

Leon County Schools

# Bond 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
1181	Bond Elementary School	Y			\$298,305.00	

## 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.

1) Bond Elementary: Bond Elementary will establish comprehensive support services that develop family and community partnerships by hosting a meeting where community members and school leaders share and discuss information, challenges, and successes about the school. Community members will have the opportunity to offer input on available resources and ways those resources may be attained and utilized. Bond Elementary will provide Chat 'n' Chew parent sessions focused on students' academic progression on a quarterly basis that will encompass FSA informational sessions, FSA practice sessions, homework assistance, and other topics.

### **Academic and Character Standards**

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

2) In order to, establish clearly defined and measurable academic and character standards, Bond Elementary, will implement the following strategies along with content and subject area related professional development for teachers and administrators: The 5 components below are already in place. Supplemental needs funded with TSSSA funds are addressed subsequently. ELA: Bond has 120 minutes of English Language Arts Instruction daily. This time block is broken up into two main segments: Reading Instruction (also known as the 90 minute reading block) and Literacy Instruction (writing 30 minutes). During the reading block, teachers are instructing students to use writing as a tool to analyze text, respond to text, conduct research, and make text-based connections that are supported by citing textual evidence. Direct instruction for the writing process and conventions of standard English take place during literacy Instruction. Through the guidance of district literacy trainers and school-based literacy coaches, teachers have worked to place many valuable strategies into English Language Arts instruction. Teachers have worked with district staff to integrate the shifts associated with the standards. Professional development has focused on increasing student exposure to non-fiction text, connecting reading and writing, increasing text complexity, and responding to a variety of text through writing. These shifts have been evident in classroom instruction and assessment. Teachers discuss best practices during their collaborative team meetings. Intervention - 30 minutes or more of intervention time is provided for all students five times per week. iReady Instruction & Progress Monitoring - These resources are some of our districts required assessments to progress monitor standards mastery. In addition, the instructional program assists in meeting the diverse needs of students through individualized instructional pathways. Go Math - Bond Elementary will receive district support to continuously coach teachers. Daily schedules for teachers have been reviewed and a math

block has been established to increase time for instruction utilizing standards-aligned curriculum. By setting aside additional time for math, the opportunity for students to attend to the eight shifts of mathematical practices, which encourages inquiry-based problem solving is increasing. District math resource teachers collaborate with instructional staff to gather instructional data to make improvements to Tier I math instruction. Multi-tiered System of Support (MTSS) – Bond Elementary School Improvement Plans focus on strategies for improving systemic implementation structures of the multitiered system of supports (MTSS). In the 19-20 school year an increased focus on determining the impact of Tier 1 instruction in ELA and Math will occur. Leadership will monitor and improve the fidelity of intervention in all grade levels. Bond Elementary leadership will facilitate monthly grade level meetings to determine instructional and behavioral support needs of all struggling students. General classroom teachers will work with ESE teachers, instructional coaches and district resource teachers to create lessons to meet the needs of all students by providing hands on lessons. Students who are performing below grade level are discussed at MTSS meetings and are given intervention instruction. District support is provided through monthly assistance with data team meetings, problem solving and support for school leadership. Coaching Cycles – School leadership teams in partnership with director of School Improvement and district instructional coaches will develop a systemic walkthrough, and coaching cycle structure through which specific teachers and/or grade levels are identified for support. Support will be monitored for return on investment including feedback and follow-up observation of coaching plan implementation. Classroom Walkthroughs – The director of School Improvement and the School Improvement team along with FLDOE will conduct scheduled classroom walkthroughs with Bond Elementary. Positive Behavior Intervention Support (PBIS): Bond Elementary will implement a PBIS program which is a systematic approach in teaching behavioral expectations throughout each school.

### **Parental Involvement**

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

3) Bond Elementary: Bond Elementary will increase parent involvement and engagement opportunities by providing parents with monthly literacy workshops in reading and writing, financial literacy and budgeting, as well as health and wellness. Bond teachers will also work to provide parents with the opportunity to attend quarterly curriculum nights where the faculty and staff will provide parents pertinent information in regard to their child's education, showcase their student's work as well as their talents, and provide the parents dinner. Parents will have the opportunity to participate in a STEAM/STEM Night where the parent and child will actively engage in various science, technology, engineering, art, and math projects. Parents will also participate in a Community Enrichment Day where they will visit various booths sponsored by Bond Clinic, the Health Department, FAMU, local churches, businesses, and restaurants to see what is available to them in their community. Parents will be able to learn pertinent information about their child's academic progress and meet their child's teacher(s) through Quarterly Academic Conversation Nights. Incentives will be provided to encourage families to attend these school wide events. Increasing parental engagement also includes offering parent workshops designed to identify and address areas of need for parents and students. A digital marquee will be used to communicate important messages to students, parents and the community to build both parent involvement and community support.

### **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.

4) Bond Elementary: Recognizes and celebrates teacher success monthly by acknowledging teachers for progression on STAR, Acaletics, and i-Ready assessments. Additionally, teachers will be celebrated for perfect attendance and birthdays to show and build a culture of support and appreciation.

### **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.

5) Bond Elementary: The professional development will focus on the academic rigor needed to improve and maintain student proficiency, planning and implementing Turnaround School Supplemental Services Plan on level standard instruction, and creating high academic and character standards for all students in the areas of Reading, Writing, and Math. A consultant will (\$5,000) provide science professional development in order to improve and maintain student proficiency as well as strengthen direct instruction in Science. These workshops will take place over a course of five days for four hours a day.

Bond Elementary: Professional Development for Teachers to participate in PD workshops and planning with colleagues in order to gauge success of small group instruction and interventions for students.

### **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.

Bond Elementary: In the (2020-2021) school year, we are providing a multitude of opportunities that will allow our students to become proficient learners. Bond will utilize our on-site program, "The Eagles' Academy" that will develop the "whole child". This will create continuous learners who will produce learning gains across grades 3 through 5. Strategic methods will be utilized for selecting students to participate in The Eagles' Academy. Saturday School will target our lowest quartile to include Level 1 and Level 2 students. The instructional staff will focus on core content areas (reading, writing, mathematics, and science). Additionally, The Eagles' Academy will service the ELL population in the targeted group of students. Eagle Academy: 40 hourly teacher positions to work with students in afterschool for an additional hour for 50 days at \$30 an hour 40 teachers x 1 hour/day x 50 days x \$30/hour = \$60,000 Saturday school for 3 hours for 20 days for \$30 an hour 15 teachers x 3 hours/day x 20 days x \$30/hour = \$27,000

The Eagles Academy will use the Eagles Academy ELA and math after school workbooks to service students enrolled in afterschool program. Mastery Curriculum (\$8,475.78) Ready to Go Scholastic (\$4,357.14). Voyager (\$3,724.05) Savvas (\$5,959.76). In addition, Florida Ready workbooks to support ELA and Math for Kindergarten students \$1,954.92. See quote \$1,954.92 of \$3,608 remaining balance (\$1,653.08) will be paid from another source.

Supplies: supplies for monthly and end of year student acknowledgment to promote positive behavior. (\$2,923.05).

A paraprofessional (\$24,000) will work with ELL students to add support in academic areas. The paraprofessional will work with teachers in a push in capacity to help promote student academic growth.

Reading Garden (\$15,984.48) In an effort to create a love of reading and improve reading skills we will create a reading garden. Reading Garden Durable outdoor seating will be purchased to provide unique reading opportunities for individualized reading practice and whole group read-a-louds daily. Classes will be scheduled to visit the reading garden in 20-minute increments daily. In this space, there will be enough seating for multiple classes and storage space for books to be housed and protected from inclement weather.

### 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>\$0.00</b>
<b>3</b>	<b>III.3.</b>	<b>Parental Involvement</b>				<b>\$91,220.37</b>
	Function	Object	Budget Focus	Funding Source	FTE	2020-21
	5100	120-Classroom Teachers	1181 - Bond Elementary School	TSSSA		\$37,800.00
			Notes: Parent Curriculum/Literacy Night: 40 hourly positions for teachers to participate in curriculum and literacy nights @ 14 days x 2/hours a day x \$30=\$33,600. Salary :10 hourly teacher positions to work with parent engagement events to promote parent involvement. 10 teachers x \$30/hour x 2 hours/day x 7 days.			
	5100	210-Retirement	1181 - Bond Elementary School	TSSSA		\$3,780.00
			Notes: Benefits: Retirement for Teachers @ 10%			
	5100	220-Social Security	1181 - Bond Elementary School	TSSSA		\$2,891.70
			Notes: Benefits: Social Security for Teachers @ 7.65%			
	5100	240-Workers Compensation	1181 - Bond Elementary School	TSSSA		\$340.20
			Notes: Benefits: Workers Compensation for Teacher @ 0.90%			



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*Bond Elementary School*

	6150	311-Subagreements up to \$25,000	1181 - Bond Elementary School	TSSSA		\$17,000.00
			<i>Notes: Contracted Services: Contractor will conduct a parent workshop to help identify and address areas of need for parents and students for \$5,000 for workshops to take place over four days for four hours a day and a contract for \$8000 for workshops to take place over eight days for four hours a day. Contractor for monthly literacy nights for \$4000 for four days for three hours a day with two consultants.</i>			
	6150	510-Supplies	1181 - Bond Elementary School	TSSSA		\$5,858.47
			<i>Notes: Supplies: supplies for community enrichment day to support parent involvement to include hygiene supplies, first aid kits, water bottles etc. In addition, incentives will be provided for parents attending academic conversation night</i>			
	5100	648-Technology-Related Capitalized Furniture, Fixtures and Equipment	1181 - Bond Elementary School	TSSSA		\$23,550.00
			<i>Notes: A digital marquee will be used to communicate important messages to students, parents and the community to build both parent involvement and community support.</i>			
<b>4</b>	<b>III.4.</b>	<b>Incentives for Instructional Personnel</b>				<b>\$0.00</b>
<b>5</b>	<b>III.5.</b>	<b>Professional Development</b>				<b>\$34,876.00</b>
	Function	Object	Budget Focus	Funding Source	FTE	2020-21
	6400	311-Subagreements up to \$25,000	1181 - Bond Elementary School	TSSSA		\$7,500.00
			<i>Notes: Science Contractor to provide professional development to teachers to help improve student achievement @\$2,500 for workshops to take place over four days for two hours a day. Contractor to provide professional development to teachers to help build capacity among subject areas @\$5,000 for workshops to take place over five days for four hours a day</i>			
	6400	120-Classroom Teachers	1181 - Bond Elementary School	TSSSA		\$22,400.00
			<i>Notes: Salary : Professional Development: 40 hourly positions for teachers to participate in professional development @ 5 days x 4/hours a day x \$20 =\$16,000. 40 hourly positions for teachers to participate in professional development @ 4 days x 2/hours a day x \$20 =\$6,400</i>			
	6400	210-Retirement	1181 - Bond Elementary School	TSSSA		\$2,240.00
			<i>Notes: Benefits: Retirement for Teachers @ 10%</i>			
	6400	220-Social Security	1181 - Bond Elementary School	TSSSA		\$2,448.00
			<i>Notes: Benefits: Social Security for Teachers @7.65%</i>			
	6400	240-Workers Compensation	1181 - Bond Elementary School	TSSSA		\$288.00
			<i>Notes: Benefits: Workers Compensation for Teacher @ 0.90%</i>			
<b>6</b>	<b>III.6.</b>	<b>Focused Instruction</b>				<b>\$172,208.63</b>
	Function	Object	Budget Focus	Funding Source	FTE	2020-21



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*Bond Elementary School*

	5100	120-Classroom Teachers	1181 - Bond Elementary School	TSSSA		\$87,000.00
			Notes: Eagle Academy: 40 hourly teacher positions to work with students in afterschool for an additional hour for 50 days at \$30 an hour 40 teachers x 1 hour/day x 50 days x \$30/hour = \$60,000 Saturday school for 3 hours for 20 days for \$30 an hour 15 teachers x 3 hours/day x 20 days x \$30/hour = \$27,000			
	5100	210-Retirement	1181 - Bond Elementary School	TSSSA		\$8,700.00
			Notes: Benefits: Retirement for Teachers @ 10%			
	5100	220-Social Security	1181 - Bond Elementary School	TSSSA		\$6,655.50
			Notes: Benefits: Social Security for Teachers @ 7.65%			
	5100	240-Workers Compensation	1181 - Bond Elementary School	TSSSA		\$783.00
			Notes: Benefits: Workers Compensation for Teacher @ 0.90%			
	5100	510-Supplies	1181 - Bond Elementary School	TSSSA		\$24,633.65
			Notes: Eagles Academy ELA and math after school workbooks to service students enrolled in afterschool program. Mastery Curriculum (\$8,475.78) Ready to Go Scholastic (\$4,357.14). Voyager (\$3,724.05) Savvas (\$5,959.76). In addition, Florida Ready workbooks to support ELA and Math for Kindergarten students \$1,954.92. See quote \$1,954.92 of \$3,608 remaining balance (\$1,653.08) will be paid from another source. Supplies: supplies for monthly and end of year student acknowledgment to promote positive behavior. (\$162.00)			
	5100	150-Aides	1181 - Bond Elementary School	TSSSA		\$24,000.00
			Notes: A paraprofessional will work with ELL students to add support in academic areas. The paraprofessional will work with teachers in a push in capacity to help promote student academic growth. \$24,000			
	5100	210-Retirement	1181 - Bond Elementary School	TSSSA		\$2,400.00
			Notes: Benefits: Retirement for Paraprofessional@ 10%			
	5100	220-Social Security	1181 - Bond Elementary School	TSSSA		\$1,836.00
			Notes: Benefits: Social Security for Paraprofessional @ 7.65%			
	5100	240-Workers Compensation	1181 - Bond Elementary School	TSSSA		\$216.00
			Notes: Benefits: Workers Compensation for Paraprofessional @ 0.90%			
	5100	641-Furniture, Fixtures and Equipment Capitalized	1181 - Bond Elementary School	TSSSA		\$15,984.48
			Notes: In an effort to improve reading skills, create more reading opportunities and a love for reading and reading opportunities we will create a reading garden. Reading Garden Durable outdoor seating will be purchased to provide unique reading opportunities for individualized reading practice and whole group read-alouds daily. Classes will be scheduled to visit the reading garden in 20-minute increments daily. In this space, there will be enough seating for multiple classes and storage space for books to be housed and protected from inclement weather.			
					<b>Total:</b>	<b>\$298,305.00</b>