Warrington 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
0551	Warrington Elementary School	Y			$148,640.00	

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 Warrington 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.

Warrington Elementary School maintains 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, including new underwear, socks, and shoes, to students in need as identified by the Navigator and/or other school staff. The school will use TSSSA funds to purchase some of the clothing for the clothing closet. They will also be creating partnerships with local businesses like Walmart and Target for clothing donations. This partnership will allow the clothing closet to be sustainable beyond the TSSSA allocation.

The school will also provide the availability of a mental health counselor through their mental health allocation 5 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.

Warrington Elementary School also has the support of several area partners. Domino's Pizza provides a pizza lunch for students who are recognized as our students of the month in each class. Students are selected by their teachers as being role models and positive examples throughout the school with their consistent adherence to school and classroom expectations. Warrington Methodist Church provides the teachers with a back-to-school breakfast on the first day of the school year. They also provide all students with new books throughout the year. Olive Baptist Church, Warrington Campus, provides supplies for teachers and donations for student snacks during state testing. Hillcrest Baptist Church partners with the school for beautification projects.

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 that will be 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, myON, Reflex Math, Accelerated Reader, Study Island, and i-Ready to increase student motivation and academic performance. The teacher and students will meet to discuss performance on current diagnostic tests and from there a new goal will be set for the next diagnostic.

Warrington Elementary School will recognize our Better and Brighter scholars following STAR 360 ELA and math assessments 2, 3, and 4 with an ice cream sundae celebration and recognition on the morning news. Students meeting and/or exceeding their academic targets will be invited, along with their parents, to the celebration.

Warrington Elementary School also recognizes students who earn a 100% on daily i-Ready assignments. The principal randomly picks a day to run a report on i-Ready Math or Reading and rewards any student, K-5, who has earned a 100% on that day with a prize/snack provided by our community partners.

Each month, all classroom teachers select a student of the month based on good citizenship. This student is a role model for his or her peers and along with the title of Student of the Month, earns a pizza lunch with the Principal. One of the school's partners, Dominos, provides the pizzas for this monthly event.

Warrington 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 of behavior and give them the tools to work through conflict resolution. Students will engage in behavioral role play, highlighting appropriate and inappropriate behaviors. The PBIS coach will also work with small groups of students to work on behavior goals in and out of the classroom. Warrington Elementary School will also continue to implement a structured PBIS plan that will be

monitored through PBIS Rewards, RtIB, and FOCUS student information system. Behavior data is monitored by the administration, guidance, and PBIS coach and team. The goal of Suite 360 character education and PBIS is to help students meet their personal behavior goals, improve academic performance and meet their academic goals.

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, Warrington Elementary School will continue to 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 once every nine weeks. Parent night activities will be calendared throughout the year to provide our parents with the skills necessary to achieve academic and personal growth. Title I funds will continue to be used for these family events, 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. Snacks will be provided for the community events that will take place once in the fall and once in the spring.
Teachers will conduct Parent/teacher conferences during 1 day of the school year to update and involve parents in decisions about their child's education. Subs will be provided for these conferences, and will be paid for with Title 1 funds.
Warrington Elementary will host 2 morning events, Data and Donuts Day, designed to bring parents into the school with their children. These events will occur following STAR AP 2 and AP 3, at the start of the school day, and parents will be encouraged to have a juice and donut breakfast with their child(ren) as the administration reviews overall STAR data for the school and grade levels. Each parent will also receive a data report for their child.

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, Warrington Elementary will provide instructional support for new and veteran teachers to feel supported to stay at Warrington Elementary School. 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. They 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 instructional coaches, content area specialists and an administrator on special assignment funded with Title I Title II funds. The 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 START teachers, instructional coaches, district content support, paying teachers to plan, and developing PLC's, the school is building the capacity of the teachers to be successful in instructional implementation therefore leading to increased student success. This will lead to teachers wanting to remain at the school and continue to help students achieve increased performance.

Teacher reward systems will be through the hospitality committee, Teacher Appreciation Week, and community sponsors. Warrington Elementary School will continue to implement monthly staff shout-out events to identify the hard work and dedication shown by our teachers. The intent is for the teachers and staff to feel they are a part of the collective community and culture at Warrington Elementary. Teacher recognition will also be implemented multiple times during the school year. Some examples would be weekly i-Ready board updates, pictures of best practice spotlighted in the Warrington Weekly newsletter, and shout outs during grade level professional development and faculty meetings. Implementing these components will help create a positive work environment that leads to retention of teachers.

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 Warrington Elementary but also other struggling schools in the ECSD. Warrington Elementary School and other struggling schools were given priority in hiring for the 2020-2021 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.

Escambia School District has implemented the state's annual recruitment and retention allocation as an incentive to attract teachers within the district with highly effective or effective VAM ratings to teach at Warrington Elementary.

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.

Warrington Elementary will enlist the support of district level program/curriculum specialists to offer instruction that will deepen teacher understanding of the strategies and methods that will yield the highest academic results. Teachers will learn to use individual student data to refine their instruction so that they are able to meet individual student needs.

Warrington Elementary School will provide instructional support for new and veteran teachers. Teachers will receive the collaboration and support from a START teacher, instructional coaches, and district content specialists. Teachers will be involved in professional learning communities. The Professional Learning Communities (PLC) will emphasize the teamwork of principals, teachers, and staff to identify school goals, improve curriculum and instruction,

reduce teachers' isolation, assess student progress, and increase the effectiveness of school programs. PLC's will meet at least once a month either before school, after school or during common planning. PLC leaders will meet and report to the Leadership team at quarterly meetings. Lead teachers will also coordinate small group in-service training for teachers by subject area.

Warrington Elementary will send 2 teachers (1 teacher from grades K-2nd and 1 from grades 3rd-5th), an Instructional Coach, and an administrator to the FCTM (Florida Council for Teachers of Mathematics) conference in Orlando on June 9th-12th, 2021. The team will attend math sessions at this conference and then come back and co-facilitate a PD session with other faculty at Warrington Elementary. The breakdown of the reallocation for the PD days, planning, and math conference is below.

All K-5 classroom based teachers and ESE Inclusion Support teachers at Warrington Elementary School (21 total) will also receive additional pay for planning outside of contracted hours. This additional planning will allow teachers to work collaboratively outside normal contracted hours with remedial teachers, Instructional Coach, START teachers, and district content area specialists. This planning is to design specific and targeted instruction for students based on current data from i-Ready, classroom assessments, Accelerated Reader, and STAR 360. Teachers also receive additional pay through Title I for meeting outside of contracted hours to review and plan with STAR assessment data following STAR AP 1 and AP 3.

Warrington 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 PD for i-Ready implementation. The goal of this PD is to help teachers deepen their understanding of how to use the i-Ready reports, instructional tools, and student goals to guide their standard-based instruction.

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.

Warrington Elementary will utilize myON, Study Island, Reflex math to help supplement student learning. The programs are online standards-based programs to support classroom instruction. Students will have access of these programs in and out of class to work on these topics. Teachers will monitor academic progress of students and conduct student conferences and provide incentives based on student performance.

Warrington Elementary will use TSSSA funds to hire 2 additional full time Teacher Assistant Specials to work with ESE Inclusion support teachers and provide additional small group ELA and Math support, including SRA small groups, to Students with Disabilities in Inclusion classroom settings.

After school tutoring will be provided to struggling students during the school year utilizing UNISIG funds. The tutoring focus will be determined by student performance data. During tutoring, teachers will also work with students on positive ways to increase their study habits, build their confidence by showing them ways to break learning down, and improve their social and behavior skills. The data generated from STAR 360 and i-Ready diagnostics will be utilized to identify the students in need of after school tutoring.

Warrington Elementary School will implement a four-week virtual summer camp in June, 2021.

The focus of the program will be to increase student academic performance. The program will run 4 weeks on Monday-Thursday, 4 hours for students and 5 for teachers per day, for a total of 16 days. The camp will be designed to support students working below and on grade level during the academic year. Students will strengthen and reinforce their reading, math, and science (STEM) skills. Teachers will monitor the use of online programs and offer support through virtual small groups.

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.