

Agenoria S Paschal/Olinda Elementary School



2014-15 School Improvement Plan

Agenoria S Paschal/Olinda Elementary School

5536 NW 21ST AVE, Miami, FL 33142

<http://olinda.dadeschools.net/>

School Demographics

School Type

Elementary

Title I

Yes

Free/Reduced Price Lunch

98%

Alternative/ESE Center

No

Charter School

No

Minority

99%

School Grades History

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

School Board Approval

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

SIP Authority and Template

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

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

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

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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
Not In DA	5	Gayle Sitter
Former F	Turnaround Status	
No		

Part I: Current School Status

Supportive Environment

School Mission and Vision

Provide the school's mission statement

Agenoria S. Paschal/Olinda Elementary School's mission is to provide a multifaceted educational environment to all stakeholders through the delivery of data driven curriculum. Programs designed to develop family literacy; lifelong learning and cultural sensitivity will enhance the educational progress of the school's community and its children. Professional and self-development opportunities will promote teacher proficiency. The authentic involvement of all members of the School Advisory Council (SAC) will ensure that all stakeholders are represented in the planning implementation of the School Improvement Plan (SIP). This coordinated effort is intended to raise the expectations of student achievement, teacher performance, and community involvement.

Provide the school's vision statement

We Agenoria S. Paschal/Olinda Elementary School believe that all students will reach their highest potential through the integration of curriculum, high expectations and family literacy. This belief is founded upon the fact that Agenoria S. Paschal/Olinda Elementary School has created a positive, peaceful and nurturing learning environment. This environment is not only conducive to high student performance, but also attracts and empowers the efforts of all stakeholders, including staff, parents and other community members.

School Environment

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

The staff is committed to ensuring that every student who enters the building receives a quality education, demonstrating academic growth and social develop at the conclusion of each year. ASP/Olinda teacher's share common visions of what effective teaching looks like, expectations are clearly defined and lessons are clear.

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

Agenoria S. Paschal/Olinda Elementary School services general education students and students with exceptionalities, which include gifted students. Although students come from diverse backgrounds and possess a wide range of academic and social skills, it is our goal to meet each child's need in order for him/her to flourish and experience success. It is believed that every child can learn, despite his/her socioeconomic condition, and it is expected that every child will become proficient and maximize his/her potential through a sound work ethic and collaborative efforts by the teacher, student and parent. Students at ASP/Olinda Elementary receive a variety of culturally based programs and activities that enhance their learning experiences and overall development. Being exposed to and participating in a host of activities throughout the year such as: Career Day, Science Fair, Black History Month, Hispanic Heritage Month, Walk Safe, Say No To Drugs, Performing Arts field trips, Learning for Life: Anti-bullying and Character Education. Through these programs, students are better able to adapt to their social surroundings, conduct themselves appropriately in real-world situations, and tap into and explore their interests. The staff, parents and community at ASP/Olinda Elementary School are dedicated to providing a nurturing, comfortable and supportive environment where students are aware of the high expectations for their success. The learning is structured to

create positive interactive experiences between teachers and students, which cultivates a highly effective and well-functioning classroom environment. Emphasis is made throughout the curriculum to integrate all subject areas with Reading, Writing, Math and Science. We encourage the use of technology, and promote parental and community involvement in order to prepare students to live more effectively in a global society. The focus on students also empowers them with the knowledge and necessary critical-thinking skills to make positive decisions in a multicultural world and meet the challenges of the 21st century. To achieve these objectives, ASP/Olinda teachers aggressively pursue a rigorous curriculum based on the Florida State Standards that incorporate evidentiary-based approaches to solving complex multi-step problems. The teachers at ASP/Olinda are consistently participating in professional development courses which help them to be more effective in the implementation of the most current research-based and data-driven educational strategies.

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

All of the teachers follow the code of student conduct and a school-wide discipline plan. Teachers have clearly defined classrooms rules and consequences. Administration implements a progressive discipline plan. Student and staff foster a mutual respect. Student and parent concerns are addressed and every effort is made to resolve issues fairly and in a timely manner. Teachers are trained to ensure that progressive discipline is applied with established protocols for all disciplinary incidents. Clear behavioral expectations are shared with all students via assemblies, School-wide signs, parent meetings, Connect Ed , and Morning Announcements. Staff training and follow-up classroom management support is provided to all staff throughout the year, as needed. The mission of ASP/Olinda Elementary School is to prepare students for the future by emphasizing the importance of being functional, literate, and global thinkers. It is the role of the school to guide students to be in control of their own learning and to enhance their ability to positively alter outcomes by making appropriate choices. The primary objective of Miami-Dade County Public Schools (M-DCPS) is to enhance each student's potential for learning and to foster positive interpersonal relationships. M-DCPS supports the concept that students who possess personal, academic, civic and occupational adequacies will become effective and productive citizens.

The Elementary Code of Student Conduct (COSC) has been designed, and will be implemented in order to promote and maintain a safe learning environment free from disruptions that interfere with teaching and learning activities. ASP/Olinda will continue to implement a schoolwide incentive program that rewards model student behavior. This program will be spearheaded by our Positive Behavior Support Committee (PBS) comprised of administrators, the counselor, teachers, parents, students, and Community Partners (such as: Learning for Life.) ASP/Olinda Elementary School's PBS will incorporate all of the District Core Values: Citizenship, Cooperation, Fairness, Honesty, Integrity, Kindness, Pursuit of Excellence, Respect, and Responsibility. Each core value will be highlighted each month through morning announcements, classroom presentations, small group discussions, and/or parent conferences. These values will also be highlighted during all activities conducted throughout the school. Opportunities for students will be scheduled to celebrate and recognize those students identified by their teachers practicing and modeling the Value of the Month. Activities include, but are not limited to Character Education lessons, schoolwide morning announcements, awarding certificates to students as we celebrate student's model behavior, and Spot Success recognition awards for both teachers and students. In-school counseling intervention strategies will be developed for students committing Code of Student Conduct offenses, along with; parent conferences, daily progress behavior plans, and scheduling MTSS/Rtl Team Meetings. If necessary, Functional Assessments of Behavior and/or Behavior Interventions Plans will be designed to address the specific needs of a student. The counselor conducts weekly group counseling sessions and meetings with the social worker. The

district's anti-bullying program will be followed with fidelity. All students and staff members will participate in COSC training, Staff will also participate in professional development opportunities intended to better understand their role as a teacher/staff member, and the role of the MTSS/RTI Team. All stakeholders will be trained on identifying and reporting bullying. ASP/Olinda Elementary School uses varying early warning indicators based on readily accessible data which help promote student success. Our two most powerful predictors are academic performance and attendance. ASP/Olinda Elementary School systematically collects data on students attendance and academic performance in the varied of assessments. ASP/Olinda uses all available information to look for patterns and identify school climate issues that may contribute to possible issue related to poor attendance and/or low academic performance. Students are generally identified as working above, at (proficient), or below grade level. Administration and teachers conduct ongoing progress monitoring and data chats to identify and help develop individualized plans for students in jeopardy of failing and for every student to ensure academic, social, and behavioral success. Title I compacts, behavioral and academic are developed through a collaborative effort with the counselor, teacher, parent, and student. Students who are suspended receive individualized counseling. Students who are retained also receive individual and/or group counseling. Students scoring below proficiency levels on standardized assessment are monitored and provided additional assistance in core subjects. All students K-5 receive an additional hour of Reading Intervention and/or Enrichment based on their individual scores. Differentiated Instruction is provided at all grade levels for both Reading and Math.

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

In-school counseling/mediation alternatives for suspension will be addressed by the school's SST Team. The team facilitates a corrective behavior after-school detention program. During the process of progressive discipline, when a student is referred for a detention, due to an infraction of the COSC the committee will provide an enriching academic/behavioral tutoring program intended to encourage responsibility and respect.

Multi-disciplinary teams will assist with developing lessons that provide students with opportunities for research and incorporate writing throughout the disciplines. The Tier 1, Tier 2, and Tier 3 documentation will support academic and/or behavioral goals as listed on the SIP plan. This plan will be monitored with fidelity. The 4 step problem solving process then becomes a structure for these meetings, and fidelity data is reviewed each time a group meets. Data gathered through the MTSS/RTI process informs the discussion at MTSS/RTI leadership, grade level, attendance review, Tier 2, and Tier 3 SST meetings.

All disciplinary actions used that include but are not limited to: removal of privileges, denial/ non participation

in school/extracurricular activities, time-out, eating lunch with the teacher, the counselor, or an administrator, will always include parent notification. Should this apply, discussions of model better behavior choices will take place. In extreme cases, denial of participation in field trips occurs, with parental approval. The average daily attendance for students is 95.31 percent. In comparison, ASP/Olinda Elementary School's average exceeds that of the District, which is 94.88 percent and that of state, which is 93.85 percent. The school's extraordinary attendance rate among students and personnel is due largely to motivating efforts by the leadership team. Students are recognized and awarded for perfect attendance with a variety of incentives including; customized pencils, certificates, medallions, special appearance on morning announcements and special acknowledgement during quarterly and annual awards programs. Truancy Intervention is addressed by the Attendance Review Committee to address students with five or more unexcused absences. Parent meetings are held to develop strategies and goals to help improve student attendance. All students missing more than 10% of instructional time are flagged for possible early intervention.

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

Agenoria S. Paschal/Olinda Elementary School reviews a variety of Early Warning indicators. The following list

includes some, but not all, of the indicators reviewed:

- 1) Retention
- 2) Excessive Absences (Excused & Unexcused)
- 3) Excessive Tardies
- 4) Three (3) or more Disciplinary Referrals
- 5) D or F in a Core Subject.
- 6) ELL six semesters or more
- 7) FCAT Levels 1 or 2 (Reading or Math)
- 8) SAT Stanine (1,2,3,4) or lower than 50th Percentile on the Reading or Math Subtest of the Stanford Achievement Test.
- 9) Promotion to Grade 4 based on Good Cause

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	15	10	1	10	7	2	45
One or more suspensions	0	0	0	0	0	0	
Course failure in ELA or Math	17	8	14	12	2	4	57
Level 1 on statewide assessment	0	0	0	47	15	29	91

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

Indicator	Grade Level	Total
Students exhibiting two or more indicators		

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

Agenoria S. Paschal/Olinda Elementary School uses varying early warning indicators based on readily accessible data which help promote student success. Our two most powerful predictors are academic performance and attendance. Agenoria S. Paschal/Olinda Elementary School systematically collects data on

students attendance and academic performance in the varied of assessments. Agenoria S. Paschal/Olinda uses all available information to look for patterns and identify school climate issues that may contribute to

possible issues related to poor attendance and/or low academic performance. Students are generally identified as working above, at (proficient), or below grade level. Administration and teachers conduct ongoing progress monitoring and data chats to identify and help develop individualized plans for students in jeopardy of failing and for every student to ensure academic, social, and behavioral success. Title I compacts, behavioral and academic are developed through a collaborative effort with the counselor, teacher, parent, and student. Students who are suspended receive individualized

counseling. Students who are retained also receive individual and/or group counseling. Students scoring below proficiency levels on standardized assessment are monitored and provided additional assistance in core subjects. All students K-5 receive an additional hour of Reading Intervention and/or Enrichment based on their individual scores. Differentiated Instruction is provided at all grade levels for both Reading and Math. Truancy Intervention is addressed by the Attendance Review Committee to address students with five or more unexcused absences. Parent meetings are held to develop strategies and goals to help improve student attendance. All students missing more than 10% of instructional time are flagged for possible early intervention. Agenoria S. Paschal/Olinda Elementary School consists of Pre-Kindergarten through fifth grade. The student body is composed of approximately 431 students from various racial and ethnic backgrounds. The racial composition of the total population is white 5 (1%), black 339 (86%), and Hispanic 13(13%). The student population is made up of 45 (11.4%) ESOL students, 19 (4.8%) gifted students, and 74 (18.8%) SPED students. Our school identifies all students who excel in student performance. Agenoria S. Paschal/Olinda offers a Gifted program to all eligible students in grades kindergarten through fifth grade. The school has 364 (98%) of students on free or reduced lunch.

Agenoria S. Paschal/Olinda Elementary School services general education students and students with exceptionalities, to include gifted students and students with disabilities. Although students come from diverse backgrounds and possess a wide range of academic and social skills, it is our goal to meet each child's need in order for him/her to flourish and experience success. It is believed that every child can learn, despite his/her socioeconomic condition, and it is expected that every child will become proficient and maximize his/her potential through a sound work ethic and collaborative efforts by the teacher, student and parent. Students at Agenoria S. Paschal/Olinda Elementary receive a variety of culturally based programs and activities that enhance their learning experiences and overall development. Being exposed to and participating in a host of activities throughout the year such as: Career Day, Science Fair, Black History Month, Hispanic Heritage Month, Walk Safe, Say No To Drugs, Performing Arts field trips, Learning for Life: Anti-bullying and Character Education. Through these programs, students are better able to adapt to their social surroundings, conduct themselves appropriately in real-world situations, and tap into and explore their interests. The staff, parents and community at Agenoria S. Paschal/Olinda Elementary School are dedicated to providing a nurturing, comfortable and supportive environment where students are aware of the high expectations for their success. The learning is structured to create positive interactive experiences between teachers and students, which cultivates a highly effective and well-functioning classroom environment. Emphasis is made throughout the curriculum to integrate all subject areas with Reading, Writing, Math and Science. We encourage the use of technology, and promote parental and community involvement in order to prepare students to live more effectively in a global society. The focus on students also empowers them with the knowledge and necessary critical-thinking skills to make positive decisions in a multicultural world and meet the challenges of the 21st century. To achieve these objectives, teachers aggressively pursue a rigorous curriculum based on the Florida State Standards that incorporate evidentiary-based approaches to solving complex multi-step problems. Teachers are consistently participating in professional development courses which help them to be more effective in the implementation of the most current research-based and data-driven educational strategies. The average daily attendance for students is 95.31 percent. In comparison, Agenoria S. Paschal Elementary School's average exceeds that of the District, which is 94.88 percent and that of state, which is 93.85 percent. The school's extraordinary attendance rate among students and personnel is due largely to motivating efforts by the leadership team. Students are recognized and awarded for perfect attendance with a variety of incentives including; customized pencils, certificates, medallions, special appearance on morning announcements and special acknowledgement during quarterly and annual awards programs.

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/198586>.

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

The staff at Agenoria S. Paschal/Olinda Elementary School:

- Sees parents and Community Businesses as partners in helping students learn,
- Values parents' input and participation in advancing the school's mission and vision, and
- Supports efforts to strengthen its students' community resources.

The iCare initiative helps ensure that Agenoria S. Paschal/Olinda Elementary School creates a welcoming and communicative environment for all parents and Community Business Leaders. Parents and visitors are greeted warmly when they call or visit the school. Agenoria S. Paschal/Olinda regularly communicates with parents about how they can help their children learn.

Teachers and parents are partners in improving student learning. Every effort is made to ensure parents are active participants in their child's schooling. Teachers work closely with parents to meet the students' needs. Teachers listen to parents and try to understand parent's problems and concerns through parent teacher conferences. Parents are encouraged to volunteer their time to support the school (e.g., volunteer in the classroom, attend field trips, participate in school-wide events).

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
Montes, Adrian	Principal
Hallman, Anjanette	Assistant Principal
Mcrae, Katina	Instructional Coach
Wilkerson-Laurent, Stephanie	Instructional Coach
Martin, Rebeka	Instructional Technology

Duties

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

The school-based Leadership Team include:

Adrian Montes, Principal -school-wide instructional leader

Dr. Anjanette Hallman, Assistant Principal- school-wide instructional leader

Sylvia Coego, SPED Teacher/Chairperson- provides support or guidance with SPED and General education students

Katina McRae, Mathematics Instructional Coach, provides curriculum and instructional support in mathematics

Stephanie Wilkerson-Laurent, Reading Instructional Coach, provides curriculum and instructional support in Reading

Adriana Sanabria, Counselor, provides support through student services

Sylvia Coego, SPED Teacher/Chairperson- provides support or guidance with SPED and General education students

- In addition to Tier 1 problem solving, the Leadership Team members will meet a minimum of once a month to review consensus, infrastructure, and implementation of building level MTSS/Rtl.

Tier 2

The Leadership Team, which consist of the administration, instructional liaison, counselor, teachers, and school psychologist, will conduct regular meetings to evaluate intervention efforts for students by subject, grade, intervention, or other logical organization. In addition to those selected, other teachers will be involved when needed to provide information or revise efforts.

Tier 3 SST

The administration, Instructional liaisons, counselor and school psychologist of the Leadership Team, Tier 2 Team, make up the Tier 3 SST Problem Solving Team.

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 MTSS/Rti Leadership Team utilizes the Tier 1 Problem Solving process to set Tier 1 goals, and monitors academic and behavioral data to evaluate progress towards those goals at least three times per year by:

1. Holding regular team meetings where problem solving is the sole focus.
2. Using the four step problem solving process as the basis for goal setting, planning, and program evaluation during all team meetings that focus on increasing student achievement or behavioral success.
3. Determining how we will know if students have made expected levels of progress towards proficiency? (What progress will show a positive response?)
4. Respond when grades, subject areas, classes, or individual students have not shown a positive response? (MTSS problem solving process and monitoring progress of instruction)
5. Responding when students are demonstrating a positive response or have met proficiency by raising goals or providing enrichment respectively.
6. Gather and analyze data at all Tiers to determine professional development for faculty as indicated by group or individual student diagnostic and progress monitoring assessment.
7. Ensure that students in need of intervention are actually receiving appropriate supplemental Tier 2 intervention. Gather ongoing progress monitoring (OPM) for all interventions and analyze that data using the Tier 2 problem solving process after each OPM.

Tier 2

The second level of support consists of supplemental instruction and interventions provided in addition to and in alignment with effective core instruction and behavioral support to groups of targeted students who need additional instructional and/or behavioral support. Tier 2 problem solving meetings occur regularly to:

1. Review OPM data for intervention groups to evaluate group and individual student response.

2. Support interventions where there is not an overall positive group response

3. Select students for SST Tier 3 intervention

The school improvement plan (SIP) summarizes the school's academic and behavioral goals for the year and describes the school's plan to meet those goals. The specific supports and actions needed to implement the SIP strategies are closely examined, planned, and monitored on the MTSS Tier 1 worksheets completed three times per year. The MTSS Problem-Solving process is used to first carry out, monitor, and adjust if necessary, the supports that are defined in the SIP. Annual goals are translated into progress monitoring (3 times per year) and ongoing progress monitoring measures (approximately once per month) that can reliably track progress on a schedule based on student need across Tiers. Tier 2 supports are provided to students who have not met proficiency or who are at risk of not meeting proficiency.

Finally, MTSS End of Year Tier 1 problem solving evaluates the SIP efforts and dictates strategies for the next year's SIP. At this time, previous years trend data across grade levels is used to examine impact grades for support focus or prevention/early intervention efforts.

While the SIP plan does not focus on the primary (untested) grades, the MTSS leadership team extends the intent of the SIP to kindergarten, first, and second grades as they contribute extensively to later grades performance and student engagement.

Tier 1(Leadership Team)

- School administration schedules and facilitate regular Rtl meetings, ensure attendance of team members, ensure follow up of action steps and allocate resources.

In addition to the school administrator(s,) the school's Leadership Team will include the following members who will carry out SIP planning and MTSS problem solving:

- School reading: Stephanie Wilkerson-Laurent; Math: Katina Mcrae; and Science: Dr. anjanette Hallman and Regina Smith
- Special education personnel; Sylvia Coego
- Student services: Adriana Sanabria

Title I, Part A

Services are provided to ensure students requiring additional remediation are assisted through extended learning opportunities (before-school and/or after-school programs, Saturday Academy or summer school). The district coordinates with Title II and Title III in ensuring staff development needs are provided. Support services are provided to the schools, students, and families. School based, Title I funded Community Involvement Specialists (CIS), serve as bridge between the home and school through home visits, telephone calls, school site and community parenting activities. The CIS schedules meetings and activities, encourage parents to support their child's education, provide materials, and encourage parental participation in the decision making processes at the school site. Curriculum Coaches or Liaisons develop, lead, and evaluate school core content standards/ programs; identify and analyze existing literature on scientifically based curriculum/behavior assessment and intervention approaches. They identify systematic patterns of student need while working with district personnel to identify appropriate, evidence-based intervention strategies; assist with whole school screening programs that provide early intervening services for children to be considered "at risk;" assist in the design and implementation for progress monitoring, data collection, and data analysis; participate in the design and delivery of professional development; and provide support for assessment and implementation monitoring. Parents participate in the design of their school's Parent Involvement Plan (PIP – which is provided in three languages at all schools), the school improvement process and the life of the school and the annual Title I Annual Parent Meeting at the beginning of the school year. The annual M-DCPS Title I Parent/Family Involvement Survey is intended to be used toward the end of the school year to measure the parent program over the course of the year and to facilitate an evaluation of the parent involvement program to inform planning for the following year. An all-out effort is made to inform parents of the importance of this survey via CIS, Title I District and Region meetings, Title I Newsletter for Parents, and Title I Quarterly Parent Bulletins. This survey, available in English, Spanish and Haitian-Creole, will be available online and via hard copy for parents (at schools and at District meetings) to complete. Other components that are integrated into the school-wide program include an extensive Parental Program; Title I CNESS

(as appropriate); Supplemental Educational Services; and special support services to special needs populations such as homeless, migrant, and neglected and delinquent students

Title I, Part C- Migrant

The school provides services and support to migrant students and parents. The District Migrant liaison coordinates with Title I and other programs and conducts a comprehensive needs assessment of migrant students to ensure that the unique needs of migrant students are met. Students are also provided extended learning opportunities (before-school and/or after-school, and summer school) by the Title I, Part C, Migrant Education Program.

Title I, Part D

District receives funds to support the Educational Alternative Outreach program. Services are coordinated with district Drop-out Prevention programs

The District uses supplemental funds for improving basic education as follows:

- training to certify qualified mentors for the New Teacher Program
- training for add-on endorsement programs, such as Reading, Gifted, ESOL
- training and substitute release time for Professional Development Liaisons (PDL) at each school focusing on Professional Learning Community (PLC) development and facilitation, as well as Lesson Study Group implementation and protocols

Title III

Title III funds are used to supplement and enhance the programs for English Language Learner (ELL) by providing funds to implement and/or provide:

- tutorial programs (K-12)
- parent outreach activities (K-12) through the Bilingual Parent Outreach Program (The Parent Academy)
- professional development on best practices for ESOL and content area teachers
- coaching and mentoring for ESOL and content area teachers(K-12)
- reading and supplementary instructional materials(K-12)
- cultural supplementary instructional materials (K-12)
- purchase of supplemental hardware and software for the development of language and literacy skills in reading, mathematics and science, as well as, thematic cultural lessons is purchased for selected schools to be used by ELL students and recently arrived immigrant students (K-12, RFP Process)
- Cultural Activities through the Cultural Academy for New Americans for eligible recently arrived, foreign born students

The above services will be provided should funds become available for the 2013-2014 school year and should the FLDOE approve the application(s).

Title X- Homeless

- Miami-Dade County Public Schools' School Board approved the School Board Policy 5111.01 titled, Homeless Students. The board policy defines the McKinney-Vento Law and ensures homeless students receive all the services they are entitled to.
- The Homeless Assistance Program seeks to ensure a successful educational experience for homeless children by collaborating with parents, schools, and the community.
- Project Upstart, Homeless Children & Youth Program assists schools with the identification, enrollment, attendance, and transportation of homeless students. All schools are eligible to receive services and will do so upon identification and classification of a student as homeless.
- The Homeless Liaison provides training for school registrars on the procedures for enrolling homeless students and for school counselors on the McKinney Vento Homeless Assistance Act-ensuring homeless children and youth are not to be stigmatized or separated, segregated, or isolated on their status as homeless-and are provided with all entitlements.
- Project Upstart provides a homeless sensitivity, awareness campaign to all the schools - each school is provided a video and curriculum manual, and a contest is sponsored by the homeless trust-a community organization.
- Project Upstart provides tutoring and counseling to twelve homeless shelters in the community.
- The District Homeless Student Liaison continues to participate in community organization meetings and task forces as it relates to homeless children and youth.

- Each school will identify a school based homeless coordinator to be trained on the McKinney-Vento Law ensuring appropriate services are provided to the homeless students.

Supplemental Academic Instruction (SAI)

This school will receive funding from Supplemental Academic Instruction (SAI) as part of its Florida Education Finance Program (FEFP) allocation.

Violence Prevention Programs

- The Safe and Drug-Free Schools Program addresses violence and drug prevention and intervention services for students through curriculum implemented by classroom teachers, elementary counselors, and/or TRUST Specialists.
- Training and technical assistance for elementary, middle, and senior high school teachers, administrators, counselors, and/or TRUST Specialists is also a component of this program. TRUST Specialists focus on counseling students to solve problems related to drugs and alcohol, stress, suicide, isolation, family violence, and other crises.

Nutrition Programs

- 1) The school adheres to and implements the nutrition requirements stated in the District Wellness Policy.
- 2) Nutrition education, as per state statute, is taught through physical education.
- 3) The School Food Service Program, school breakfast, school lunch, and after care snacks, follows the Healthy Food and Beverage Guidelines as adopted in the District's

Head Start

Head Start programs are co-located in several Title I schools and/or communities. Joint activities, including professional development and transition processes are shared. Through affiliating agreements, the Summer VPK program is provided at Head Start sites.

Career and Technical Education

By promoting Career Pathways and Programs of Study students will become academy program completers and have a better understanding and appreciation of the postsecondary opportunities available and a plan for how to acquire the skills necessary to take advantage of those opportunities. Articulation agreements allow students to earn college and postsecondary technical credits in high school and provide more opportunities for students to complete 2 and 4 year postsecondary degrees. Students will gain an understanding of business and industry workforce requirements by acquiring Ready to Work and other industry certifications.

Other

Health Connect in Our Schools

- Health Connect in Our Schools (HCiOS) offers a coordinated level of school-based healthcare which integrates education, medical and/or social and human services on school grounds.
- HCiOS services will reduce or eliminate barriers to care, connect eligible students with health insurance and a medical home, and provide care for students who are not eligible for other services.
- HCiOS will deliver coordinated social work and mental/behavioral health interventions in a timely manner.
- HCiOS will enhance the health education activities provided by the schools and by the health department. HCiOS will assure all students receive health education.
- HCiOS offers a trained health team that is qualified to perform the assigned duties related to a quality school health care program.

HIV/AIDS Curriculum: AIDS Get the Facts!

- AIDS: GET the Facts!, is an curriculum that provides a series of general objectives, lessons, activities and resources for providing HIV/AIDS instruction in grades K-12.
- HIV/AIDS curriculum is consistent with state legislation, as well as school policy and procedures including: Florida Statute 1003.46, Health education; instruction in acquired immune deficiency syndrome, School Board Policy: 6Gx13-5D-1.021 Welfare; School Health Services Program, the M-DCPS Worksite HIV/AIDS Hand Book, and Control of Communicable Disease in School Guidebook for School Personnel.
- HIV/AIDS curriculum content is also in alignment with Florida Sunshine State Standards.

- HIV/AIDS content teachers are trained on the curriculum and can participate in yearly professional development about health and wellness related topics.
- Miami Lighthouse / Heiken Children’s Vision Program
 Heiken Children’s Vision Program provides free complete optometric exams conducted at school sites via vision vans and corrective lenses to all failed vision screenings if the parent /guardian cannot afford the exams and or the lenses.

School Advisory Council (SAC)

Membership

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

Name	Stakeholder Group
Adrian Montes	Principal
Katina McRae	Teacher
Dr. David Mikolashek	Teacher
Miriam Goychochea	Education Support Employee
Silvia Soto	Parent
	Student

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 School Advisory Council (SAC) members engage in the problem-solving process by reviewing current student population. Achieving learning gains and increasing the number of students meeting high standards is the main focus. This collaboration includes a continuous analysis of the data throughout the academic year resulting in the adjustment of strategies as needed. The School Advisory Council (SAC) is the sole governing body responsible for the final decision making at the school relative to the School Improvement Plan (SIP). The SAC also analyzes data and utilizes it for developing school wide objectives to meet the educational needs of all students for academic achievement. The SIP is approved by unanimous consensus before implementation. At regularly scheduled monthly meetings, the SIP is reviewed utilizing the school’s SIP checklist of objectives and strategies. The SAC takes into consideration demographics, school budget, and the results of Statewide assessments when developing these strategies. The council schedules meetings quarterly,

notifies its members, and creates agendas in accordance with district and state guidelines.

Development of this school improvement plan

The SAC reviews instructional strategies suggested to be implemented by each grade level. Members can make their own suggestions in reference to curriculum changes. The Principal shares information regarding the School’s Budget with the SAC. The SAC then reviews instructional strategies suggested to be implemented by each grade level. Members can make their own suggestions in reference to curriculum changes and use of available funds.

Development of this school improvement plan

The school’s Educational Excellence School Advisory Committee (EESAC) is the sole body responsible for developing and monitoring the School Improvement Plan (SIP). As part of the EESAC involvement, the school’s leadership team and grade level groups met in April of 2013 to identify targeted areas in need of improvement and to develop, identify, and/ or modify strategies for the

2014-15 SIP. On May 7, 2014 the identified areas in need of improvement relating to academics, parental involvement, suspensions, attendance, budget, professional development and instructional materials were identified, discussed, and reviewed by the school's EESAC.

Preparation of the school's annual budget and plan

The Principal shares information regarding the School's Budget with the SAC. The SAC then reviews instructional strategies suggested to be implemented by each grade level. Members can make their own suggestions in reference to curriculum changes and use of available funds.

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

The EESAC is projected to utilize 100% (\$1980) of allocated school improvement funds to help support the school's goal of increasing student achievement in grades Kindergarten through 5th grade.

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
Montes, Adrian	Principal
Hallman, Anjanette	Assistant Principal
Mcrae, Katina	Instructional Coach
Wilkerson-Laurent, Stephanie	Instructional Coach

Duties

Describe how the LLT promotes literacy within the school

Paramount among this year's initiatives will be to actualize an increased number of students who demonstrate mastery of grade-level standards.

The LLT will also implement and engage strategies to increase the number of students who perform above grade level.

Other initiatives undertaken by the LLT will include:

- Monitor consistency of program implementation school-wide aimed at affording each student the opportunity to make adequate progress.

Identify key support needed by struggling readers and struggling teachers, and intervene appropriately.

- Institute a method to routinely monitor the implementation process and utilize generated data to improve and adjust instruction.
- Pinpoint problem areas in grade levels and classrooms and apply the necessary action to resolve identified areas.
- Establish a process that lends focus to collaborative study of student progress, achievement, and instructional practice.
- Provide instructional support and assistance to teachers as needed.

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

Agenoria S. Paschal/Olinda Elementary School strives to ensure collaboration amongst teachers. All teachers

collaborate to promote professional growth.

At ASP/Olinda, teachers are:

- Active partners in school improvement,
- Committed to the school, and
- Focused on professional development and growth.
- Teachers share a sense of responsibility for student development, school improvement and professional growth. Teachers are supportive and respectful of one another, personally and professionally. Teachers at ASP/Olinda Elementary School are provided opportunities to participate in high quality professional development opportunities and professional growth.

The Administration and Leadership Team are both responsible for interviewing highly qualified, certified in-field individuals when recruiting applicants for open positions at ASP/Olinda Elementary School. In order to retain teachers, ASP/Olinda Elementary will mentor new and beginning teachers and provide regular dialogue sessions.

Required training to become a mentor:

>To support mentors in responding to the new teacher's developmental needs and promoting ongoing examination of classroom practice, prospective mentors must complete the following courses:

>Overview of Mentoring and Induction for New Teachers (MINT)

>Introduction to Instructional Mentoring

>Data Coaching

>Rational for Pairings:

>Mastery of pedagogical and subject matter skills;

>Evidence of strong interpersonal skills;

>Outstanding knowledge of content, materials, and methods that support high standards in the curriculum areas;

>Evidence of effective teaching and student achievement gains;

>Credibility with colleagues

>Planned Mentoring Activities:

>Match eligible personal with a MINT certified site-based mentor

>Beginning Teacher Orientation

>Provide a certified site-based mentor for 2nd and 3rd year teachers.

>New teachers will be provided procedures manuals during the opening of school meeting.

>Provide information regarding MINT Meetings to identified/eligible personnel

Research has continually indicated that the most important factor in individual student achievement is the effectiveness of the teacher in the classroom. Standards, technology, facilities, and instructional materials all contribute to a world-class education, but none are as significant a predictor of student success as the quality of the teacher. In order to recruit and retain highly qualified teachers, ASP/Olinda Elementary will implement a comprehensive approach that attends to recruiting, preparing, and supporting the effectiveness of new teachers, as well as to the recognition, professional development and improvement of veteran instructors. The plan is inclusive of all stakeholders that form and influence our education system: Department staff, colleges of education, community colleges, school district personnel staff, teachers, administrators, parents, and the business community. ASP/Olinda Elementary will continue to collaborate with these organizations and highly qualified Instructional Coaches in order to provide support to new teachers.

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

The Administration and Leadership Team are both responsible in the recruitment and retention of highly qualified teachers. The team is responsible for identifying and providing the necessary professional development and instructional tools to facilitate student academic growth and the effective development of the instructional staff.

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

Mentor – Ms. Charisse Mosley

Mentor - Ms. Arisha Knowles

Mentor -- Ms. Silvia Coego

Mentee

Marissa Puryear

Ashlee Jones

Janeia Knowles

Ledy Sarmiento

Darius Watson

The identified teachers are novice teachers with a combined average of 1.3 years of teaching experience. Ms. Mosley and Ms. Knowles are veteran teacher and MINT trained with a proven record of increasing student achievement. Their participation in the mentoring program will help facilitate a transfer of knowledge that will support the effective development of the identified mentee teachers. The new SPED teachers will be mentored by Ms. Coego who is currently the school's SPED Chairperson and has extensive experience with the development of Individualized Educational Plans (IEP's) and has sound knowledge of the district's policy, guidelines, and procedures pertaining to SPED.

The mentor and mentees are meeting bi-weekly in a professional learning community to discuss evidenced-based instructional strategies and classroom management strategies. The mentor is given release time to view the mentees while instructing. Time is also provided for feedback, coaching, and planning.

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

At Agenoria S. Paschal/Olinda Elementary School classes are challenging and engaging. The instruction is clear, well structured, and encourages students to build and apply knowledge.

- Well defined with clear expectations for student success,
- Interactive and encourages students to build and apply knowledge, students interact with course materials and one another to: build and apply critical reading and writing skills; apply knowledge in their math classes, participate in class discussions that build their critical thinking skills.
- Well-paced, and
- Aligned across all grades.

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

Agenoria S. Paschal/Olinda Elementary School uses data-driven decision making in order to gather data to ensure the school, the class, and the student is meeting our purpose and vision to ensure that every student

learns and is successful. The school's MTSS/RtI Leadership Team collaborates monthly to: Analyze data such as Thinkgate and PMRN Reports and link it to instructional decisions; review progress monitoring data at the grade level and classroom level to recognize students who are meeting/ exceeding benchmarks. Based on the following information, the leadership team will provide professional development and resources necessary to carry out effective interventions. The team collaborates regularly to resolve problematic issues, share efficient practices, assess implementation, execute choices, and practice new processes and skills. The team also supports the process of building consensus, increasing communications, and managing decisions about implementation. More specifically, the roles and responsibilities are as follows: Principal, Assistant Principal and Counselor: Provides a common vision for the use of data- based decision making to include CELLA and District Interim Assessments; establish that the school-based team is implementing MTSS/RtI; conducts assessments of MTSS/RtI skills; ensures implementation of intervention, support, and documentation; determine adequate professional development to support MTSS/RtI implementation; and communicates with parents regarding school- based MTSS/RtI plans and activities. They collaborate with to verify that the intervention plan devised is appropriate to the needs of the targeted student or students. The Principal and Assistant Principal make certain that the team process and decisions are implemented in accordance with the goals and desired outcome of the team and the evidence-based strategies chosen. The Counselor offers quality services and expertise on areas of concern ranging from outlining a plan to assisting individual students with assessment and interventions. In addition to providing interventions, student services personnel continue to link child-serving and community agencies to the schools and families to support the child's academic, emotional, behavioral, and social success.

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: 10,800

Agenoria S. Paschal/Olinda Elementary School has been designated by the State of Florida as being one of the "Lowest 300 Elementary Schools." This determination was made by analyzing reading proficiency levels and reading learning gains data. Even though our school received a C as a school letter grade, we are part of this group based on our reading data on the 2014 FCAT, and will receive support from the Educational Transformation Office (ETO). One of the requirements of this statute is to extend the school day by offering an additional hour of reading intervention/enrichment to all students. This instruction will be embedded in the school day without changes to other curriculum programs. Additionally, implementation of this program will ensure that students receive special area classes such as art and music despite requiring intervention in reading.

Strategy Rationale

In order to facilitate this, the school day will be extended by sixty minutes. Students in Grades K-1 will now attend school from 8:35 am to 3:05 pm and students in grades 2-5 will now attend from 8:35 am to 4:05 pm. On Wednesdays, all students in grades K - 5 will be dismissed at 3:05 pm. The times for Head Start Pre-K students remains the same, from 8:20 am to 1:50 pm. Transportation will not be affected and any student who received bus transportation will still receive it with a revised afternoon drop off time. Students will also receive extended times for both Reading Intervention and Mathematics.

Strategy Purpose(s)

- Core Academic Instruction
- Enrichment
- Teacher collaboration, planning and professional development

Person(s) responsible for monitoring implementation of the strategy

Montes, Adrian, pr4071@dadeschools.net

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

Students that participate in the extended day are monitored for success on Baseline, interim, and quarterly assessments administered beginning August 2014 and analyzed by instructional teachers and the Leadership Team. In addition, on-going progress monitoring will be conducted every six weeks to monitor student progress.

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

ASP/Olinda Elementary School's pre-school transition plan includes conducting informational meetings with parents and Head Start student visitations to Kindergarten classrooms. During these visitations, the pre-school students participate in the Kindergarten routines and curriculum. The staff provides parents with packets of activities, registration materials, and offers workshops to train parents to assist their children at home. An exit interview and the ESI-K will be given to each student

before entering Kindergarten to assess readiness and any need for remediation. ASP/Olinda Elementary Kindergarten teachers communicate a minimum of two times per year with Head Start Pre-K teachers to provide information regarding curriculum and discuss other areas of importance as it relates to the transitional preparation into Kindergarten. We began Kindergarten recruitment in April, 2014 and provided parents with an orientation in May, 2014.

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

Not Applicable

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

Not Applicable

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

Not Applicable

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

Not Applicable

School Improvement Goals

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

Problem Solving Key

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

1 = Problem Solving Step  S123456 = Quick Key

Strategic Goals Summary

- G1.** If we effectively utilize common planning to align resources with Florida Standards and Next Generation Sunshine State Standards then we will increase student achievement by improving core instruction in all content areas.
- G2.** Our goal for the 2014-2015 school year is to decrease the number of students with two or more Early Warning Sign (EWS) indicators.
- G3.** The goal for the 2014-2015 school year is to increase the number of experiences and the percent of students participating in STEM activities.
- G4.** Parent Involvement (see Title 1 Parent Involvement Plan)

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. If we effectively utilize common planning to align resources with Florida Standards and Next Generation Sunshine State Standards then we will increase student achievement by improving core instruction in all content areas. **1a**

G046682

Targets Supported **1b**

Indicator	Annual Target
AMO Reading - All Students	61.0
FCAT 2.0 Science Proficiency	36.0
AMO Math - All Students	64.0

Resources Available to Support the Goal **2**

- Instructional coaches; Curriculum support specialist; Houghton Mifflin Hartcourt Go Math resources; i-Ready; Ready Common Core; Reflex Math; Study Jams; Backwards Planning document; Unwrapping the Standard template; Interactive Boards
- Instructional coaches; Curriculum support specialist; Pacing Guides, FCAT Item Specifications (Science), Year-at-a-Glance, Scope and Sequence, Essential Labs, AIMS Activity Books, Discover Education Videos, CER Tasks, Gizmos, J & J Educational Bootcamp; Interactive Boards
- Instructional coaches; Curriculum support specialist; Language Arts Florida Standards (LAFS) Item Specifications; Planning Cards; Daily Learning Targets; McGraw-Hill Wonders; McGraw-Hill WonderWorks; Saxon; Interactive Boards

Targeted Barriers to Achieving the Goal **3**

- There is limited evidence of effective planning and instructional delivery aligned to Florida Standards and NGSSS.

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

Leadership Team will analyze student performance data to determine the effectiveness of the standards based instruction.

Person Responsible

Adrian Montes

Schedule

Biweekly, from 9/23/2014 to 11/26/2014

Evidence of Completion

Student work-samples, assessment results, interactive journals and curriculum binders.

G2. Our goal for the 2014-2015 school year is to decrease the number of students with two or more Early Warning Sign (EWS) indicators. 1a

G046683

Targets Supported 1b

Indicator	Annual Target
Attendance Below 90%	9.0
Students in fourth grade exhibiting two or more EWS indicators	20.0

Resources Available to Support the Goal 2

- Student Services Department, School Psychologist, School Social Worker, School Counselor, School Discipline Committee, Attendance Review Committee, Elementary Code of Student Conduct, Administrators

Targeted Barriers to Achieving the Goal 3

- Approximately 20 students have been identified through Early Warning System (EWS) Indicators as being at risk for two or more indicators.

Plan to Monitor Progress Toward G2. 8

Monthly student progress monitoring will be conducted on identified students to determine effectiveness.

Person Responsible

Adrian Montes

Schedule

Monthly, from 9/23/2014 to 6/3/2015

Evidence of Completion

Early Warning System Findings, Control D Reports, SST/RTI Meeting Logs

G3. The goal for the 2014-2015 school year is to increase the number of experiences and the percent of students participating in STEM activities. 1a

G046686

Targets Supported 1b

Indicator	Annual Target
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Resources Available to Support the Goal 2

- Science Liaison, Curriculum Support Staff, Math Coach, Reading Coach, Science & Math Pacing Guides, Year-at-a-Glance, Essential Labs, AIMS Discovery Books, J&J Bootcamp, Discovery Videos, CER Tasks, Gizmos

Targeted Barriers to Achieving the Goal 3

- In order to emphasize/engage students in the problem solving process, we need to increase the number of students participating in Project Based Learning Activities in STEM.

Plan to Monitor Progress Toward G3. 8

The LLT will monitor the progress toward meeting the goal of increasing the number of experiences of STEM activities.

Person Responsible

Anjanette Hallman

Schedule

Monthly, from 9/23/2014 to 11/26/2014

Evidence of Completion

The following procedures will assist in monitoring progress toward meeting goal: Student STEM Participation Logs, Essential Science Lab Logs, Science Fair Entry (School & District), Quarterly STEM Night Participation Logs

G4. Parent Involvement (see Title 1 Parent Involvement Plan) 1a

G050460

Targets Supported 1b

Indicator	Annual Target
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Resources Available to Support the Goal 2

Targeted Barriers to Achieving the Goal 3

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. If we effectively utilize common planning to align resources with Florida Standards and Next Generation Sunshine State Standards then we will increase student achievement by improving core instruction in all content areas. **1**

 G046682

G1.B3 There is limited evidence of effective planning and instructional delivery aligned to Florida Standards and NGSSS. **2**

 B119608

G1.B3.S1 Plan for and deliver instruction that is based on standards and/or specific course benchmarks. Students will experience and master course content and skills, as a result of rigorous, purposeful, and engaging instructional activities. Stakeholders will use student data to ascertain strengths and weaknesses to identify clear and accessible future instructional paths. **4**

 S131435

Strategy Rationale

Effective planning will enable teachers to deliver explicit instruction and expose students to appropriate content and instructional complexity.

Action Step 1 **5**

Provide professional development on comprehensive lesson planning, purpose driven standard instruction, including learning targets aligned to the standards that scaffold to the highest level of DOK,

Person Responsible

Anjanette Hallman

Schedule

Weekly, from 9/23/2014 to 11/26/2014

Evidence of Completion

Sign-in sheets and PD agenda and PD deliverables

Action Step 2 5

Follow-up on the implementation of the Florida Standards and comprehensive lesson planning provided during the professional development.

Person Responsible

Anjanette Hallman

Schedule

Monthly, from 9/23/2014 to 11/26/2014

Evidence of Completion

Common planning agenda, lesson plans, student work samples, walkthroughs

Action Step 3 5

Implement and monitor an Instructional Frameworks that follows all the components of the Gradual Release of Responsibility Model (GRRM) on developed lesson plans from bell-to-bell.

Person Responsible

Anjanette Hallman

Schedule

Weekly, from 9/23/2014 to 11/26/2014

Evidence of Completion

Common planning agenda, lesson plans, student work samples, walkthroughs

Action Step 4 5

Conduct coaching cycles and model different components of the instructional framework based on teacher need.

Person Responsible

Anjanette Hallman

Schedule

On 11/26/2014

Evidence of Completion

ETO feedback and reflection on support document

Action Step 5 5

Conduct classroom walkthroughs to monitor the effective use of lesson planning and delivery to include all components of the Gradual Release Model with a clear focus aligned to the standard.

Person Responsible

Anjanette Hallman

Schedule

On 11/26/2014

Evidence of Completion

Walkthroughs documentation, administrative feedback and reflections on coaching logs

Action Step 6 5

Debrief with instructional coaches on the implementation of teachers' use of lesson planning and delivery to include all components of the Gradual Release Model with a clear focus aligned to the standard.

Person Responsible

Adrian Montes

Schedule

On 11/26/2014

Evidence of Completion

Leadership team meetings, agendas, ETO feedback and reflection on support document, Action Plan

Action Step 7 5

Consistently monitor common planning and the implementation of the use of lesson planning and delivery.

Person Responsible

Anjanette Hallman

Schedule

On 11/26/2014

Evidence of Completion

Common planning agendas, lesson plans, student work samples and walkthroughs

Action Step 8 5

Plan for and provide opportunities to respond to text dependent questions and cite text evidence (ex. Claims-Evidence-Reasoning, analytic writing, open response) that demonstrates understanding of information from multiple sources.

Person Responsible

Anjanette Hallman

Schedule

On 11/26/2014

Evidence of Completion

Common planning agenda, lesson plans and student work samples

Plan to Monitor Fidelity of Implementation of G1.B3.S1 6

Monitor common planning and the implementation of the use of lesson planning and delivery.

Person Responsible

Anjanette Hallman

Schedule

Weekly, from 8/25/2014 to 11/26/2014

Evidence of Completion

Sign-in sheets, agendas, walk-through data, Coaches Logs and Administration Reflection Logs.

Plan to Monitor Effectiveness of Implementation of G1.B3.S1 7

Analyze student performance data to determine the effectiveness of standards based instruction.

Person Responsible

Adrian Montes

Schedule

Monthly, from 9/23/2014 to 11/26/2014

Evidence of Completion

Student performance data, student work samples, interactive journals and curriculum binders.

G2. Our goal for the 2014-2015 school year is to decrease the number of students with two or more Early Warning Sign (EWS) indicators. **1**

G046683

G2.B1 Approximately 20 students have been identified through Early Warning System (EWS) Indicators as being at risk for two or more indicators. **2**

B115852

G2.B1.S1 Agenoria S. Paschal/Olinda Elementary School will review a variety of Early Warning System (EWS) Indicators. The following list includes some, but not all of the indicators reviewed: 1) Retention 2) Excessive Absences (Excused & Unexcused) 3) Excessive Tardies 4) Three (3) or more Disciplinary Referrals 5) D or F in a Core Subject. 6) ELL six semesters or more 7) FCAT Levels 1 or 2 (Reading or Math) 8) SAT Stanine (1,2,3,4) or lower than 50th Percentile on the Reading or Math Subtest of the Stanford Achievement Test. 9) Promotion to Grade 4 or 5 based on Good Cause. Initiate a Student Support Team SST/ Response to Intervention (RTI) as needed. **4**

S127525

Strategy Rationale

Students identified as having two or more EWS Indicators will be considered "At-Risk", initiating individualized student needs to be addressed at SST & RTI Meetings.

Action Step 1 **5**

Literacy Leadership Team and Student Services will review Early Warning System (EWS) indicators.

Person Responsible

Anjanette Hallman

Schedule

Monthly, from 9/23/2014 to 6/3/2015

Evidence of Completion

Early Warning System Dashboard (Findings), Control D Reports (i.e.Retention List), SST/ RTI Meeting Logs

Action Step 2 5

Identify students having two or more EWS indicators

Person Responsible

Anjanette Hallman

Schedule

Monthly, from 9/23/2014 to 6/3/2015

Evidence of Completion

Early Warning System Dashboard (Findings), Control D Reports (i.e. Retention List), SST/RTI Meeting Logs

Action Step 3 5

Initiate SST/RTI Meetings to develop individualized plans for identified students.

Person Responsible

Anjanette Hallman

Schedule

Monthly, from 9/23/2014 to 6/3/2015

Evidence of Completion

Early Warning System Dashboard (Findings), Copy of attendance letters, Student Case Management Referrals, Social worker and Counselor logs

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

SST/RTI Meetings will be scheduled in order to develop individualized plans for identified students, as needed.

Person Responsible

Anjanette Hallman

Schedule

Monthly, from 9/23/2014 to 6/3/2015

Evidence of Completion

Early Warning System Dashboard (Findings), Control D Reports (i.e. Retention List), SST/RTI Meeting Logs

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

Ongoing Student Progress Monitoring will be conducted on identified students, as needed.

Person Responsible

Anjanette Hallman


Schedule

Monthly, from 9/23/2014 to 6/4/2015

Evidence of Completion

Early Warning System Findings, Control D Reports, SST/RTI Meeting Logs


G3. The goal for the 2014-2015 school year is to increase the number of experiences and the percent of students participating in STEM activities. 1

 G046686

G3.B1 In order to emphasize/engage students in the problem solving process, we need to increase the number of students participating in Project Based Learning Activities in STEM. 2

 B115863

G3.B1.S1 Establish a plan and timeline for the development of student projects and increase the participation in STEM activities. Provide Hands-on Elementary Inquiry-Based Learning Experiences. Encourage the integration of Science, Mathematics and Literacy. Emphasize innovative Laboratory Experiences. 4

 S127536

Strategy Rationale

We have limited evidence of completed student projects in STEM (i.e., The Miami-Dade STEM EXPO, Science Fair and SECME),

Action Step 1 5

Increase participation in District Science Fair and other Project Based Learning activities.

Person Responsible

Anjanette Hallman

Schedule

Monthly, from 9/8/2014 to 6/3/2015

Evidence of Completion

Science Fair participation log, work samples, journals, lesson planning,

Action Step 2 5

Provide professional development relating to technology for all teachers to enable them to access digital information that will enhance instruction.

Person Responsible

Anjanette Hallman

Schedule

On 6/3/2015

Evidence of Completion

Lesson Plans, walkthroughs, professional development sign-in sheets, lesson plan

Action Step 3 5

Professional Development opportunities will be provided to teachers on the Scientific Method and the Claims, Evidence, & Reasoning (CER) Process.

Person Responsible

Adrian Montes

Schedule

Monthly, from 9/8/2014 to 11/26/2014

Evidence of Completion

Science CSS, Mathematics CSS, Science Liaison, Instructional Coaches

Action Step 4 5

Person Responsible

Schedule

Evidence of Completion

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

The Literacy Leadership Team will identify and review STEM related activities to increase opportunities for student participation.

Person Responsible

Anjanette Hallman

Schedule

Monthly, from 9/23/2014 to 6/3/2015

Evidence of Completion

Meeting Agendas, School Improvement Plan /EESAC Reviews, Student Participation Log

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

The Literacy Leadership Team will monitor effectiveness by identifying and determining whether quality STEM opportunities are being provided to students.

Person Responsible

Anjanette Hallman

Schedule

Monthly, from 9/23/2014 to 6/3/2015

Evidence of Completion

Meeting Agendas, School Improvement Plan /EESAC Reviews, Student Participation Log

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
G2.B1.S1.A1	Literacy Leadership Team and Student Services will review Early Warning System (EWS) indicators.	Hallman, Anjanette	9/23/2014	Early Warning System Dashboard (Findings), Control D Reports (i.e.Retention List), SST/RTI Meeting Logs	6/3/2015 monthly
G3.B1.S1.A1	Increase participation in District Science Fair and other Project Based Learning activities.	Hallman, Anjanette	9/8/2014	Science Fair participation log, work samples, journals, lesson planning,	6/3/2015 monthly
G1.B3.S1.A1	Provide professional development on comprehensive lesson planning, purpose driven standard instruction, including learning targets aligned to the standards that scaffold to the highest level of DOK,	Hallman, Anjanette	9/23/2014	Sign-in sheets and PD agenda and PD deliverables	11/26/2014 weekly

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Agenoria S Paschal/Olinda Elementary School

Source	Task, Action Step or Monitoring Activity	Who	Start Date (where applicable)	Deliverable or Evidence of Completion	Due Date/ End Date
G3.B1.S1.A2	Provide professional development relating to technology for all teachers to enable them to access digital information that will enhance instruction.	Hallman, Anjanette	9/23/2014	Lesson Plans, walkthroughs, professional development sign-in sheets, lesson plan	6/3/2015 one-time
G1.B3.S1.A2	Follow-up on the implementation of the Florida Standards and comprehensive lesson planning provided during the professional development.	Hallman, Anjanette	9/23/2014	Common planning agenda, lesson plans, student work samples, walkthroughs	11/26/2014 monthly
G2.B1.S1.A2	Identify students having two or more EWS indicators	Hallman, Anjanette	9/23/2014	Early Warning System Dashboard (Findings), Control D Reports (i.e. Retention List), SST/RTI Meeting Logs	6/3/2015 monthly
G1.B3.S1.A3	Implement and monitor an Instructional Frameworks that follows all the components of the Gradual Release of Responsibility Model (GRRM) on developed lesson plans from bell-to-bell.	Hallman, Anjanette	9/23/2014	Common planning agenda, lesson plans, student work samples, walkthroughs	11/26/2014 weekly
G3.B1.S1.A3	Professional Development opportunities will be provided to teachers on the Scientific Method and the Claims, Evidence, & Reasoning (CER) Process.	Montes, Adrian	9/8/2014	Science CSS, Mathematics CSS, Science Liaison, Instructional Coaches	11/26/2014 monthly
G2.B1.S1.A3	Initiate SST/RTI Meetings to develop individualized plans for identified students.	Hallman, Anjanette	9/23/2014	Early Warning System Dashboard (Findings), Copy of attendance letters, Student Case Management Referrals, Social worker and Counselor logs	6/3/2015 monthly
G1.B3.S1.A4	Conduct coaching cycles and model different components of the instructional framework based on teacher need.	Hallman, Anjanette	9/23/2014	ETO feedback and reflection on support document	11/26/2014 one-time
G3.B1.S1.A4	[no content entered]			once	
G1.B3.S1.A5	Conduct classroom walkthroughs to monitor the effective use of lesson planning and delivery to include all components of the Gradual Release Model with a clear focus aligned to the standard.	Hallman, Anjanette	9/23/2014	Walkthroughs documentation, administrative feedback and reflections on coaching logs	11/26/2014 one-time
G1.B3.S1.A6	Debrief with instructional coaches on the implementation of teachers' use of lesson planning and delivery to include all components of the Gradual Release Model with a clear focus aligned to the standard.	Montes, Adrian	9/23/2014	Leadership team meetings, agendas, ETO feedback and reflection on support document, Action Plan	11/26/2014 one-time
G1.B3.S1.A7	Consistently monitor common planning and the implementation of the use of lesson planning and delivery.	Hallman, Anjanette	9/23/2014	Common planning agendas, lesson plans, student work samples and walkthroughs	11/26/2014 one-time
G1.B3.S1.A8	Plan for and provide opportunities to respond to text dependent questions and cite text evidence (ex. Claims-Evidence-Reasoning, analytic writing, open response) that demonstrates understanding of information from multiple sources.	Hallman, Anjanette	9/23/2014	Common planning agenda, lesson plans and student work samples	11/26/2014 one-time
G1.MA1	Leadership Team will analyze student performance data to determine the effectiveness of the standards based instruction.	Montes, Adrian	9/23/2014	Student work-samples, assessment results, interactive journals and curriculum binders.	11/26/2014 biweekly
G1.B3.S1.MA1	Analyze student performance data to determine the effectiveness of standards based instruction.	Montes, Adrian	9/23/2014	Student performance data, student work samples, interactive journals and curriculum binders.	11/26/2014 monthly
G1.B3.S1.MA1	Monitor common planning and the implementation of the use of lesson planning and delivery.	Hallman, Anjanette	8/25/2014	Sign-in sheets, agendas, walk-through data, Coaches Logs and Administration Reflection Logs.	11/26/2014 weekly

Source	Task, Action Step or Monitoring Activity	Who	Start Date (where applicable)	Deliverable or Evidence of Completion	Due Date/ End Date
G2.MA1	Monthly student progress monitoring will be conducted on identified students to determine effectiveness.	Montes, Adrian	9/23/2014	Early Warning System Findings, Control D Reports, SST/RTI Meeting Logs	6/3/2015 monthly
G2.B1.S1.MA1	Ongoing Student Progress Monitoring will be conducted on identified students, as needed.	Hallman, Anjanette	9/23/2014	Early Warning System Findings, Control D Reports, SST/RTI Meeting Logs	6/4/2015 monthly
G2.B1.S1.MA1	SST/RTI Meetings will be scheduled in order to develop individualized plans for identified students, as needed.	Hallman, Anjanette	9/23/2014	Early Warning System Dashboard (Findings), Control D Reports (i.e. Retention List), SST/RTI Meeting Logs	6/3/2015 monthly
G3.MA1	The LLT will monitor the progress toward meeting the goal of increasing the number of experiences of STEM activities.	Hallman, Anjanette	9/23/2014	The following procedures will assist in monitoring progress toward meeting goal: Student STEM Participation Logs, Essential Science Lab Logs, Science Fair Entry (School & District), Quarterly STEM Night Participation Logs	11/26/2014 monthly
G3.B1.S1.MA1	The Literacy Leadership Team will monitor effectiveness by identifying and determining whether quality STEM opportunities are being provided to students.	Hallman, Anjanette	9/23/2014	Meeting Agendas, School Improvement Plan /EESAC Reviews, Student Participation Log	6/3/2015 monthly
G3.B1.S1.MA1	The Literacy Leadership Team will identify and review STEM related activities to increase opportunities for student participation.	Hallman, Anjanette	9/23/2014	Meeting Agendas, School Improvement Plan /EESAC Reviews, Student Participation Log	6/3/2015 monthly

Appendix 2: Professional Development and Technical Assistance Outlines

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

Professional Development Opportunities

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

G1. If we effectively utilize common planning to align resources with Florida Standards and Next Generation Sunshine State Standards then we will increase student achievement by improving core instruction in all content areas.

G1.B3 There is limited evidence of effective planning and instructional delivery aligned to Florida Standards and NGSSS.

G1.B3.S1 Plan for and deliver instruction that is based on standards and/or specific course benchmarks. Students will experience and master course content and skills, as a result of rigorous, purposeful, and engaging instructional activities. Stakeholders will use student data to ascertain strengths and weaknesses to identify clear and accessible future instructional paths.

PD Opportunity 1

Provide professional development on comprehensive lesson planning, purpose driven standard instruction, including learning targets aligned to the standards that scaffold to the highest level of DOK,

Facilitator

Instructional Coach

Participants

Teachers

Schedule

Weekly, from 9/23/2014 to 11/26/2014

PD Opportunity 2

Implement and monitor an Instructional Frameworks that follows all the components of the Gradual Release of Responsibility Model (GRRM) on developed lesson plans from bell-to-bell.

Facilitator

Instructional Coach

Participants

Teachers

Schedule

Weekly, from 9/23/2014 to 11/26/2014

PD Opportunity 3

Plan for and provide opportunities to respond to text dependent questions and cite text evidence (ex. Claims-Evidence-Reasoning, analytic writing, open response) that demonstrates understanding of information from multiple sources.

Facilitator

Literacy CSS, Instructional Coach

Participants

Literacy Teachers

Schedule

On 11/26/2014

G3. The goal for the 2014-2015 school year is to increase the number of experiences and the percent of students participating in STEM activities.

G3.B1 In order to emphasize/engage students in the problem solving process, we need to increase the number of students participating in Project Based Learning Activities in STEM.

G3.B1.S1 Establish a plan and timeline for the development of student projects and increase the participation in STEM activities. Provide Hands-on Elementary Inquiry-Based Learning Experiences. Encourage the integration of Science, Mathematics and Literacy. Emphasize innovative Laboratory Experiences.

PD Opportunity 1

Provide professional development relating to technology for all teachers to enable them to access digital information that will enhance instruction.

Facilitator

Science CSS, Science Liaison, District Vendors, Instructional Coaches

Participants

All teachers

Schedule

On 6/3/2015

PD Opportunity 2

Professional Development opportunities will be provided to teachers on the Scientific Method and the Claims, Evidence, & Reasoning (CER) Process.

Facilitator

Science CSS, Science Liaison, Instructional Coaches

Participants

All Teachers

Schedule

Monthly, from 9/8/2014 to 11/26/2014

Technical Assistance Items

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

Budget Rollup

Summary	
Description	Total
Goal 3: The goal for the 2014-2015 school year is to increase the number of experiences and the percent of students participating in STEM activities.	1,300
Grand Total	1,300

Goal 3: The goal for the 2014-2015 school year is to increase the number of experiences and the percent of students participating in STEM activities.

Description	Source	Total
B1.S1.A1 - Entry Fees for STEM Activities	School Improvement Funds	300
B1.S1.A4 - Funds required for STEM Night activities	School Improvement Funds	1,000
Total Goal 3		1,300