in teaching with 3 years in elementary music instruction and will be able to foster collaboration and mentorship with Ms. Winter on a continuous basis with her experience.

Mentoring activities will include developing lesson plans, and planning musical activities and events, Barnes will be mentored by Mrs. N. Morales. Mrs. Morales has several years of teaching experience and will provide continuous support and directions to ensure the continuous success.

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 school ensures its core instructional programs and materials are aligned to Florida's standards through:

- Instructional framework is aligned with curriculum guide.
- Instructional designed is based on the gradual release model.
- Instructional designed is based on the gradual release model.
- K-5 I-Ready data results are used to plan small group instruction.
- Math teachers use Math Investigations, EnVisions and math manipulatives.
- 3-5- Achieve 3000

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

Staff (Teachers, Coaches, Administration) will meet monthly to review data collected from classroom teachers, and district data. Students will be reorganized according to the LAFS skills they need intervention in. Students will be grouped according to their deficits and may go to a group that contains students in another grade level except 5th grade; so that Write to Learn can be implemented appropriately. Teachers have been polled to determine which strengths they have to offer during the Extended Hour.

According to the poll, administrator and coaches observations. teachers will be assigned target skills that they will be responsible for teaching. These assignments will be reviewed monthly along with student data.

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: 60

Teachers will use the gradual release model to teach the basic reading skills and strategies. Students will complete independent practice and teachers will use data to conduct small group instruction.

Strategy Rationale

To bridge the achievement gap between the students and to address whole school deficiency in reading. This instruction implements the guidelines provide by the district and planning the extended day reading curriculum.

Strategy Purpose(s)

- Core Academic Instruction

Person(s) responsible for monitoring implementation of the strategy

Ikechi Konkwo, Stella, ikechikos@duvalschools.org

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

Based on teacher observation (anecdotal notes, weekly data from i-Ready, Achieve 3000, Write to Learn (5th grade) and Words Their Way

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

In readiness for transition to Grade school, our kindergarten students are adequately prepared through exposure to the fundamentals of reading through various routines inherent in a balanced curriculum, such as Phonemic awareness instruction by M. Heggerty, Grade-specific Phonics instruction, High Frequency vocabulary words, Reading comprehension strategies.

To bridge the achievement gap that could deter students' preparation to transition, we employ intervention programs and strategies. Among these are;

- 1.) The FAIR/FKLRs/DAR assessments that helps the teachers build an academic profile for each student that would help inform individualized instruction in Reading, Mathematics, Science and Social Studies.
- 2.) The a-fore mentioned assessments serve as baseline for instructional support that will help address gaps in the student's level of readiness.
- 3.) A balanced literacy program is ensured through the new Florida State standards. Likewise a balanced mathematics curriculum helps prepare the Kindergarten students-5th grade in acquiring the skills necessary for meeting the demands of the next grade level.
- 4.) Adequate instructional support from the i-Ready diagnostic assessments in Math and Reading help prepare our Kindergarten students academically for this great task of transitioning to Grade school. the i-Ready Diagnostic. Teachers analyze the data to target areas of instruction.
- 5.) Furthermore, incite-based field-trips at the end of the school year provided the necessary incentives for students in kindergarten-4th grade to want to transition to other grade level in the summer.
- 6.) School-wide rallies planned at the end of the school year equally helps build the necessary

excitement that motivates Kindergarten-4th grade students to long to return to our school in the the next grade level!

7.) Vertical planning among grade level teachers provide great opportunities for teachers to analyze "prior knowledge" and the "readiness level" of the in-coming group of students and to plan instructional support for the new students accordingly!

8.) Finally Students receive small group math instruction during the daily math center rotation block.

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

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

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

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

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

 = Problem Solving Step  S123456 = Quick Key

Strategic Goals Summary

G1. To increase the effectiveness of explicit, standard-based instruction through collaboration, utilization of differentiated strategies that results in active intellectual student engagement for all student subgroups. Effective teaching strategies that are aligned to the Florida Standards will increase proficiency in all content areas by the end of the 2014-2015 school year..

G2.

G3.

G4.

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. To increase the effectiveness of explicit, standard-based instruction through collaboration, utilization of differentiated strategies that results in active intellectual student engagement for all student subgroups. Effective teaching strategies that are aligned to the Florida Standards will increase proficiency in all content areas by the end of the 2014-2015 school year.. 1a

G040968

Targets Supported 1b

Indicator	Annual Target
-----------	---------------

Resources Available to Support the Goal 2

- Professional Learning Communities Common Planning Time (Vertical/Horizontal Articulation) American Reading Company-Level Assessment Framework/Independent Reading Instructional Rounds Early Release Professional Development Time Academic Coaches Extended Reading Hour

Targeted Barriers to Achieving the Goal 3

- A lack of knowledge of analyzing student data and there is a need for frequent and consistent analysis of student data to determine student strengths and weaknesses.
- Inconsistent of implementation of daily centers in all core curriculum areas.

Plan to Monitor Progress Toward G1. 8

Pre-Test CGAs, and i-Ready pertaining to the preceding and succeeding years' standards are administered to determine areas of need and allow teachers to pre-plan for short comings for the following year. On-going interim testing using CGAs and iReady assessments to monitor individual student progress during the course of the school year.

Person Responsible

Parish Williams

Schedule

Quarterly, from 9/17/2014 to 6/5/2015

Evidence of Completion

Results of i-Ready Reading and Math pre and post assessments, Duval CGA baseline and quarterly assessments.

G2. 1a

G040969

Targets Supported 1b

Indicator	Annual Target
-----------	---------------

Resources Available to Support the Goal 2

.

Targeted Barriers to Achieving the Goal 3

Plan to Monitor Progress Toward G2. 8

Student sample writings, portfolios, and conference logs.

Person Responsible

Stella Ikechi Konkwo

Schedule

Evidence of Completion

Sample writing pieces, portfolios and conference logs

G3. 1a

G040970

Targets Supported 1b

Indicator	Annual Target
-----------	---------------

Resources Available to Support the Goal 2

.

Targeted Barriers to Achieving the Goal 3

Plan to Monitor Progress Toward G3. 8

Comprehending grade level informational text
Use Gizmos, Florida Achievers and Aligned Investigations to promote higher order thinking.

Person Responsible

Stella Ikechi Konkwo

Schedule

Evidence of Completion

Interactive science journals and portfolios Walkthroughs, Informal and Formal Observations Data from formal and informal assessments

G4. 1a

G040971

Targets Supported 1b

Indicator	Annual Target
-----------	---------------

Resources Available to Support the Goal 2

.

Targeted Barriers to Achieving the Goal 3

Plan to Monitor Progress Toward G4. 8

Student reading gains

Person Responsible

Stella Ikechi Konkwo

Schedule

Evidence of Completion

Teachers will formally and informally assess students and analyze the data gain from these assessments.

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. To increase the effectiveness of explicit, standard-based instruction through collaboration, utilization of differentiated strategies that results in active intellectual student engagement for all student subgroups. Effective teaching strategies that are aligned to the Florida Standards will increase proficiency in all content areas by the end of the 2014-2015 school year.. **1**

 G040968

G1.B1 A lack of knowledge of analyzing student data and there is a need for frequent and consistent analysis of student data to determine student strengths and weaknesses. **2**

 B099343

G1.B1.S1 Data tracking charts and data walls will provide an opportunity for teachers and students opportunities to problem solve with the Principal, A.P. and Academic Coaches. **4**

 S110656

Strategy Rationale

The analysis of data leads to effective instruction. Teachers are able to determine whether students need whole or small group instruction.

Action Step 1 **5**

Data analysis from Curriculum Guide Assessments, I-Ready Reading and Math will be collected to determine progress. The Leadership Team will also monitor the progress of the lowest 25 percent students.

Person Responsible

Parish Williams

Schedule

Quarterly, from 9/17/2014 to 6/5/2015

Evidence of Completion

CGA data, informal and formal assessments, Report Cards and Data Tracking Sheets.

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

Teachers will plan during common planning time and use data to drive instruction.

Person Responsible

Lindsay Allen

Schedule

Evidence of Completion

The principal and assistant principal will complete informal and formal evaluations and focus walks into the classroom. The district specialist will plan with teachers during PLC meetings, and analyze student data to determine next steps.

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

Results of i-Ready Math pre and post assessments, Duval CGA baseline and quarterly assessments.

Person Responsible

Lindsay Allen

Schedule

Evidence of Completion

i-Ready Math pre and post assessments Duval CGA baseline CGA quarterly assessments

G1.B2 Inconsistent of implementation of daily centers in all core curriculum areas. **2**

B130790

G1.B2.S1 Teachers will utilize center lesson plan and rotation schedules of student to ensure adequate implementation of centers. **4**

S142828

Strategy Rationale

Effective planning will allow times for teachers to provide individual instruction to students needing additional academic support.

Action Step 1 **5**

Person Responsible

Schedule

Evidence of Completion

Appendix 1: Implementation Timeline

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

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	Data analysis from Curriculum Guide Assessments, I-Ready Reading and Math will be collected to determine progress. The Leadership Team will also monitor the progress of the lowest 25 percent students.	Williams, Parish	9/17/2014	CGA data, informal and formal assessments, Report Cards and Data Tracking Sheets.	6/5/2015 quarterly
G1.B2.S1.A1	[no content entered]			one-time	
G1.MA1	Pre-Test CGAs, and i-Ready pertaining to the preceding and succeeding years' standards are administered to determine areas of need and allow teachers to pre-plan for short comings for the following year. On-going interim testing using CGAs and iReady assessments to monitor individual student progress during the course of the school year.	Williams, Parish	9/17/2014	Results of i-Ready Reading and Math pre and post assessments, Duval CGA baseline and quarterly assessments.	6/5/2015 quarterly
G1.B1.S1.MA1	Results of i-Ready Math pre and post assessments, Duval CGA baseline and quarterly assessments.	Allen, Lindsay	i-Ready Math pre and post assessments Duval CGA baseline CGA quarterly assessments	quarterly	
G1.B1.S1.MA1	Teachers will plan during common planning time and use data to drive instruction.	Allen, Lindsay	The principal and assistant principal will complete	weekly	

Source	Task, Action Step or Monitoring Activity	Who	Start Date (where applicable)	Deliverable or Evidence of Completion	Due Date/ End Date
			informal and formal evaluations and focus walks into the classroom. The district specialist will plan with teachers during PLC meetings, and analyze student data to determine next steps.		
G2.MA1	Student sample writings, portfolios, and conference logs.	Ikechi Konkwo, Stella	Sample writing pieces, portfolios and conference logs	quarterly	
G3.MA1	Comprehending grade level informational text Use Gizmos, Florida Achievers and Aligned Investigations to promote higher order thinking.	Ikechi Konkwo, Stella	Interactive science journals and portfolios Walkthroughs, Informal and Formal Observations Data from formal and informal assessments	biweekly	
G4.MA1	Student reading gains	Ikechi Konkwo, Stella	Teachers will formally and informally assess students and analyze the data gain from these assessments.	biweekly	

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. To increase the effectiveness of explicit, standard-based instruction through collaboration, utilization of differentiated strategies that results in active intellectual student engagement for all student subgroups. Effective teaching strategies that are aligned to the Florida Standards will increase proficiency in all content areas by the end of the 2014-2015 school year..

G1.B1 A lack of knowledge of analyzing student data and there is a need for frequent and consistent analysis of student data to determine student strengths and weaknesses.

G1.B1.S1 Data tracking charts and data walls will provide an opportunity for teachers and students opportunities to problem solve with the Principal, A.P. and Academic Coaches.

PD Opportunity 1

Data analysis from Curriculum Guide Assessments, I-Ready Reading and Math will be collected to determine progress. The Leadership Team will also monitor the progress of the lowest 25 percent students.

Facilitator

Violetra Ward (Principal), Erica Starling (Assistant Principal), Philip Bloom (Guidance Counselor), District Specialists, Academic Coaches, Teachers (Grades K-5)

Participants

All K-5 students.

Schedule

Quarterly, from 9/17/2014 to 6/5/2015

Technical Assistance Items

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

Budget Rollup

Summary

Description	Total
Grand Total	0