

Escambia County School District

Navy Point 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
0381	Navy Point Elementary School			Y	\$234,265.00	

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.

The school will be contracting with Children's Home Society to provide a social worker 5 days a week to Navy Point Elementary School. The purpose of the social worker (which the school will call Navigators) will be to identify and assess family needs; to guide and inform families of available community resources; and to coordinate access to health and human services, educational and other family support systems (i.e. Food Stamps, financial assistance, etc.). The Navigator's job functions will include, but are not limited to, focusing on family needs while conducting intake screenings and assessments to determine appropriate services, facilitate the family's ability to adequately navigate health and human services, educational, and other family support systems, and conduct outreach to community service providers. The Navigator will be on campus 5 days a week and will work with Navigators at other TSSSA and UniSIG schools to make sure families continue to receive services if they move to another TSSSA/UniSIG school that has a Navigator. Due to the high demand of needs of the family and home life, a Navigator will help decrease the non-academic issues that negatively impact student learning. Therefore, with support from a social worker, students and families will have higher success at focusing on the academic performance and increase the student's learning.

The school social worker may transport clients in personal/agency vehicle or arrange transport for clients in order to assist with securing outside services. In addition, this position will assist with the coordination of Thanksgiving/Christmas family donations from our Partners in Education.

The school will also provide a mental health counselor through their mental health allocation 3 days a week and a guidance counselor 5 days a week. The counselors will be working with students one on one and in small groups to provide counseling and mental health support. They will also be able to facilitate and assist families with parenting skills, family support, understanding child and adolescent development, and setting home conditions that support learning at each age and grade level.

The Navy Medicine Operational Training Center headquarters has entered into a "Lunch Buddy" partnership with Navy Point Elementary School. Naval servicemen and women will volunteer a minimum of once a week and eat lunch with their assigned buddy. The school will

match Navy personnel to students that would benefit from the program. The Navy personnel will also assist with field and water days, family nights, and the summer camp.

Navy Point Elementary will create a clothing closet for students to help support families in need. The purpose of the clothing closet is to provide new and gently worn clean clothes for students. This will include new underwear, socks, shoes and backpacks for students in need, as identified by the Navigator and or school staff. The school will use TSSSA funds to purchase some of the clothing for the clothing closet. Partnerships with local businesses like Walmart and Target for clothing donations will allow the clothing closet to be sustainable beyond the TSSSA allocation.

Navy Point Elementary will purchase supplies such as laundry detergent for families who do not have the financial ability to pay for laundry on a regular basis. The washer and dryer will be available during school hours and families will schedule times to use the facility through coordination with the Navigator. The goal is to reduce absenteeism caused by students not having clean clothes to wear to school each day. The school will utilize partnerships with community businesses for donations of laundry supplies along with TSSSA funds. As a result these facilities will be sustainable after the TSSSA allocation.

Academic and Character Standards

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

The school will conduct bi-monthly data review meetings with the leadership team and district staff. These meetings will focus on reviewing progress monitoring data by teacher, grade, and school level. During the data review, topics of discussion will focus around trends supported by data, teacher needs, SIP strategy implementation, and next steps for support from the district. The data reviewed will include district created standard assessments, STAR 360, i-Ready, student/teacher attendance, and behavioral data.

Teachers and students will work together to set goals for STAR and i-Ready to increase student motivation and academic performance. Teachers and students will meet to discuss performance on current diagnostic tests and set new goals for the next diagnostic. Navy Point will recognize students with a monthly scholar's lunch. Students meeting and/or exceeding their academic targets will be invited to eat lunch with their parents on the stage in the cafeteria.

Navy Point Elementary School will utilize Suite 360 for character education. Through the use of Suite 360 teachers and students will work on lessons that help set goals for behavior and teach students strategies to work through conflict resolution. Students will engage in behavioral role play, highlighting appropriate and inappropriate behaviors. The school guidance counselor will work with small groups of students as needed. Navy Point Elementary School will also continue to implement a structured PBIS plan that will be monitored through PBIS Rewards, RtIB, and the FOCUS student information system. Behavior data is monitored by the administration, guidance, and PBIS team. The goal of Suite 360 and PBIS is to help students meet their personal behavior goals and help increase academic performance. The Students of the Month award and Military Student of the Month will focus on outstanding citizenship. Navy Point Elementary will also implement school-wide read alouds that focus on character development through theme focused titles and topics.

Parental Involvement

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

In order to build the capacity of parents to effectively engage and become involved in their student's education, Navy Point Elementary will schedule parent workshops or activities at times which are convenient to parents/families. For example, events will be offered at multiple times within the day and one Saturday morning each quarter. Activities will be calendared throughout the year to provide our parents with the skills necessary to achieve academic and personal growth. Conferences will focus on giving families and students an opportunity to learn about school functions, such as Accelerated Reader, i-Ready and STAR, and how to understand their student's progress in those programs. The teacher, parent and student will also set educational targets together. These events will be advertised through flyers, call outs, and posted on the school website and social media pages.

Navy Point will also use TSSSA funds to purchase student planners to help facilitate communication with parents and the school. By utilizing the planners daily and having parents check and sign the planners daily it will allow parents to know what is going on in the classroom with their student daily.

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 help retain teachers, Navy Point Elementary will provide instructional support for new and veteran teachers. All new teachers will receive the collaboration and support from a START teacher funded partially by Title II funds. This START teacher will develop and build the capacity of both content and pedagogy and will focus on all areas of the Danielson Framework used to evaluate teacher performance.

New and veteran teachers in ELA, math and science will also receive the support of a curriculum coordinator and content area specialists funded with Title I funds. The curriculum coordinator and district specialists will help build capacity in teachers around the instructional standards and classroom implementation. They will follow the coaching cycle to meet with identified teachers, help determine needs, model/co-teach, and give feedback on instruction. They will also guide teachers on the process of planning standards-based lessons and aligning resources and assignments to match the rigor and DOK of the content standards. Newer and struggling teachers will also have mentoring support from a veteran teacher within the content area. This will provide additional support in deepening their knowledge of standards and content. Teachers will be paid for additional planning time outside the classroom for collaboration with teachers and the district content specialists. Through the use of the curriculum coordinator, START teachers, district content support, and paying teachers to plan,

the school is building the capacity of the teachers to be successful in instructional implementation, therefore leading to increased student success. This will result in teachers wanting to remain at the school and continue to help students achieve increased academic performance.

All instructional positions will be given the opportunity to plan 2 additional hours outside their regular work day each week and be compensated with a stipend. Some planning sessions will be led by administration or a content specialist, while other sessions will be conducted individually and/or in collaboration with other teachers. During the planning sessions, teachers will utilize the on-going progress monitoring data to develop standards-based lessons that meet the needs of the students. The additional 2 hours of extra planning each week will further help with retaining and rewarding instructional personnel.

The District Recruiting Team will continue to travel to colleges and universities across the country to recruit excellent teaching candidates. Although there are still vacant positions, especially in math and special education, these efforts have been successful in not only securing promising teacher candidates for Navy Point Elementary but also other struggling schools in the ECSD. Navy Point Elementary School and other struggling schools were given priority in hiring for the 2019-2020 school year. The district will continue to hold teacher recruitment fairs during the year and recruit teachers from both in and out of Florida to help fill vacancies.

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.

Navy Point Elementary has a novice staff with most teachers having 5 or less years experience. Therefore, professional development is crucial for teachers. To improve the school will contract with the Southern Regional Education Board (SREB). The goal of bringing SREB to Navy Point Elementary School is to focus on ela and math practices, content enrichment, and instructional strategies that support a balanced approach of teaching mathematics and ELA for K-5 teachers, which will in turn deepen the mathematics and ELA instruction on the campus. To begin services, SREB will conduct a needs analysis with the administration and district personal. Upon completion, a plan will be developed for support. Next, SREB will conduct a full day training with the staff to outline the year's work and goals. SREB will be on the school campus for 3 days each month. The first day will include professional development during common planning time for grades K-5, focused on content knowledge and best practices/strategies for mathematics and ELA instruction. The second day will focus around a lesson study model where teachers go into a classroom and put the PD into practice, along with watching modeling of the PD by the SREB consultant, followed up with feedback during common planning times and after school. The teachers will establish next steps to implement until SREB returns the following month. The next steps will be the principals look-fors during the month. SREB will be working with Navy Point Elementary School through June, 2021.

Teachers will participate in monthly professional development with the administration, SREB, curriculum coordinator, administrator on special assignment, and the district content specialists. The professional development will build teacher content knowledge and pedagogy. Alternatively certified teachers will also participate in Escambia's Professional Development Certification Program (PDCP) to provide support and practical tools for new teachers who are non-teacher trained in order to promote a positive learning environment that will increase student achievement. Teachers enrolled in the PDCP will be provided a mentor for the entire

length of the program. The relationship between the PDCP participant and the mentor is built on trust so that each can observe and analyze the process of teaching. In addition, the mentor assists the PDCP participant in locating important information about students, special needs, lesson plans, effective teaching methods, and site-specific protocols.

The administration, curriculum coordinator, and content specialists will conduct daily walkthroughs with specific look-fors based on the professional development topics in order to provide instant feedback to teachers. These walkthroughs will also identify future professional development needs at the school level, grade level, and individual teacher level.

Navy Point Elementary School will use its Title I funds to pay for i-Ready licenses in math and ELA. These funds will also pay for teachers to receive continuing professional development for i-Ready implementation. The goal of this professional development is to help teachers deepen their understanding of how to use the i-Ready reports, instructional tools, and student goals to guide their standards-based instruction.

Navy Point Elementary School teachers will also receive professional development through the math department utilizing Title I funds for the implementation of the new math standards. This professional development will include planning time with the math department to understand how to use the new math curriculum, STAR, FSA, and i-Ready to develop standards-based lessons that incorporate questioning strategies, DOK appropriate level tasks, and high quality assignments that align to the math standards.

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.

Students will receive remediation and enrichment based on progress monitoring data throughout the school year. Students who are significantly behind will be selected to participate in tutoring groups or extra small group time with a remediation teacher. Supplemental curriculum will also be purchased to provide whole group reading enrichment.

Students will utilize i-Ready in both ELA and math on a weekly basis. i-Ready is adaptive and student levels will be determined through a diagnostic test given four times a year. Students work on their own ability level. Teachers will be monitoring student progress of time spent on task, completion rate, and cross-check the i-Ready learning path with FSA results. Teachers will meet with students to give feedback on the progress they are making and to set goals. To make sure students meet their goals with i-Ready, Navy Point Elementary will open the computer lab at 6:45 a.m., enabling students to complete i-Ready lessons before school. This is particularly important for our ESE and Rtl students who receive additional small group support and have less opportunities to complete lessons during the school day.

Navy Point Elementary School will implement a Saturday Scholar's Program. The focus of the program will be to increase student academic performance. The program will be an all-day program occurring six different times during the school year. Students will strengthen and reinforce their reading, math, science (STEM), and social skills. TSSSA funds will pay for teacher stipends, a security guard, a health tech, and lunch for students.

Navy Point Elementary will offer after school academic clubs for the Science Olympiad, Battle of the Books, and Sunshine Math Competition. The clubs will meet twice monthly for participating students in grades 3-5. The clubs will focus on preparing the students for the

different academic competitions held in the district. TSSSA funds will be utilized to pay teacher stipends and supplies for the clubs.

Navy Point Elementary will use SRA Reading Mastery 2 materials to work with students who are significantly below in their ELA reading ability. SRA Reading Mastery is a complete basal reading program that uses the Direct Instruction method to help students master essential decoding and comprehension skills. The program places particular emphasis on teaching thinking skills and helps students acquire background knowledge. Program materials include fully scripted lessons to guide teachers through carefully constructed instructional steps - modeling new content, providing guided practice, offering individualized practice and applying skills.

Utilizing TSSSA funds, Navy Point Elementary will be purchasing classroom library books and other media materials to support student learning in all of the daily curriculum subjects. Book topics include science, health, mathematics, history, economics, geography, music, art, drama, dance, languages, grammar, spelling, literature, computers, etc. The purpose is to build an adequate collection of fiction and nonfiction materials at a variety of levels to accommodate the many interests and abilities of all students.

Navy Point Elementary will utilize the computer program, Study Island, to help support 3rd-5th grade science instruction. The program provides extra practice with standards-based questions that are aligned to the science standards. Along with student practice, teachers will use Study Island to monitor student progress through the lessons and pass rate of the mini tests. The reports will assist the teachers in making instructional decisions in science to develop lessons that meet the students' needs and help students master the science standards. TSSSA funds will be used to purchase Study Island.

Navy Point Elementary will purchase MyOn which is a companion program to Accelerated Reader and provides virtual access to a multitude of library books from kindergarten to 12th grade. The program allows the students to select books based on interest, genre, reading level, and specific grade level standards for all content areas. Once a book is read by the student, the student takes an AR test within the program. The students' reading rate, amount of time spent reading for the week, and proficiency on the tests will all be tracked through the program. Teachers will set reading goals with the students monthly.

Navy Point will be hiring a teacher assistant to work with small groups in the area of ELA and math. The main focus of this position would be to work with 5th grade students who are close to being proficient and making learning gains but need extra support to achieve it.

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.