

Duval County Public Schools

Arlington Middle School



2020-21 TSSSA Plan

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Eligibility and Allocation

Eligibility

Eligibility for 2020-21 TSSSA will be based on 2019 school grades and meeting one of the following criteria: a school implementing a turnaround plan or a turnaround school that has improved to a C or higher and has exited turnaround status within the last two years.

The preliminary allocation is based on a per-FTE funding amount of \$500 or as provided by the General Appropriations Act. Districts are required to complete a district-level plan. In addition, school-level plans are also required. The district and school level plans must be submitted to your school board for approval by August 1. The school board approved plan is due to the Bureau of School Improvement no later than September 1.

Allocation

School ID	School Name	Implementing	Exited Year 1	Exited Year 2	Preliminary Allocation	Updated Allocation
2131	Arlington Middle School			Y	\$373,305.00	

Plan Assurances

Family and Community Partnerships

Assure that the school will implement strategies to establish comprehensive support services that develop family and community partnerships.

YES

Academic and Character Standards

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

YES

Parental Involvement

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

YES

Incentives for Instructional Personnel

Assure that the school will implement strategies to identify, recruit, retain, and reward instructional personnel.

YES

Professional Development

Assure that the school will implement strategies to provide professional development that focuses on academic rigor, direct instruction, and creating high academic and character standards.

YES

Focused Instruction

Assure that the school will implement strategies to provide focused instruction to improve student academic proficiency, which may include additional instruction time beyond the normal school day or school year.

YES

Plan Items

Family and Community Partnerships

Explain how the school will establish comprehensive support services that develop family and community partnerships.

Community Partners-

Since the school is a full service plus school, students may also participate in wrap around services that may occur during school hours, before or after school. These services allow students to receive counseling services. They may participate in after school programs such as the Communities in Schools Team Up. 75 at-risk 6th graders will be identified to participate in Achievers for Life program. In addition, our Jewish Family and Community Service advocates will service all families referred who are in need of academic and family support. Finally, students and families in need of additional mental health services will be referred through FULL SERVICE to our on site mental health therapist.

Truancy Officer

To ensure our school adds an additional layer of support and connections for parents, the truancy officer will assist with home visits, phone calls, and monitor attendance and tardy contracts. The truancy officer will ensure that our students have what they need, encourage them to come to school everyday on time, and attend all classes. The truancy officer will also, connect with parents to ensure attendance rates are at 97% or higher during face to face and/or virtual school time.

Faith Based/Business Partners

Arlington Middle School will continue to develop faith-based partnerships who are working to establish a mentorship program. The mentors will serve as role models, assist with developing an on-campus job fairs with the assistance of our school counselors, and contribute to organizing clothing donation drives. We will also continue to partner with Impact Church to provide support to our students and teachers as they provide volunteer services during school events. Administration will develop business partnerships with local companies to support school Literacy Day (guest speakers), Career Fair for parents and students. These types of activities can make learning more relevant by providing real-world examples. Both organizations will be instrumental in supporting our VIKING store that will serve as an incentive based program for our students.

School Advisory Council and Parent Teacher Student Association

During School Advisory Council (SAC) Meetings, the school will communicate with community stakeholders and design opportunities to create and maintain partnerships that promote education and student achievement. Administration will seek parent volunteers to launch and maintain PTSA. Both organizations will be instrumental in supporting our VIKING

store that will serve as an incentive based program for our students.

Supplemental School Counselor and Supplemental Dean of Students:

These partnerships help strengthen the family and improve behavior and academics for participating families. A third school counselor and a second dean of students will be hired to help coordinate

behavior support and academic services for students and families. The third school counselor will support the ESOL population (almost 100 students) as they transition in the general population. The counselor will ensure that students and families are provided the district resources needed to overcome language and learning barriers at home and school. The counselor will partner with the other 2 counselors to ensure that credit checks and academic progression of assigned students are maintained and achieved. The additional dean will provide focused attention to support student behaviors and keep families informed of student behaviors and interventions used to promote positive behaviors. The dean and counselor will support students and track

tier two and three students to ensure their successful transition into middle school and into high school.

Academic and Character Standards

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

The 19-20 school year's 5 Essentials Survey shows a need to improve ambitious instruction and the support environment. Improvement in these areas will build academic and character standards for teachers and students. Administration at Arlington Middle School will implement the following:

1. Create and communicate the academic and Positive Behavior and Intervention Plan to all stakeholders (teachers, students and families) early and often.
 - a. PBIS Team will develop School-wide guidelines for Success to strengthen school learning environment through behavior management systems.
 - b. The deans and behavior interventionist will establish, stock, and maintain the VIKING store as an incentive plan for students and teachers.
2. Provide rigorous and relevant professional development that encourages autonomy, but enhances standards based instruction. (More about the professional development plan in the Professional Development section)
3. Recruit and retain high quality teachers or provide support to returning teachers via coaching cycles and constructive feedback. This includes building morale and creating a culture and climate of respect and service to students. (More about recruiting and retaining high quality teachers in the Incentives for Instructional Personnel section)
4. Monitor and track academic, behavioral, and early warning data to ensure students are on track to enter high school within the appropriate time.
 - a. Provide interventions and enrichment opportunities for students. Tier 2 and tier 3 students will receive reading, writing, and math interventions via intervention teachers. Students will participate in blitz and tutoring sessions during the school day with core teachers, the reading interventionist, the reading coach, and math coach.
5. Support teachers with all resources which include coaches, deans, school counselors, and assistant principals to support instruction, classroom management, school safety, and family engagement.
 - a. Ensure teachers have curriculum and supports to deliver a rigorous instruction and formative assessment.

6. Content Specialists (TSSSA) - To ensure the teachers and students receive the academic support needed in Reading/ELA, Math, and Science, the school will utilize the supplemental content specialist to support classroom instruction, both whole-group and small group. The supplemental content specialist will support the high academic standards set to ensure every learning experience is aligned to standard-based instruction. Prescribed differentiated Math and Reading blitz and tutoring based upon i-Ready/Achieve data, and module assessments with continuous monitoring of mastery using the FCIM model.

7. Employ the following positions to support Tier 2 and 3 students:
Supplemental Dean of Students- To provide a support system to students and teachers so that student behaviors can be monitored inside and outside of the classroom. This will ensure that students are placed in safe, conducive, and productive learning environments. The Dean of Students will also plan the positive behavior support systems for students to reinforce positive behaviors to decrease student code of conduct infractions and improve the climate and culture of the school.

Behavior Interventionist (BI)- The BI will be used to further our school's existing strategies and provide behavioral supports to students. The BI will support character development through the use of restorative practices, support circles, PBIS plan, as well as monitoring behaviors in the classrooms of students on our Early Warning Indicator lists. The BI will work and train staff on how to appropriately use the Multi-tiered Support System (MTSS) to ensure positive behaviors and expectations are clear and consistent throughout the school community.

Supplemental School Counselor- This position will be used to concentrate and focus specifically on incoming 6th grade students and ESOL students. This person, with experience, will provide wrap around services and classroom lessons to help 6th graders be able to cope and deal with the transition to middle school. This person will also be responsible for the monitoring of academic, assessment, and attendance data to ensure that 6th grade students are all accounted for and parents have access to a faculty member who will work closely with them to provide the tiered levels of support needed for their students to be successful in middle school.

8. Prescribed Professional Development for teachers based on observations, standards walk-throughs, teacher needs surveys will be implemented monthly. Admin will complete follow up walk-throughs and activities with teachers to ensure PD is being implemented and utilized.

9. Purchase supplemental materials (MAFS) that are standards aligned to assist with tutoring and blitz sessions.

*****See budget line items*****

Parental Involvement

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

To assure that the school will implement strategies to increase parental involvement and engagement in the child's education, Arlington Middle School will:

1. Employ a Parent and Community Liaison (PCL) to connect and engage with parents and families to ensure events and activities are always communicated, and that resources are made easily accessible to parents. Our PCL will work with parents to provide resources and wrap around services through Full-Service and AMS school counseling office to service and support our families.
2. Increase Parent Involvement and support by consistently communicating with families so that they are aware of what is happening at the school and how they can be involved.
 - a. Parents will receive a weekly calls from the principal (or designee).
 - b. we will become a REMIND school to increase home-to-school communication.
 - c. launch the use of social media Facebook to increase home-to-school communication.
 - d. post parent involvement activities on the school's website and marquee and
 - e. after each meeting, parents will complete an exit ticket or survey to provide feedback on the event/activities.
3. Parent support will be solicited through face to face invites during assemblies and school events such as Back-to-School Orientation, Open House, Parent Conference Nights, SAC, PTA, Literacy and Math Night, and quarterly parent engagement activities.
4. Parent workshops will be offered throughout the year to provide parents with opportunities to learn researched based strategies to use with their children in order to increase student achievement. We will host monthly school wide events that will allow our families to engage in activities that support increasing student academic achievement.
5. We will share volunteer opportunities with the parents, so that they are aware of the many ways that they can volunteer in the school.
6. School will partner with TEAM-Up to develop family programs and opportunities for families to support students in the area of arts.

Incentives for Instructional Personnel

Explain the strategies the school will implement to identify, recruit, retain, and reward instructional personnel.

As referenced in the **K-12 ESEA Common Program Guidance**, Recruitment, retention and reward incentives must be based on a three-year aggregate state value-added model (VAM) score. If state VAM is not available, another student growth model may be proposed. The student growth model must be fair and reliable. The LEA must submit the model demonstrating the classification and distribution of non-state VAM teacher scores for approval. Incentives can be part of a structured pay system or a Memorandum of Understanding (MOU); however, the above criteria shall apply. Incentives for attendance and non-instructional personnel are not allowable. Recruitment incentives for teachers with less than one year of experience or for hard to staff positions will be considered on a case by case basis.

To recruit and retain quality instructors and staff, Arlington Middle School administration will:

1. Participate in a virtual recruitment fair before non-turnaround schools in June of 2020.
 - a. Allow priority transfer teachers with Highly Effective or Effective VAM scores to be placed in vacant positions prior to the official transfer period.
2. Provide teachers new to Arlington Middle School a buddy teacher to assist with understanding the "way of work".
3. Provide first and second year teachers a mentor to assist with daily classroom planning, instruction, and management.
 - a. Select current AMS high quality teachers to take Clinical Education Training (July 2020) to become certified by the district to mentor new teachers.
4. Provide incentives for attendance via monetary and non-monetary means (through

community partner donations).

5. Develop team building exercises will occur throughout the school year to build comradery and collegial relationships.

6. Establish the weekly "Valiant Viking Award" to be given to staff and teachers each week to recognize their:

a. above and beyond attitude and actions;

b. consistent implementation of best practices that serve as a model for their peers;

c. improved student data;

d. volunteering and filling in the gaps as needed

Professional Development

Explain the strategies the school will implement to provide professional development that focuses on academic rigor, direct instruction, and creating high academic and character standards.

The strategies the school will implement to provide professional development that focuses on academic rigor, direct instruction, incorporating technology in the classroom, and creating high academic and character standards

include the following:

1. Review the data: Academic, attendance for teachers and students, discipline to determine needs and interventions that can be employed to improve the data.

2. Create a professional development plan with the school Professional Development Facilitator (PDF) that ensures teachers understand how to interpret standards, item specifications, and instructional delivery, and informative assessment.

3. Provide the professional development during PLCs and Early Release Days (some additional faculty meetings will be called as necessary).

4. Monitor instruction via district use of standards walk throughs with timely feedback

5. Discuss trends in data (instruction and assessment) during professional learning communities and collaborative planning.

6. The district will provide specific professional development to provide support to teachers in turnaround schools (i.e. content specific or pedagogical related subjects needed to improve learning outcomes.

7. Coaching Cycles: Based on weekly observations/walk-throughs, the Reading and Math coach implement coaching cycles to assist teachers with developing rigorous lessons to increase student engagement, promote higher level thinking, and align instruction to Florida state standards. The coaches plan and co-teach lessons with teachers to implement the focus agreed upon. Coaching Cycles include, but are not limited to: rigorous questioning, student engagement, using student data to focus student instruction, and developing data-based small group instruction.

8. Employ a Retired Teacher (TSSSA) to mentor new teachers and provide on the job training for teachers to ensure they are equipped with tools and instructional practices to be successful in their content area. This person would also work closely with district MINT program to ensure teachers' needs are met through their participation in the district program.

Focused Instruction

Explain the strategies the school will implement to provide focused instruction to improve student academic proficiency, which may include additional instruction time beyond the normal school day or school year.

At Arlington Middle School, we will implement to provide focused instruction to improve student academic proficiency, which may include additional instruction time beyond the

normal school day or school year include:

1. Ensuring high quality teachers are recruited, retained with support and professional development
 2. Provide relevant professional development and a quality curriculum and supplemental curriculum that focuses on direct instruction for students at each tier, 1, 2, and 3.
 - a. Ensure teacher use the district's curriculum guides and core resources
 - b. Utilize coaches to ensure direct instruction supports student learning
 - c. Fund direct instruction and blended learning programs
 - i. iReady Math, Achieve 3000 Reading, Study Island Science and Social Studies, ACALETICS math, Top Score Writing
 - d. Provide reading and math intervention during the school day
 - i. Reading Interventionist provided in class and pull out tutoring
 - e. Offer tutoring before, after and on Saturdays delivered by certified teachers
 - f. Include direct instruction in the school after school Team Up program by certified teachers
 3. Conduct evaluative and non-evaluative walk-throughs to determine trends in instruction and assessment
 4. Provide parent information events that explain and support curriculum and tutoring opportunities
 5. Purchase Supplemental Materials (also listed in Academic and character standards): Acaletics materials and Mathematics Florida Standards (MAFS) books from Curriculum Associates will be purchased to ensure that students and teachers have proven a standards-based instructional support curriculum to assist 6th, 7th, and 8th grade students build capacity and demonstrate growth towards grade level proficiency. Other materials will be used to support tutoring outside of the instructional day as well as supplies that will be needed to provide a layer of support to students working towards meeting mastery of grade level standards.
 6. Utilize and plan the support of Content Specialists (already listed in Professional Development) to ensure the teachers and students receive the academic support needed in Reading/ELA, Math, and Science, the school will utilize the supplemental content specialist to support classroom instruction, both whole-group and small group. The supplemental content specialist will support the high academic standards set to ensure every learning experience is aligned to standard-based instruction.
- ***See budget line items***

Part V: Budget

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

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