

Brevard Public Schools

# Endeavour Elementary School



2020-21 TSSSA Plan

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## Eligibility and Allocation

### Eligibility

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

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

### Allocation

School ID	School Name	Implementing	Exited Year 1	Exited Year 2	Preliminary Allocation	Updated Allocation
1051	Endeavour Elementary School			Y	\$303,700.00	

## 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.

Endeavour is a Community School with active involvement with community partnerships to support wrap around services with outside agencies. For example, family counseling and medical services are provided through the Community School liaison. In addition, the city of Cocoa is a member of the community school team to support connections between community resources and the school. In addition, several faith based organizations support the school through mentoring, tutoring, and financial supports for student resources such as providing each student with a chapter book to keep in their at home library.

Parent Academy (\$6,500)

This program will partner Endeavour Elementary School with the Brevard Public Schools Alternative Education department to provide courses to support the professional and personal growth of parents within the Endeavour community. Teachers' hourly rates and course materials will be funded from this request. Courses will be held in the afternoon and evenings within the community. The Family and Community Engagement Liaison requested will also work to inform and engage parents in this opportunity. Course topics include, but are not limited to, the following:

- o Help parents receive a Graduate Equivalency Degree (GED).
- o Help parents receive certification in computer skills to meet the needs of local businesses.
- o Help parents understand how to help their students at home.
- o Build parents' skills for Parenting in Today's World
- o Link families to community resources.

Course Descriptions and possible attendance based on interest:

ESL Class - Two nights a week. 80 hours in the fall, 80 hours in the spring. Total for the teachers would be \$4,475.

Tuition for 30 students each semester for ESL class \$1225. The books would be \$800

Covered by additional district and school funds:

Microsoft Office Training: We could offer 20 single certification training in either Word or Excel (or a combination of the two) for 20 parents. This would include the testing fee. Cost would be

\$3,000. This fee is based on our community education rate.

OSHA Certification \$40 per student. Includes some quick instruction and testing fee. We could offer these 25 students for a total of \$1,000.

Pre-apprenticeship program for 12 students. This is a 160-hour program over the year. The cost for the teacher with benefits is \$4,475

Serve Safe industry credentials the cost includes certification fees. 30 students at \$25 each for a total of \$750.

Total TSSSA Request: \$6,500

Additional district and school based funds will be used to fund additional expenses to the Parent Academy not covered by TSSSA funds.

### **Academic and Character Standards**

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

#### Science Coach/Teacher

● Science Coach funding request of TSSSA funds for the salary of \$51,416 and \$16,775 fringe total request is \$68,191. This position will support science instruction in 3rd through 5th grades. The coach/teacher will plan hands on lessons with teachers using the 5E model of inquiry-based learning. This position is critical to continued proficiency in science based on the number of standards assessed in 5th grade that are taught in third through fifth grades. This position will co-teach and model instruction for teachers to support best practices. The coach will work directly with the district science content specialist to provide resources aligned to standards and professional development based on teacher need.

#### Reading Interventionist

• Reading Interventionist funding request of TSSSA funds for the salary of \$52,371 and \$16,950 fringe total request is \$69,321. This position will support reading interventions in grades K-6. The teacher will plan and deliver highly effective interventions with teachers and instructional assistants. Ongoing feedback will be provided and data will be reviewed to move students to different skill groups based on current need. Tools that will be used are Language Literacy Intervention (LLI), PSI, PASI, 95% lessons, i-Ready toolbox lessons and Lexia lessons. This position will co-teach and model instruction and support instruction. The interventionist will work directly with the site based literacy coach as well as the district ELA team. Will need a daily schedule with specific grade level intervention times noted.

Total TSSSA funding request \$144,012.00

### **Parental Involvement**

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

#### ENDEAVOUR ELEM

Endeavour is a Certified UCF Community Partnership School and through this partnership parental involvement in facilitated in the "School Hub". While parental involvement is not

limited to the hub, this resource room provides strategies for parents to support their children in the learning environment. School families engage in learning sessions that build capacity with the parent/guardian on skills they can practice with their children at home. In addition, as a community school, Endeavour serves as a liaison for medical services such as dental and medical care. At times, medical care is available directly on campus and, when needed, priority is given to families needing appointments at the health department. It is imperative to have an RN available to provide medical care for students and assist families in seeking additional medical care and available resources. The RN will connect families with outside agencies. Families are also supported monthly at the school hosted community resource fair. The school brings resources such as access to government agencies to support housing needs and/or utility assistance. There are also community resources for financial management and job location services available to families.

RN (\$50,000 total) requesting to fund 50% of salary \$25,000

### **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.

Retention and Reward Bonuses- In order to qualify for the \$1,000 retention bonus, up to 65 teachers working directly with students, would need to demonstrate more than sixty percent of students on their instructional caseload exceeded one year's typical growth using iREADY diagnostic data for ELA and/or math from Diagnostic 2 in December 2019 to Diagnostic 2 in December 2020.

### **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.

Additional professional development and instructional planning

Endeavour will host teacher planning opportunities on Saturdays and after school for teachers during the first semester of school to minimize the impact on instructional time. Since teachers are creating a product (aligned lessons and units of study) they are paid the extra duty hourly rate instead of the \$17.00 training rate. Teachers (up to 65) will meet in grade level teams with instructional coaches.

Teachers will have the opportunity to engage in a minimum of 5 hours (65 teachers) of PD or lesson planning led by a school based instructional coach. The leadership team will support this planning time to create plans for use of the ELA Facilitator Guides and Eureka Math with the district math resource teachers, as well as opportunities to increase expertise in the area of digital instruction.

\$11,438

#### Extended planning/pre-planning

Bring teachers back for preplanning for 2 additional days. Teachers will take part in professional development utilizing Teach Like a Champion 2.0 strategies and materials to plan for effective routines and procedures. Coaches will lead teams in the review of unit plan scope and sequence making changes as necessary based on previous years implementation. 65 teachers at \$17 an hour 7 hours a day totals \$15,470.00

#### 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.

#### Summer Academic Camp 20-21

- (estimated cost \$32,416 per school) would like to allocate \$15,000. 20-21 camp will incorporate a health and wellness component including units on nutrition as well as academic tutoring in June and July for all grade level students in Math, ELA, and Science
  - 125 Students, 3 Teachers for Math and Reading 4 days per week for June and July, 1 Teacher for Science for 5 days, 1 Teacher for Physical Education for five days, 2 Instructional Assistants to provide ELL support
  - Teachers at \$34.00 per hour with fringe for 32 days-\$15,008-4 hours per day for 32 days (\$12,288 for 32 days-ELA and Math, \$2,720 for 5 days for science and PE at 8 hours per day)
  - Instructional Assistants (4) will support students during small group instruction; computer based learning, and supervise during lunch and recess. 2 IAs will directly support students in the ELL program (\$14.50 plus fringe per hour for 32 days for a total of \$17,408)
  - Teachers will report on June 3rd and 4th for 6 hours per day to prepare lessons for camp. Camp begins on June 7th and end on July 23rd. Total camp weeks-8 hours per day (7:30-5:30 Monday-Thursday)
  - Materials Used: Teachers will use iREADY, Lexia, and Prodigy tools. In addition, ELA facilitator guides will be used.
  - iREADY Diagnostics will be used to progress monitor student learning
- Total cost of camp using TSSSA funds \$15,000

#### Tutoring/Enrichment

- Allocate \$15,000 for tutoring for K-2 and 4-6 after school (At Endeavour, United Way-funded 3rd grade tutoring (\$20,624, Grant funding form TD Bank \$10,000)
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### 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.