

Blanche H. Daughtrey Elementary



2020-21 TSSSA Plan

Table of Contents

Eligibility and Allocation	0
Plan Assurances	0
Plan Items	0
Budget	6

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
0411	Blanche H. Daughtrey Elementary			Y	\$338,065.00	

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.

Daughtrey Elementary employs a Graduation Enhancement Technician (GET) who is essential in supporting student attendance, assisting families in finding resources, breaking down the barriers to students being tardy, and establishing strong partnerships. The GET is bilingual, which is important in this school that is predominantly Hispanic, and sits on the MTSS team. This summer, to further support families, the school is instituting a Family Center. The goal is to have a number of resources available including a bilingual lending library, computers and printers, and take-home activities. The GET and bilingual Guidance Clerk will manage the Center, which will be open at least one morning and one afternoon weekly.

Daughtrey is also receiving increased support through the School Climate Transformation Grant Program. This five-year federal grant initiative focuses on the revision of a Behavioral MTSS Framework, development of an Implementation Rubric, and the implementation of Tier I and Tier II programming based on the school's unique data. The grant involves a number of stakeholders through several key actions including the School Climate Task force for strategic planning, and focus groups to gather school climate data. Additionally, with this grant, Daughtrey is in the process of implementing a school-wide Social Emotional Learning curricula that will positively impact students and their families.

Academic and Character Standards

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

Administrators and the school leadership team collaborate to review student data and develop common standards-based assessments to monitor student performance. Additionally, the district provides quarterly benchmark assessments focused on tested benchmarks. The data from these assessments are used to modify instruction and ensure students receive remediation and acceleration based on the assessment results. Teachers are provided additional facilitated planning time outside of the school day to develop instruction based on analysis of student data.

Daughtrey will use TSSSA funds to hire a Resource Teacher who will observe classrooms and support teachers, help increase teaching and learning by analyzing student data, and work with small groups of students in the L25 category.

Parental Involvement

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

Daughtrey is the only school in the school district to implement a dual language program. Starting with Kindergarten, the program is now being expanded to include 1st grade. This program is designed to increase parent involvement and improve achievement for the school's dual language students. Parents agree to their child's participation and are encouraged to attend meetings specific to the dual language program to increase engagement. Daughtrey employs a Graduation Enhancement Technician (GET) to track student attendance and provide assistance for parents in order to improve attendance. The GET also works closely with business partners and community organizations to provide support for families. The GET communicates with families and organizations to share opportunities to attend school functions and events, and organizes volunteer work with students.

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.

Daughtrey works to recruit and retain teachers through a robust professional development program. Serving an incentive – as well as critically needed to turn a school around – teachers will participate in weekly paid professional development that need-driven. This incentive equates to an estimated \$1,000.00 per teacher, not including benefits.

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.

Daughtrey recognizes the importance of providing a robust professional development program and its role in impacting teaching and learning.

With the TSSSA allocation, 55 teachers will participate in weekly professional development to include reading, math, standards, and Growth Mind Set along with teacher-requested topics. Sessions are slated for Thursdays, 3:40 p.m. – 4:40 p.m. Through this work, teachers will improve knowledge and skill in order to facilitate individual, school-wide, and district-wide improvements for the purpose of increasing student achievement. Teachers will also participate in professional development regarding social emotional learning. Additionally, Daughtrey will employ a Math Coach who will participate in planning activities with grade level teams utilizing the standards, observe classrooms, and provide coaching and additional supports.

Daughtrey's teachers will also participate in a Kagan Cooperative Learning Workshop planned for June 2020. Through this professional development opportunity, teachers will become

versed in Kagan Structures and learn how to embed them in every lesson. This research-based approach focuses on student engagement and the skills necessary to create and sustain a cooperative learning environment. Highly engaged students and classes correlate to increased academic achievement, decreased incidents of bullying and discipline problems, and stronger prosocial skills.

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.

Daughtrey will provide tutoring beyond the normal school day and on Saturdays to support students who are not meeting grade-level standards. Saturday School is planned for 12 weeks between January and April (excluding spring break) and is open to grades K-5. The program is 3 hours, 9:00 a.m. - 12 noon, and serves an average of 150 students each week. Students will participate in a number of engaging activities and strategies geared toward improving proficiency in reading, writing, math and science. Saturday School will be staffed by 25 teachers, 8 paraprofessionals and 2 clerical assistants. Teachers will be paid non-contracted hourly pay to provide the instruction. Supplemental materials will be purchased to support instruction.

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.

1	III.1.	Family and Community Partnerships				\$0.00
2	III.2.	Academic and Character Standards				\$65,000.00
	Function	Object	Budget Focus	Funding Source	FTE	2020-21
	5100	120-Classroom Teachers	0411 - Blanche H. Daughtrey Elementary	TSSSA	1.0	\$49,399.60
			<i>Notes: Resource Teacher: responsible for delivering differentiated small group instruction for struggling students in grades K-5. Qualifications include: Bachelor's degree, certification by FLDOE, knowledge of prescribed curriculum and child development. Estimated start/end date: aligns to the grant cycle of September 2020-June 2021. Number of hours/days worked per week: duties occur five days a week for 7.5 hours per day. The 2020-21 district school year work calendar reports 216 days in a work year contract. Hourly Rate: estimated at \$30.49 plus benefits. Timeline: Daughtrey has identified a potential candidate for this position, which is critical to ensuring that this position is filled in a timely manner. Contingency Plan: If the position is vacant past the proposed timeline, duties will be completed by another staff person temporarily.</i>			
	5100	210-Retirement	0411 - Blanche H. Daughtrey Elementary	TSSSA		\$4,939.96
			<i>Notes: Retirement is factored at 10% as per board-approved rates.</i>			

Manatee - 0411 - Blanche H. Daughtrey Elementary - FDOE TSSSA 2020-21

Blanche H. Daughtrey Elementary

	5100	220-Social Security	0411 - Blanche H. Daughtrey Elementary	TSSSA		\$3,779.07
			<i>Notes: FICA is factored at 7.65% as per board-approved rates.</i>			
	5100	230-Group Insurance	0411 - Blanche H. Daughtrey Elementary	TSSSA		\$6,174.95
			<i>Notes: Group Health Insurance is factored at 12.50% as per board-approved rates.</i>			
	5100	232-Life Insurance	0411 - Blanche H. Daughtrey Elementary	TSSSA		\$108.68
			<i>Notes: Group Life Insurance is factored at .22% as per board-approved rates.</i>			
	5100	240-Workers Compensation	0411 - Blanche H. Daughtrey Elementary	TSSSA		\$597.74
			<i>Notes: Workers' Compensation is factored at 1.21% as per board-approved rates.</i>			
3	III.3.	Parental Involvement				\$0.00
4	III.4.	Incentives for Instructional Personnel				\$0.00
5	III.5.	Professional Development				\$194,979.09
	Function	Object	Budget Focus	Funding Source	FTE	2020-21
	6400	130-Other Certified Instructional Personnel	0411 - Blanche H. Daughtrey Elementary	TSSSA	1.0	\$64,599.48
			<i>Notes: Math Coach</i>			
	6400	210-Retirement	0411 - Blanche H. Daughtrey Elementary	TSSSA		\$6,459.95
			<i>Notes: Retirement is factored at 10% as per board-approved rates.</i>			
	6400	220-Social Security	0411 - Blanche H. Daughtrey Elementary	TSSSA		\$4,941.86
			<i>Notes: FICA is factored at 7.65% as per board-approved rates.</i>			
	6400	231-Health and Hospitalization	0411 - Blanche H. Daughtrey Elementary	TSSSA		\$8,074.94
			<i>Notes: Group Health Insurance is factored at 12.50% as per board-approved rates.</i>			
	6400	232-Life Insurance	0411 - Blanche H. Daughtrey Elementary	TSSSA		\$142.12
			<i>Notes: Group Life Insurance is factored at .22% as per board-approved rates.</i>			
	6400	240-Workers Compensation	0411 - Blanche H. Daughtrey Elementary	TSSSA		\$781.65
			<i>Notes: Workers' Compensation is factored at 1.21% as per board-approved rates.</i>			
	6400	120-Classroom Teachers	0411 - Blanche H. Daughtrey Elementary	TSSSA	1.01	\$55,527.51
			<i>Notes: Classroom Teacher PD - Weekly Topics NCH 55 teachers will participate in weekly professional development to include reading, math, standards, and Growth Mind Set along with teacher-requested topics. Non contracted hourly rate to apply.</i>			

Manatee - 0411 - Blanche H. Daughtrey Elementary - FDOE TSSSA 2020-21

Blanche H. Daughtrey Elementary

	6400	210-Retirement	0411 - Blanche H. Daughtrey Elementary	TSSSA		\$5,552.75
			<i>Notes: Retirement is factored at 10% as per board-approved rates.</i>			
	6400	220-Social Security	0411 - Blanche H. Daughtrey Elementary	TSSSA		\$4,247.85
			<i>Notes: FICA is factored at 7.65% as per board-approved rates.</i>			
	6400	240-Workers Compensation	0411 - Blanche H. Daughtrey Elementary	TSSSA		\$671.88
			<i>Notes: Workers' Compensation is factored at 1.21% as per board-approved rates.</i>			
	6400	120-Classroom Teachers	0411 - Blanche H. Daughtrey Elementary	TSSSA	0.38	\$21,033.25
			<i>Notes: Classroom Teacher PD - SEL Topics NCH Teachers to participate in professional development pertaining to social emotional learning. Non contracted hourly rates to apply.</i>			
	6400	210-Retirement	0411 - Blanche H. Daughtrey Elementary	TSSSA		\$2,103.31
			<i>Notes: Retirement is factored at 10% as per board-approved rates.</i>			
	6400	220-Social Security	0411 - Blanche H. Daughtrey Elementary	TSSSA		\$1,609.04
			<i>Notes: FICA is factored at 7.65% as per board-approved rates.</i>			
	6400	240-Workers Compensation	0411 - Blanche H. Daughtrey Elementary	TSSSA		\$254.50
			<i>Notes: Workers' Compensation is factored at 1.21% as per board-approved rates.</i>			
	6400	310-Professional and Technical Services	0411 - Blanche H. Daughtrey Elementary	TSSSA		\$10,384.00
			<i>Notes: Kagan Cooperative Learning Workshop on June 7-10, 2021 to be held in Sarasota, Florida. (16 teachers @ \$649.00 registration) [Request PD change from Ellin Keene]</i>			
	6400	390-Other Purchased Services	0411 - Blanche H. Daughtrey Elementary	TSSSA		\$500.00
			<i>Notes: Printing services to support professional development activities to include professional development handouts, packets and activities.</i>			
	6400	520-Textbooks	0411 - Blanche H. Daughtrey Elementary	TSSSA		\$4,207.00
			<i>Notes: Textbooks in support of school-wide professional development efforts such as Units of Study Reading, Writing & Phonics, Math in Practice, and Comprehension Toolkits. The Heinemann quote is attached. Note that this amount decreased from the previous submission.</i>			
	6400	330-Travel	0411 - Blanche H. Daughtrey Elementary	TSSSA		\$1,504.00
			<i>Notes: Travel to Kagan Cooperative Learning Workshop: estimated at \$94.00 per teacher (\$50.00 for mileage/\$44.00 for meals). Note that estimates adhere to School Board policies.</i>			
	6400	510-Supplies	0411 - Blanche H. Daughtrey Elementary	TSSSA		\$2,384.00
			<i>Notes: Kagan Bonus Materials required for Kagan Cooperative Learning Workshop. (\$149.00 x 16 teachers)</i>			
6	III.6.	Focused Instruction				\$78,085.91

Manatee - 0411 - Blanche H. Daughtrey Elementary - FDOE TSSSA 2020-21

Blanche H. Daughtrey Elementary

	Function	Object	Budget Focus	Funding Source	FTE	2020-21
	5100	120-Classroom Teachers	0411 - Blanche H. Daughtrey Elementary	TSSSA	1.06	\$58,093.38
			<i>Notes: Classroom Teacher - Tutoring Saturday School NCH Tutoring is planned for 12 weeks, 3-hr sessions. Saturday School will be staffed by 25 teachers, to be paid non-contracted hourly pay to provide the instruction. Note that this amount has been increased from the original submission to add a teacher. Because this is a K-5, school-wide program, it is expected to reach 175 students. Registration to this program is open. There will not be transportation.</i>			
	5100	210-Retirement	0411 - Blanche H. Daughtrey Elementary	TSSSA		\$5,809.34
			<i>Notes: Retirement is factored at 10% as per board-approved rates.</i>			
	5100	220-Social Security	0411 - Blanche H. Daughtrey Elementary	TSSSA		\$4,444.14
			<i>Notes: FICA is factored at 7.65% as per board-approved rates.</i>			
	5100	240-Workers Compensation	0411 - Blanche H. Daughtrey Elementary	TSSSA		\$702.93
			<i>Notes: Workers' Compensation is factored at 1.21% as per board-approved rates.</i>			
	5100	390-Other Purchased Services	0411 - Blanche H. Daughtrey Elementary	TSSSA		\$1,000.00
			<i>Notes: Printing to support tutoring efforts to include reading and math worksheets and practice test packets for K-5 such as FSA Math Item Spec practice packets.</i>			
	5100	510-Supplies	0411 - Blanche H. Daughtrey Elementary	TSSSA		\$4,605.12
			<i>Notes: The cost breakdown is as follows: \$749.78 Lakeshore Learning Math manipulatives for 3-5th Grade, \$423.60 Nasco Science hands on materials for 3-5th Grade, and \$2,693.92 for Mastery Education Supplemental material to meet the grade level standards in reading and writing. The balance is for supplies. A quote is attached that includes Lakeshore, Nasco and Office Depot.</i>			
	5100	369-Technology-Related Rentals	0411 - Blanche H. Daughtrey Elementary	TSSSA		\$1,000.00
			<i>Notes: Technology to support tutoring efforts to include Writing A-Z (Grades 3-5) @ \$300.00 and Reading A-Z (K-5) @ \$700.00</i>			
	5100	520-Textbooks	0411 - Blanche H. Daughtrey Elementary	TSSSA		\$2,431.00
			<i>Notes: To purchase FL LAFS textbooks to be used in tutoring programming. Curriculum Associates quote for Ready Florida ELA LAFS attached. Note that this amount increased from what was previously submitted.</i>			
					Total:	\$338,065.00