Marion County Public Schools

Fessenden 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
0211	Fessenden Elementary School			Y	$201,280.00	

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.

Through our guidance office, our MDT Team that meets monthly will track student and family needs, connect them with resources, and develop plans to help support student success. The guidance counselor, Psychologist, Social Worker, and admin team all participate in these plans. Small group counseling and outside referrals for services are given as needed. The Guidance office tracks the needs and follows through with assistance.

Fessenden has several business partners and will continue seeking more to support for family programs and initiatives at the school.

Supported with District funds.

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

Fessenden will continue our work during weekly collaborative planning in ELA and Math where teachers and instructional coach with support from admin dissect standards, plan quality instruction and develop quality assessments. Data is reviewed and strengths and weaknesses analyzed after each assessment. Professional development and use of resources is then planned to support.

Fessenden will continue with PBS as we saw huge decreases in behavior last school year. Our Student Services manager will lead this initiative as well as a committee made up of teachers on each grade level and non instructional staff. We will analyze behavior data monthly in faculty meetings and continue discussing proactive programs in areas of need.

Fessenden will utilize Sanford Harmony to teach infuse Social Emotional Learning into students' curriculum on a daily basis.

Parental Involvement

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

Our site-based Parent & Family Engagement Plan (PFEP) will describe our commitment to engage parents and families in the education of their children and to build the capacity to implement family engagement strategies and activities designed to achieve the school and student academic achievement goals. Through the following capacity building events we will build positive relationships with parents, families, and other community stakeholders to fulfill the school's mission and support the needs of students.
Fessenden will provide standards based resources for students to use at home such as literacy materials and math manipulatives. We will continue to host parent engagement activities throughout the school year such as Bring your Dad to School Day, Fessenden Fiesta, Student led night parent conferences, parent trainings on the FSA and Black History night.

Supported with Title I, Part A and Community Partners.

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.

For the 2020- 2021 school year, the district has not entered into a MOU with the Marion Education Association (MEA) for school that have a letter grade of "C".

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.

Fessenden will use RoEducational Leadership to support the professional development of teachers and administration as we did in 2018-19 and 2019-20. We had success with our Fessenden Fast and Fessenden Forward initiatives moving the school from an F to a C. We will continue year two of Fessenden Forward with professional development in the areas of academic rigor, effective instructional practices, and quality feedback on instruction. We will also train teachers on Kagan Strategies to increase engagement.

We will purchase Kagan books and materials for professional development of instructional staff.

We will purchase laptops and a cart for teachers in order to provide online instruction if needed as well as to allow them to access professional development opportunities.

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.

Fessenden will have an afterschool tutoring in the area of mathematics beginning Sept 1 - Dec 15th for one hour in order to address the areas of deficiency in 3rd, 4th and 5th graders mathematics knowledge, with a priority given to 5th graders in our lower quartile. 3 teachers will provide the tutoring once a week first semester.

Two additional paraprofessionals will be hired to support struggling students in 3rd, 4th and 5th grades by providing small group instruction, one on one tutoring, and supporting teachers while they provide small group instruction. They will also help support teachers by assisting with engagement strategies and assisting with contacting parents and providing family support.

One Intervention teacher will be hired to provide Tier 2 and Tier 3 intervention instruction in small groups or one on one in reading or math.

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**				**$0.00**
3	**III.3.**	**Parental Involvement**				**$0.00**
4	**III.4.**	**Incentives for Instructional Personnel**				**$0.00**
5	**III.5.**	**Professional Development**				**$69,910.00**
	Function	Object	Budget Focus	Funding Source	FTE	2020-21
	6400	310-Professional and Technical Services	0211 - Fessenden Elementary School	TSSSA	1.0	$25,000.00
			Notes: Ro Educational Leadership will provide professional development to teacher and the administration on academic rigor, instructional best practices, and quality observation and feedback to teachers.			
	6400	510-Supplies	0211 - Fessenden Elementary School	TSSSA	1.0	$9,910.00
			Notes: Professional development books and materials			
	5100	643-Capitalized Hardware and Technology-Related Infrastructure	0211 - Fessenden Elementary School	TSSSA	1.0	$35,000.00
			Notes: Laptops and cart for teachers to provide online instruction as well as access professional development opportunities			

6	III.6.	**Focused Instruction**				**$131,370.00**
	Function	Object	Budget Focus	Funding Source	FTE	2020-21
	5900	120-Classroom Teachers	0211 - Fessenden Elementary School	TSSSA	3.0	$1,638.00
			Notes: Tutoring instructional salaries for 3 teachers to support math one tie a week first semester to 3rd, 4th and 5th, with priority given to 5th graders.			
	5900	210-Retirement	0211 - Fessenden Elementary School	TSSSA	3.0	$189.00
			Notes: Retirement for tutoring teachers			
	5900	220-Social Security	0211 - Fessenden Elementary School	TSSSA	3.0	$126.00
			Notes: FICA for tutoring teachers			
	5900	240-Workers Compensation	0211 - Fessenden Elementary School	TSSSA	3.0	$63.00
			Notes: Workers comp for tutoring teachers			
	5900	239-Other	0211 - Fessenden Elementary School	TSSSA	3.0	$63.00
			Notes: Medicare for tutoring teachers			
	5100	150-Aides	0211 - Fessenden Elementary School	TSSSA	2.0	$35,088.00
			Notes: Two additional paraprofessionals to support ELA and Math in 3rd, 4th and 5th			
	5100	210-Retirement	0211 - Fessenden Elementary School	TSSSA	2.0	$3,158.00
			Notes: Retirement for two additional paraprofessionals to support ELA and Math in 3rd, 4th and 5th.			
	5100	220-Social Security	0211 - Fessenden Elementary School	TSSSA	2.0	$2,458.00
			Notes: FICA for two additional paras			
	5100	230-Group Insurance	0211 - Fessenden Elementary School	TSSSA	2.0	$8,772.00
			Notes: Health insurance for paras			
	5100	232-Life Insurance	0211 - Fessenden Elementary School	TSSSA	2.0	$106.00
			Notes: Life insurance for paras			
	5100	240-Workers Compensation	0211 - Fessenden Elementary School	TSSSA	2.0	$268.00
			Notes: Workers comp for paras			
	5100	239-Other	0211 - Fessenden Elementary School	TSSSA	2.0	$510.00
			Notes: Medicare for paras			
	5100	130-Other Certified Instructional Personnel	0211 - Fessenden Elementary School	TSSSA	1.0	$55,000.00

			Notes: One Intervention teacher to provide tier 2 and tier 3 intervention instruction to lower quartile students in ELA			
	5100	210-Retirement	0211 - Fessenden Elementary School	TSSSA	1.0	$4,950.00
			Notes: Retirement for intervention teacher			
	5100	220-Social Security	0211 - Fessenden Elementary School	TSSSA	1.0	$3,850.00
			Notes: social security for intervention teacher			
	5100	230-Group Insurance	0211 - Fessenden Elementary School	TSSSA	1.0	$13,750.00
			Notes: Health insurance for intervention teacher			
	5100	232-Life Insurance	0211 - Fessenden Elementary School	TSSSA	1.0	$165.00
			Notes: life insurance for intervention teacher			
	5100	240-Workers Compensation	0211 - Fessenden Elementary School	TSSSA	1.0	$418.00
			Notes: Workers comp for intervention teacher			
	5100	239-Other	0211 - Fessenden Elementary School	TSSSA	1.0	$798.00
			Notes: Medicare for intervention teacher			
					Total:	**$201,280.00**