

Polk County Public Schools

# Griffin 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
1231	Griffin Elementary School	Y			\$171,015.00	

## 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.

We will continue to grow our mentoring program by strengthening our community partnership with Dr. Lake at Bethel AME Church. Our plan is to mentor a targeted group of students in attendance, social skills, academics, etc.

We will establish a Girls and Boys of Integrity program targeting students that have 2 or more indicators on the Early Warning System. The girls and boys of integrity program allows teachers to mentor struggling male and female students in grades 3-5 into highly effective, whole people within our school, community and homes. This program will enable students to be strong academically, socially, and behaviorally within the classroom, while increasing their student engagement, motivation, and leadership skills.

We will establish a PTO program collaborating with various members of our community.

### **Academic and Character Standards**

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

We will continue to implement and grow PBIS, Champs, and Sanford Harmony in order to develop SEL skills with our students.

Data Chats will be conducted quarterly with students in grades 3-5 to set goals for achievement.

Mentoring will be provided for struggling students with attendance, behavior, social skills, etc. using Scholastic R.E.A.L 7 month Mentoring. Program will have a literacy focus and each student will receive a total of 7 books.

After school tutoring will be provided for students in grades 3-5 to remediate skills.

We will use Boys and Girls of Integrity to develop leadership and social emotional learning qualities with our students.

### **Parental Involvement**

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

We will create a school-wide Remind App in order to keep families aware of events at school. We will establish PTO in order to provide parents a platform in which they can contribute positively to the school.

We will continue to host Family Nights (Math Night, HallowRead, Science Night) which will offer capacity building strategies that parents can use at home to help with student achievement,

as well as increasing the partnership between school and home.

Google classrooms will be set up for every teacher on the school website. This interactive platform will allow parents to support core area subjects (Math, ELA, Science, and social emotional learning)

We will continue to work to increase our parent volunteers.

We will aggressively recruit parents to become involved in our SAC in order to provide parents a voice within the school.

We will host a separate Kindergarten Open House where we will convey the importance of attendance and ways they can support their student at home. Families that attend the Kindergarten Open House will receive professional development in the form of a workshop using Rise and Read Family Resources which provides parent tools and books for each student to help promote literacy and family involvement.

We will host Scholastic Literacy Events which promotes family engagement, an important component in early education that builds capacity, creates a shared responsibility for educational success, provides tools and confidence and gives educational leaders the capabilities to develop strong home, school and community partnerships. Each student also receives 3 books to take home at the end of each event. Events are grade level specific and will each be hosted on a different night.

In order to keep families apprised of school happenings and their child's attendance and academic performance, regular communications from the school will be sent home.

### **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.

Teacher Ambassador will welcome new teachers to the school shortly after they are hired, including teachers are hired throughout the year as an ongoing source of support. Encourage new teachers to engage in support programs such as new teacher seminars, affinity groups, and other teacher engagement programs in the district.

New Teachers will receive a copy of the book "Great Habits, Great Readers"

We will creatively find ways to boost school culture and morale as a positive, solutions focused initiative.

Instructional staff will be compensated when they participate in family engagement activities.

### **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.

Leadership team will use the coaching cycle to provide teachers with differentiated feedback that will allow them to increase their skills in teaching. Leadership team will work with teachers to establish an area of focus for each teacher that will immediately improve the

quality of teaching and learning in their classrooms.

We will establish model classrooms which will be used to demonstrate highly effective teaching for other teachers.

Collaborative planning will occur weekly with our content area coaches to ensure that teachers understand the true intent of the standard and are aligning their teaching, tasks, and assessments.

### **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.

Data chats and goal setting will occur each quarter with students in grades 3-5 so they know where they are academically and what they need to improve on in order to grow.

After school tutoring will be offered to students in the tested grade levels to help boost and remediate academics.

The addition of additional Paraeducators for the tested grade levels will be used to provide small group instruction to improve academic proficiency.

The addition of a Math Interventionist will be used to target students in 5th grade for remediation through small groups.

The addition of a Reading Interventionist will be used to target the 30 students who scored below the 50% on the Winter STAR, as well as provide small group instruction to 4th and 5th grade students in reading through small group instruction.

Curriculum Associates Ready materials will be used to support small group instruction for the purpose of remediation.

## **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.

<b>1</b>	<b>III.1.</b>	<b>Family and Community Partnerships</b>				<b>\$0.00</b>
<b>2</b>	<b>III.2.</b>	<b>Academic and Character Standards</b>				<b>\$20,932.80</b>
	Function	Object	Budget Focus	Funding Source	FTE	2020-21
	5900	210-Retirement	1231 - Griffin Elementary School	TSSSA		\$1,700.00
			<i>Notes: Extended Learning stipends at 2.5 hours/week for 12 weeks</i>			
	5100	500-Materials and Supplies	1231 - Griffin Elementary School	TSSSA		\$900.00
			<i>Notes: Scholastic R.E.A.L. 7 Month mentoring 10 Grade 4 Student Packages @ \$41/each= \$410.00 10 Grade 5 Student Packages @ \$49/each= \$490.00</i>			
	5900	220-Social Security	1231 - Griffin Elementary School	TSSSA		\$1,300.50
			<i>Notes: Extended Learning stipends at 2.5 hours/week for 12 weeks</i>			

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*Griffin Elementary School*

	5900	250-Unemployment Compensation	1231 - Griffin Elementary School	TSSSA		\$32.30
	5900	120-Classroom Teachers	1231 - Griffin Elementary School	TSSSA		\$11,000.00
			<i>Notes: Extended Learning stipends at 2.5 hours/week for 12 weeks</i>			
	5900	130-Other Certified Instructional Personnel	1231 - Griffin Elementary School	TSSSA		\$4,000.00
			<i>Notes: Extended Learning stipends at 2.5 hours/week for 12 weeks</i>			
	5900	140-Substitute Teachers	1231 - Griffin Elementary School	TSSSA		\$2,000.00
			<i>Notes: Extended Learning stipends at 2.5 hours/week for 12 weeks</i>			
<b>3</b>	<b>III.3.</b>	<b>Parental Involvement</b>				<b>\$19,323.13</b>
	Function	Object	Budget Focus	Funding Source	FTE	2020-21
	6150	210-Retirement	1231 - Griffin Elementary School	TSSSA		\$305.00
			<i>Notes: Teacher pay to attend Family Nights (Math, HallowRead, Science) 20 teachers- 2 hours/night</i>			
	5100	500-Materials and Supplies	1231 - Griffin Elementary School	TSSSA		\$4,347.00
			<i>Notes: 3- Scholastic Family Literacy Night Grade K (30 pack) at \$362.25 each 3- Scholastic Family Literacy Night Grade 1 (30 pack) at \$362.25 each 3- Scholastic Family Literacy Night Grade 2 (30 pack) at \$362.50 each 3- Scholastic Family Literacy Night Grade 3 (30 pack) at \$362.50 each</i>			
	5100	500-Materials and Supplies	1231 - Griffin Elementary School	TSSSA		\$7,182.00
			<i>Notes: 3-Scholastic Literacy Events Reading &amp; Writing Connection Grade K at \$399 each. 3-Scholastic Literacy Events Reading &amp; Writing Connection Grade 1 at \$399 each. 3-Scholastic Literacy Events Reading &amp; Writing Connection Grade 2 at \$399 each. 3-Scholastic Literacy Events Reading &amp; Writing Connection Grade 3 at \$399 each. 3-Scholastic Literacy Events Reading &amp; Writing Connection Grade 4 at \$399 each. 3-Scholastic Literacy Events Reading &amp; Writing Connection Grade 5 at \$399 each.</i>			
	5100	100-Salaries	1231 - Griffin Elementary School	TSSSA		\$3,600.00
			<i>Notes: Teacher pay for Literacy Nights 28 teachers for 2 hours</i>			
	6150	510-Supplies	1231 - Griffin Elementary School	TSSSA		\$200.00
			<i>Notes: Paper</i>			
	6150	220-Social Security	1231 - Griffin Elementary School	TSSSA		\$233.33
			<i>Notes: Teacher pay to attend Family Nights (Math, HallowRead, Science) 20 teachers- 2 hours/night</i>			
	6150	240-Workers Compensation	1231 - Griffin Elementary School	TSSSA		\$5.80
			<i>Notes: Teacher pay to attend Family Nights (Math, HallowRead, Science) 20 teachers- 2 hours/night</i>			

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	6150	310-Professional and Technical Services	1231 - Griffin Elementary School	TSSSA		\$50.00
			<i>Notes: Envelopes</i>			
	6150	310-Professional and Technical Services	1231 - Griffin Elementary School	TSSSA		\$50.00
			<i>Notes: Stamps</i>			
	6150	519-Technology-Related Supplies	1231 - Griffin Elementary School	TSSSA		\$300.00
			<i>Notes: Ink</i>			
	6150	120-Classroom Teachers	1231 - Griffin Elementary School	TSSSA		\$2,150.00
			<i>Notes: Teacher pay to attend Family Nights (Math, HallowRead, Science) 20 teachers- 2 hours/night</i>			
	6150	130-Other Certified Instructional Personnel	1231 - Griffin Elementary School	TSSSA		\$700.00
			<i>Notes: Teacher pay to attend Family Nights (Math, HallowRead, Science) 20 teachers- 2 hours/night</i>			
	6150	140-Substitute Teachers	1231 - Griffin Elementary School	TSSSA		\$200.00
			<i>Notes: Teacher pay to attend Family Nights (Math, HallowRead, Science) 20 teachers- 2 hours/night</i>			
<b>4</b>	<b>III.4.</b>	<b>Incentives for Instructional Personnel</b>				<b>\$830.40</b>
	Function	Object	Budget Focus	Funding Source	FTE	2020-21
	5100	500-Materials and Supplies	1231 - Griffin Elementary School	TSSSA		\$360.00
			<i>Notes: Great Habits, Great Readers 12 books- \$30/book</i>			
	6400	220-Social Security	1231 - Griffin Elementary School	TSSSA		\$459.00
	6400	240-Workers Compensation	1231 - Griffin Elementary School	TSSSA		\$11.40
<b>5</b>	<b>III.5.</b>	<b>Professional Development</b>				<b>\$0.00</b>
<b>6</b>	<b>III.6.</b>	<b>Focused Instruction</b>				<b>\$140,335.64</b>
	Function	Object	Budget Focus	Funding Source	FTE	2020-21
	5100	500-Materials and Supplies	1231 - Griffin Elementary School	TSSSA		\$450.00
			<i>Notes: Student binders and dividers for data chats/portfolios 150 binders at \$3.00/each</i>			
	5100	100-Salaries	1231 - Griffin Elementary School	TSSSA		\$0.00
			<i>Notes: Math Interventionist Paid for through TTI and UniSIG</i>			
	5100	100-Salaries	1231 - Griffin Elementary School	TSSSA	1.0	\$51,500.00



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			<i>Notes: Reading Interventionist</i>			
	5100	210-Retirement	1231 - Griffin Elementary School	TSSSA		\$5,150.00
			<i>Notes: Reading Interventionist</i>			
	5100	220-Social Security	1231 - Griffin Elementary School	TSSSA		\$3,939.75
			<i>Notes: Reading Interventionist</i>			
	5100	231-Health and Hospitalization	1231 - Griffin Elementary School	TSSSA		\$9,288.00
			<i>Notes: Reading Interventionist</i>			
	5100	232-Life Insurance	1231 - Griffin Elementary School	TSSSA		\$21.60
			<i>Notes: Reading Interventionist</i>			
	5100	240-Workers Compensation	1231 - Griffin Elementary School	TSSSA		\$97.85
			<i>Notes: Reading Interventionist</i>			
	5100	500-Materials and Supplies	1231 - Griffin Elementary School	TSSSA		\$6,858.00
			<i>Notes: Scholastic LitLeague Grade 5- \$2286.00 Scholastic LitLeague Grade 4- \$2286.00 Scholastic LitLeague Grade 3- \$2286.00</i>			
	5100	500-Materials and Supplies	1231 - Griffin Elementary School	TSSSA		\$15,281.20
			<i>Notes: Curriculum Associates Ready Florida ELA, Math, Writing student books and TE- Quote= \$15,281.20</i>			
	5100	150-Aides	1231 - Griffin Elementary School	TSSSA		\$12,360.00
			<i>Notes: Salary for Paraprofessional for small group instruction</i>			
	5100	150-Aides	1231 - Griffin Elementary School	TSSSA		\$12,360.00
			<i>Notes: Salary for Paraprofessional for small group instruction</i>			
	5100	210-Retirement	1231 - Griffin Elementary School	TSSSA		\$1,236.00
			<i>Notes: Retirement for Paraprofessional for small group instruction</i>			
	5100	210-Retirement	1231 - Griffin Elementary School	TSSSA		\$1,236.00
			<i>Notes: Retirement for Paraprofessional for small group instruction</i>			
	5100	220-Social Security	1231 - Griffin Elementary School	TSSSA		\$945.54
			<i>Notes: Social Security for Paraprofessional for small group instruction</i>			
	5100	220-Social Security	1231 - Griffin Elementary School	TSSSA		\$945.54
			<i>Notes: Social Security for Paraprofessional for small group instruction</i>			
	5100	231-Health and Hospitalization	1231 - Griffin Elementary School	TSSSA		\$9,288.00

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			<i>Notes: Health Benefits for Paraprofessional for small group instruction</i>			
	5100	231-Health and Hospitalization	1231 - Griffin Elementary School	TSSSA		\$9,288.00
			<i>Notes: Health Benefits for Paraprofessional for small group instruction</i>			
	5100	232-Life Insurance	1231 - Griffin Elementary School	TSSSA		\$21.60
			<i>Notes: Life Insurance for Paraprofessional for small group instruction</i>			
	5100	232-Life Insurance	1231 - Griffin Elementary School	TSSSA		\$21.60
			<i>Notes: Life Insurance for Paraprofessional for small group instruction</i>			
	5100	240-Workers Compensation	1231 - Griffin Elementary School	TSSSA		\$23.48
			<i>Notes: Worker's Compensation for Paraprofessional for small group instruction</i>			
	5100	240-Workers Compensation	1231 - Griffin Elementary School	TSSSA		\$23.48
			<i>Notes: Worker's Compensation for Paraprofessional for small group instruction</i>			
					<b>Total:</b>	<b>\$181,421.97</b>