

Alachua County Public Schools

# W. A. Metcalfe 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
0101	W. A. Metcalfe Elementary School			Y	\$100,605.00	

## 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.

Metcalfe has a partnership with the Cade Museum for Creativity and Invention called Operation Full Steam. Second and third grade students have multiple visits to the Cade Museum and participate in three core experiences each visit: hands-on science labs connected to the school's science curriculum and pacing guides, dialog reading related to science curriculum facilitated by staff from Alachua County Public Library, and an introduction to coding and programming led by engineers from Sum Total Systems.

Metcalfe receives backpacks full of food for families on the weekends through the Food4Kids program sponsored by Catholic Charities.

Through the James Patterson Literacy Challenge grant, teachers receive ongoing, job-embedded professional development to enhance literacy instruction in order to better support students' language and literacy development.

Staff and tutors from the University of Florida Literacy Institute provide identified students with individualized, specially designed literacy instruction.

GatorTRAX, a group of University of Florida engineering students, provides experiences to increase the number of underrepresented students in higher-level math classes. The group is open to all students.

Kiwanis Book Club provides incentives through the BUG (Bringing Up Grades) award program. GNV4ALL has connected Metcalfe Elementary to valuable community resources.

Through a partnership with Meridan, Metcalfe female students participate in weekly after school Girls Circle meetings to help develop self-esteem and decision making.

Likewise, the United Way provides one on one reading support through their Reading Pals outreach program.

The Bread of the Mighty Food bank has created a food pantry at Metcalfe for families in need of additional food resources.

First United Methodist Church of Gainesville has partnered with Metcalfe and provides volunteers who tutor individual students 1 to 2 days per week and participate in a variety school events.

### **Academic and Character Standards**

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

Metcalfe implements PBIS with fidelity and utilizes the Character Trait of the Month. Student incentives are included and given during the Character Traits Celebrations. The school will utilize the Caring School Community for social emotional learning. Time will be dedicated each day for this instruction. The school will implement the Start with Hello week to promote connectedness and inclusion, and to identify and help others who are showing signs of social isolation.

### **Parental Involvement**

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

Metcalfe will use 2019-20 TSSSA Roll-over funds (\$5,625.00) to partially fund the salary and benefits to hire a Behavior Support Paraprofessional who will support targeted students and their families around improved behavior and attendance with the goal of increasing time spent in the classroom. The remaining portion of \$21,723.99 for the salary and benefits for the Behavior Support Paraprofessional will be covered through the 2020-2021 TSSSA funding. We will recognize those students who have improved their attendance each month. The Behavior Support Paraprofessional will be in effect August 31, 2020-June 16, 2021 for 186 days, five days a week at \$12.31/hour.

Metcalfe will host multiple family engagement activities to include a STEM "Make it/Take it" event, "State of the School Address," and Literacy Nights. Parents will be given FSA aligned workbooks, leveled texts. Parent and Family Engagement certificates will be given for participating. 8 teachers for 9 hours of stipend (\$20/hour) to present parent and family engagement activities for a total of \$1,701.50 will be funded. STEM in Action "Make it/ Take It" kits for \$560.88 will also be funded. Other consumable supplies to support the family engagement events at a cost of \$378.91 will be provided.

### **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.

All eligible instructional personnel at TSSSA schools for the 2020-21 school year will receive a \$2500 bonus for the purpose of recruitment and retention. To be eligible for the recruitment and retention bonus, the instructional personnel must have a Highly Effective or Effective rating for the student performance portion of their 2019-20 Instructional Appraisal. A \$1,250 payment will be made on the final pay period of December 2020 to all qualified, active instructional staff members. A second \$1,250 payment will be awarded on the last pay period

of June 2021 to all qualified, active instructional personnel at those schools. The total for incentive pay for 4 qualifying teachers is \$11,816.00. A signed MOU for this Differentiated Pay has been uploaded into the DOE Share Drive.

Only teachers with a State VAM of Highly Effective or Effective will be eligible for the bonus.

### **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.

Two days of IRLA Professional Development will be funded through Title I Part A.

Metcalfe teachers will be provided district level professional development aligned with School Improvement Goals and standards 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.

Each day, Metcalfe will offer additional intensive literacy instruction to below grade level readers beyond the school day. TSSSA funds will be utilized for two teacher salaries at an hourly rate of \$30.62 and are paid for five hours of instruction and 1 hour of planning weekly. Benefits are also paid so that supplemental grant funded personnel can continue small group interventions for the additional hour of Intensive Reading Instruction at a cost of \$17,785.23. Student groups of no larger than 8 will be provided additional instruction starting August 31, 2020-June 16, 2021 for an hour each day.

Metcalfe has identified the area of ELA in first and second grade emergent reading skills and vocabulary as a need. Therefore, TSSSA funds will be utilized to purchase Being a Reader as a supplemental program at the cost of \$4,560, supplemental IRLA books at \$3,134.40 and IRLA School Pace web based resources at \$7,500 for student interventions. For additional vocabulary development, 125 Cobuild Dictionaries for intermediate grade level students to use during instruction will also be provided at a cost of \$3,810.49 including shipping.

The Acaletics Math program has been identified as a supplemental program to be used daily to review and reinforce math skills for all students at a cost of \$18,519.60.

As a means of building background knowledge and making real world connections with academic standards, TSSSA funds will be utilized for three educational field trips for a total cost of \$9,114.00. First and second graders will focus on science standards with a trip to the Santa Fe Teaching Zoo and Planetarium. Third grade will make real world connections with science standards by participating in the Sea World program. Fourth grade will build background knowledge and connect to social studies standards and Florida History by visiting St. Augustine.

## 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>\$24,365.28</b>
	Function	Object	Budget Focus	Funding Source	FTE	2020-21
	5100	160-Other Support Personnel	0101 - W. A. Metcalfe Elementary School	TSSSA	0.88	\$13,417.00
			<i>Notes: Salary for Behavior Support Paraprofessional @ 87.5% (7 hours daily) who will support targeted students and their families around improved behavior and attendance. A portion (\$5,625.00 including fringe) of this activity is funded with 2019-2020 TSSSA Roll-over funds. This activity is aligned with the school's Parental Involvement Focus Area.</i>			
	6150	510-Supplies	0101 - W. A. Metcalfe Elementary School	TSSSA		\$560.88
			<i>Notes: Purchase STEM in Action Make-it, Take-it kits from Hand2Mind for a hands-on Family Engagement events that will focus on Math and Science standards. Resources will be provided to parents and strategies for supporting learning at home will be taught.</i>			
	6150	510-Supplies	0101 - W. A. Metcalfe Elementary School	TSSSA		\$378.91
			<i>Notes: General consumable supplies such as pens, pencil, copy paper, zip-lock bags, and clipboards to be used by parents during the Family Engagement events.</i>			
	6150	120-Classroom Teachers	0101 - W. A. Metcalfe Elementary School	TSSSA		\$1,440.00
			<i>Notes: Teacher stipends for 8 teacher for 9 hours each @ \$20 to plan and present Parent and Family Engagement activities.</i>			
	6150	210-Retirement	0101 - W. A. Metcalfe Elementary School	TSSSA		\$144.00
			<i>Notes: Retirement Benefits @ 10% for Teacher stipends for 8 teacher for 9 hours each @ \$20 to plan and present Parent and Family Engagement activities.</i>			
	6150	220-Social Security	0101 - W. A. Metcalfe Elementary School	TSSSA		\$110.16
			<i>Notes: SSI Benefits @ 7.65% for Teacher stipends for 8 teacher for 9 hours each @ \$20 to plan and present Parent and Family Engagement activities.</i>			
	6150	290-Other Employee Benefits	0101 - W. A. Metcalfe Elementary School	TSSSA		\$7.34
			<i>Notes: Early Retirement Benefits @ .51% for Teacher stipends for 8 teacher for 9 hours each @ \$20 to plan and present Parent and Family Engagement activities.</i>			
	5100	210-Retirement	0101 - W. A. Metcalfe Elementary School	TSSSA		\$1,341.70

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			<i>Notes: Retirement Benefits @ 10% Behavior Support Paraprofessional @ 87.5% (7 hours daily) who will support targeted students and their families around improved behavior and attendance. This activity is aligned with the school's Parental Involvement Focus Area.</i>			
	5100	220-Social Security	0101 - W. A. Metcalfe Elementary School	TSSSA		\$1,026.40
			<i>Notes: SSI Benefits @ 7.65% for Behavior Support Paraprofessional @ 87.5% (7 hours daily) who will support targeted students and their families around improved behavior and attendance. This activity is aligned with the school's Parental Involvement Focus Area.</i>			
	5100	230-Group Insurance	0101 - W. A. Metcalfe Elementary School	TSSSA		\$5,870.46
			<i>Notes: Group Insurance for Behavior Support Paraprofessional @ 87.5% (7 hours daily) who will support targeted students and their families around improved behavior and attendance. Split funded to cover 80.11% of total cost of \$7328.00. This activity is aligned with the school's Parental Involvement Focus Area.</i>			
	5100	290-Other Employee Benefits	0101 - W. A. Metcalfe Elementary School	TSSSA		\$68.43
			<i>Notes: Early Retirement Benefits @ .51% for Behavior Support Paraprofessional @ 87.5% (7 hours daily) who will support targeted students and their families around improved behavior and attendance. This activity is aligned with the school's Parental Involvement Focus Area.</i>			
<b>4</b>	<b>III.4.</b>	<b>Incentives for Instructional Personnel</b>				<b>\$11,816.00</b>
	Function	Object	Budget Focus	Funding Source	FTE	2020-21
	5100	120-Classroom Teachers	0101 - W. A. Metcalfe Elementary School	TSSSA		\$10,000.00
			<i>Notes: Recruitment and Retention Bonuses at \$2500.00 each for 4 Highly Effective and Effective teachers as identified by both VAM.</i>			
	5100	210-Retirement	0101 - W. A. Metcalfe Elementary School	TSSSA		\$1,000.00
			<i>Notes: Retirement Benefits @ 10% for Recruitment and Retention Bonuses at \$2500.00 each for 4 Highly Effective and Effective teachers as identified by both VAM.</i>			
	5100	220-Social Security	0101 - W. A. Metcalfe Elementary School	TSSSA		\$765.00
			<i>Notes: SSI Benefits @ 7.65% for Recruitment and Retention Bonuses at \$2500.00 each for 4 Highly Effective and Effective teachers as identified by both VAM.</i>			
	5100	290-Other Employee Benefits	0101 - W. A. Metcalfe Elementary School	TSSSA		\$51.00
			<i>Notes: Early Retirement Benefits @ .51% for Recruitment and Retention Bonuses at \$2500.00 each for 4 Highly Effective and Effective teachers as identified by both VAM.</i>			
<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>\$64,423.72</b>
	Function	Object	Budget Focus	Funding Source	FTE	2020-21
	5100	520-Textbooks	0101 - W. A. Metcalfe Elementary School	TSSSA		\$4,560.00
			<i>Notes: Purchase the Being a Reader program from The Collaborative Classroom to be used as a supplement during the ELA block.</i>			



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	5100	520-Textbooks	0101 - W. A. Metcalfe Elementary School	TSSSA		\$18,519.60
			<i>Notes: Purchase the Acaletics supplemental math program from grades 1-5 to use daily in collaboration with the core math curriculum.</i>			
	7800	330-Travel	0101 - W. A. Metcalfe Elementary School	TSSSA		\$775.00
			<i>Notes: Provide and Educational Field Trip for all first and second grade student to the Santa Fe Planetarium and Teaching Zoo to support science standards, build background knowledge, and provide real-world experiences.</i>			
	7800	330-Travel	0101 - W. A. Metcalfe Elementary School	TSSSA		\$5,000.00
			<i>Notes: Provide and Educational Field Trip for all third grade student to Sea World to support science standards, build background knowledge, and provide real-world experiences.</i>			
	7800	330-Travel	0101 - W. A. Metcalfe Elementary School	TSSSA		\$3,339.00
			<i>Notes: Provide and Educational Field Trip for all fourth grade student to St Augustine to support social studies standards, build background knowledge, and provide real-world experiences.</i>			
	5100	520-Textbooks	0101 - W. A. Metcalfe Elementary School	TSSSA		\$3,810.49
			<i>Notes: Purchase Cobuild Dictionaries for all students in grades 3-5 to use as part of the ELA instruction.</i>			
	5900	120-Classroom Teachers	0101 - W. A. Metcalfe Elementary School	TSSSA	2.0	\$15,051.82
			<i>Notes: Funding to support 2 units for an additional hour daily of Intensive Reading Intervention and 1 hour weekly for planning for the supplemental instructional staff at their hourly rate of pay of \$30.62.</i>			
	5900	210-Retirement	0101 - W. A. Metcalfe Elementary School	TSSSA		\$1,505.18
			<i>Notes: Retirement Benefits @ 10% for Funding to support 2 units for an additional hour daily of Intensive Reading Intervention for the supplemental instructional staff at their hourly rate of pay.</i>			
	5900	220-Social Security	0101 - W. A. Metcalfe Elementary School	TSSSA		\$1,151.47
			<i>Notes: SSI Benefits @ 7.65% for Funding to support 2 units for an additional hour daily of Intensive Reading Intervention for the supplemental instructional staff at their hourly rate of pay.</i>			
	5900	290-Other Employee Benefits	0101 - W. A. Metcalfe Elementary School	TSSSA		\$76.76
			<i>Notes: Early Retirement Benefits @ .51% for Funding to support 2 units for an additional hour daily of Intensive Reading Intervention for the supplemental instructional staff at their hourly rate of pay.</i>			
	5100	520-Textbooks	0101 - W. A. Metcalfe Elementary School	TSSSA		\$3,134.40
			<i>Notes: Textbooks and supplemental leveled reading books from the American Reading Company (IRLA) for reading intervention.</i>			
	5100	369-Technology-Related Rentals	0101 - W. A. Metcalfe Elementary School	TSSSA		\$7,500.00
			<i>Notes: Web-based resources from American Reading Company to support reading intervention (IRLA SchoolPACE)</i>			

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<b>Total:</b>		<b>\$100,605.00</b>
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