Polk County Public Schools

Philip O'Brien Elementary School

2020-21 TSSSA Plan

Table of Contents

Eligibility and Allocation 0

Plan Assurances 0

Plan Items 0

Budget 8

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
0151	Philip O'Brien Elementary School	Y			$335,955.00	

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.

Philip O'Brien Elementary will establish comprehensive support services that develop family and community partnerships by:

• Providing mentorships by community organizations that include Big Brothers and Big Sisters and First United Methodist Church.
• Continuing partnership with the Kiwanis Club "Bringing Up Grades" program to recognize students increasing their academic and/or behavior grades.
• Coordinating after school pick up and homework assistance with Parker Street Ministries to students in the immediate neighborhood.
• Provide a clothing closet for students in need - $26,000

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

Philip O'Brien Elementary will implement the following programs or frameworks to define and measure high academic and character standards:

• Sanford Harmony to build a positive classroom culture to build relationships between teachers and students, student to student, develop a sense of respect for oneself and others, and an understanding of differences between us.
• PBIS to build a school wide positive culture focusing on positive behavior choices while providing tiered supports (tier one – distribution of paw prints for desired behaviors; tier two – staff mentorships with identified students for check ins; tier three – Functional Behavior Assessments or Positive Behavior Intervention Plans), monthly goal setting, and awards for those attaining the goals (monthly ROARabration celebration).
• CHAMPS to outline specific expected behaviors in the classroom and school wide common areas to support Sanford Harmony and PBIS.
• Golden Awards (Golden Spoon – cafeteria; Golden Paintbrush – art; Golden Note – music; Golden Ball – physical education) to encourage best behaviors around campus in special areas.

• School administration and the leadership team (school counselor, content area coaches, reading interventionist, behavior interventionist, LEA Facilitator) will conduct daily classroom visits using a monitoring schedule to assist teachers with implementation of content and behavioral standards.
• Philip O’Brien Elementary will offer after school and Saturday professional development sessions for all staff to improve instructional strategies including increasing rigor, focusing on success criteria, and target task alignment. These professional development sessions will also focus on PBIS and CHAMPS frameworks for implementation and support.
• Student recognition with incentives for meeting specified growth in STAR Reading and Math.
• Develop data room with student data target cards for each student indicating 18-19 FSA scores and each progress monitoring score throughout the year.
• Administrator to teacher data chats on each student in each class.
• Data notebooks for students to set goals and monitor their own progress throughout the year.
• Teacher to student quarterly goal setting sessions and data chats.
• Administrator to student data conversations for struggling students.

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

Philip O’Brien Elementary will implement the following to increase parental involvement and engagement in their child’s education:

• Hosting quarterly report card conference/data portfolio nights to share baseline and the progress of students throughout the year as well as pick up report cards. Interpreters will be provided. (3 nights)
• Hosting FSA/FSAA Parent Information Nights by grade level to cover assessment expectations in content areas and pre and post student behaviors. Interpreters will be provided. (3 nights)
• Hosting Academic nights to cover ELA, mathematics, and science to share with parents/guardians what each content area encompasses and student expectations. Interpreters will be provided. (3 nights)
• Providing school bus transportation will be provided for parent nights for those parents/guardians that need transportation services. (9 nights)
• Distributing advertisements of upcoming events with continuous reminders via social media, school Web site, labels in the agendas, fliers sent home with students, mailers to the home, monthly newsletter, and information placed on the school marquee. Advertisements will be translated into the home languages present at Philip O’Brien Elementary.
• Monthly grade level newsletter to share upcoming events and accolades.
• Increase SAC (School Advisory Council) membership
• Increase PTO (Parent Teacher Organization) membership
• Postcards from each teacher to each student prior to the beginning of school
• Home visits for students who are habitually absent or tardy
• Boo Hoo Breakfast on the first day of school for incoming Kindergarten parents dropping off their children.
• Volunteer recruitment efforts to encourage parents to be involved in their child’s education
• Principals’ “Chat and Chew” to allow parents a one on one with the principals to discuss desires and concerns.

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.

Philip O’Brien Elementary will implement the following to recruit, retain, and reward instructional personnel.

Recruitment:

• Advertise vacancies on the district’s Web site
• Ensure a warm and friendly interview team with interviewees to share positives about the school
Retention:

• New teachers are assigned to a mentor (seasoned teacher)
• Academic support of ELA, mathematics, and science coaches
• Classroom management support of behavior interventionist, school counselor, and administration
• Administrative connection conversations (teachers new to campus)
• Support for teachers via the Campus Induction Coordinator and Teacher Engagement Ambassador

Reward:

• Recognition of positives noted in weekly staff newsletters
• ‘Compliment and a Coke’ for all who exhibit look fors during the week
• E/HE teachers receive bonuses based on MOU between the district and PEA
• Periodic morale booster incentives to staff to enhance the school culture

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.

Philip O’Brien Elementary will implement the following to provide professional development that focuses on academic rigor, direct instruction, and creating high academic and character standards:

• Academic boot camps (reading, writing, math, science) conducted by the academic coaches to serve as a model of best practices for teachers and intense, concentrated instruction on Early Dismissal Days
• Webb’s Depth of Knowledge to ensure teacher understanding of the various levels of rigor

needed for success in the classroom and on the FSA
• Understanding the item specifications to get a feel for questioning strategies and concept knowledge of tested standards on the FSA
• Share goals for progress monitoring to students and award students for attaining those goals
• Teachers better understand data and how it should drive instruction to increase student performance
• Philip O'Brien Elementary will offer after school and Saturday professional development sessions for all staff to improve instructional strategies including increasing rigor, focusing on success criteria, and target task alignment. These professional development sessions will also focus on PBIS and CHAMPS frameworks for implementation and support. PBIS/CHAMPS trainings will focus on attaining a positive culture in the classroom and throughout the campus.
• Content area coaches will work collaboratively with grade levels/teachers in planning to support/model best practices and observe coaching cycles to provide feedback to teachers of their implementation of specific instructional strategies.
• Administrative immediate feedback of classroom walkthroughs through short, documented conversations.
• Calibration walkthroughs with instructional coaches led by administration.
• Voluntary peer walkthroughs with classroom teachers, instructional coaches, and administration as the teachers desire.
• Professional development is provided on understanding data and how it should drive instruction.
• Tiered professional development to allow teachers to choose professional learning to fill an area of need.
• Long range collaborative planning sessions, after school or on Saturdays, with district and school-based coaches for tested content areas of ELA, math, and science.

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.

Philip O'Brien Elementary will implement the following to improve student academic proficiency, which may include additional instruction time beyond the normal school day or school year.

• Hire a primary reading interventionist teacher and paraeducator to increase literacy in the primary grades (K-2) through small group focused instruction to achieve greater proficiency once the students move to the intermediate grades. As evidenced by our 2019-2020 STAR Reading data, students in the intermediate grades show gains but lack proficiency. This primary reading interventionist would allow our current reading interventionist to focus on intermediate grades to increase student proficiency.
• Hire a math interventionist and paraeducator to increase math proficiency (grades K-5) through small group focused instruction. As evidenced by our 2019-2020 STAR Math data, although gains are being made in each grade level (see below), we have a significant population not performing on grade level.
• STAR Math from August to December 2019:
• 1st Grade: 45% to 66% proficient
• 2nd Grade: 24% to 43% proficient
• 3rd Grade: 41% to 55% proficient
• 4th Grade: 41% to 67% proficient
• 5th Grade: 38% to 48% proficient

Book Clubs
The teacher of the gifted will host the accelerated students.
The media specialist will host the on-grade level students.
Each teacher will host the below grade level students.

Tutoring
ELL
ESE
Acceleration
Below Grade Level

AR Recognitions

Small group instruction to address students in tiers 2 and 3.

Title One paras will assist teachers will small group instruction of identified students under the direction of a certified teacher.

Title One Reading Interventionist will work with retained third graders or fourth graders promoted with remediation to follow in small group instruction.

Grouping of ELL and ESE students in homeroom classes to maximize support.

More clearly define the MTSS team

Setup structure for grade level calendars

Purchase NearPod

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**				**$16,083.80**
	Function	Object	Budget Focus	Funding Source	FTE	2020-21
	6150	510-Supplies	0151 - Philip O'Brien Elementary School	TSSSA		$16,083.80
			Notes: • Boys and girls underwear: $750 • Boys and girls socks: $670 • Boys and girls shoes: $2,500 • Boys and girls tops: $2,500 • Boys and girls bottoms (pants, shorts): $2,500 • Boys and girls cold weather items (jackets, sweatshirts, hoodies): $2,955			
2	**III.2.**	**Academic and Character Standards**				**$111,860.62**
	Function	Object	Budget Focus	Funding Source	FTE	2020-21

	6400	120-Classroom Teachers	0151 - Philip O'Brien Elementary School	TSSSA		$5,000.00
			Notes: • After school/Saturday professional development sessions for all staff			
	6400	150-Aides	0151 - Philip O'Brien Elementary School	TSSSA		$2,000.00
			Notes: • After school/Saturday professional development sessions for all staff			
	5100	510-Supplies	0151 - Philip O'Brien Elementary School	TSSSA		$1,000.00
			Notes: • Student data notebooks			
	5100	510-Supplies	0151 - Philip O'Brien Elementary School	TSSSA		$20.00
			Notes: • Cardstock for student data target cards			
	5100	510-Supplies	0151 - Philip O'Brien Elementary School	TSSSA		$20.00
			Notes: • Sticky notes for student data target cards			
	5100	510-Supplies	0151 - Philip O'Brien Elementary School	TSSSA		$10.00
			Notes: • Color coded dots for student data target cards			
	5100	519-Technology-Related Supplies	0151 - Philip O'Brien Elementary School	TSSSA		$40.00
			Notes: • Ink for printing student data target cards			
	6400	130-Other Certified Instructional Personnel	0151 - Philip O'Brien Elementary School	TSSSA		$3,100.00
			Notes: • After school/Saturday professional development sessions for all staff			
	6400	140-Substitute Teachers	0151 - Philip O'Brien Elementary School	TSSSA		$2,000.00
			Notes: • After school/Saturday professional development sessions for all staff			
	6400	210-Retirement	0151 - Philip O'Brien Elementary School	TSSSA		$1,210.00
			Notes: • After school/Saturday professional development sessions for all staff			
	6400	220-Social Security	0151 - Philip O'Brien Elementary School	TSSSA		$925.65
			Notes: • After school/Saturday professional development sessions for all staff			
	6400	240-Workers Compensation	0151 - Philip O'Brien Elementary School	TSSSA		$22.99
			Notes: • After school/Saturday professional development sessions for all staff			
	5100	510-Supplies	0151 - Philip O'Brien Elementary School	TSSSA		$27,000.00
			Notes: Individual student carrels to assist with social distancing during on campus learning			
	5100	644-Computer Hardware Non-Capitalized	0151 - Philip O'Brien Elementary School	TSSSA		$17,336.00
			Notes: 44 iPads to replenish on campus supply due to eSchool			

	5100	643-Capitalized Hardware and Technology-Related Infrastructure	0151 - Philip O'Brien Elementary School	TSSSA		$3,236.00
			Notes: 2 iPad carts to house iPads			
	5100	519-Technology-Related Supplies	0151 - Philip O'Brien Elementary School	TSSSA		$4,400.00
			Notes: 44 iPad cases to protect iPads			
	5100	644-Computer Hardware Non-Capitalized	0151 - Philip O'Brien Elementary School	TSSSA		$2,000.00
			Notes: 2 iPad Pros for teachers			
	5100	519-Technology-Related Supplies	0151 - Philip O'Brien Elementary School	TSSSA		$360.00
			Notes: 2 iPad Pro cases			
	5100	369-Technology-Related Rentals	0151 - Philip O'Brien Elementary School	TSSSA		$5,000.00
			Notes: • Purchase NearPod school wide site license to provide additional opportunities to enhance digital teaching and learning for on campus and eSchool students and teachers in all content areas (ELA, Mathematics, Science, Social Studies)			
	5100	510-Supplies	0151 - Philip O'Brien Elementary School	TSSSA		$36,000.00
			Notes: • Purchase classroom libraries for each classroom to provide students with additional opportunities to read high interest books.			
	6200	510-Supplies	0151 - Philip O'Brien Elementary School	TSSSA		$1,179.98
			Notes: • Purchase clear tubs to house classroom libraries to also include an inventory list of books provided to the teacher.			
3	**III.3.**	**Parental Involvement**				**$4,026.24**
	Function	Object	Budget Focus	Funding Source	FTE	2020-21
	6150	510-Supplies	0151 - Philip O'Brien Elementary School	TSSSA		$200.00
			Notes: • Copy paper for parent conference and involvement nights			
	6150	150-Aides	0151 - Philip O'Brien Elementary School	TSSSA		$1,100.00
			Notes: • Interpreters for parent conference and involvement nights			
	6150	510-Supplies	0151 - Philip O'Brien Elementary School	TSSSA		$200.00
			Notes: • Copy paper for parent/guardian notification of nights and events			
	6150	519-Technology-Related Supplies	0151 - Philip O'Brien Elementary School	TSSSA		$360.00
			Notes: • Ink for parent/guardian notification of nights and events			
	6150	510-Supplies	0151 - Philip O'Brien Elementary School	TSSSA		$200.00
			Notes: • Paper for monthly grade level and school wide newsletters			

	6150	519-Technology-Related Supplies	0151 - Philip O'Brien Elementary School	TSSSA		$400.00
			Notes: • Ink for monthly grade level and school wide newsletters			
	6150	510-Supplies	0151 - Philip O'Brien Elementary School	TSSSA		$80.00
			Notes: • Postcards for teacher introduction before school			
	7800	330-Travel	0151 - Philip O'Brien Elementary School	TSSSA		$1,000.00
			Notes: • School bus transportation for parent nights: ($30/hour for a minimum of 2 hours each event) (quarterly report card nights – 4 hours each quarter: $400) (academic nights – 3 hours: $600)			
	6150	370-Communications	0151 - Philip O'Brien Elementary School	TSSSA		$250.00
			Notes: • Postage for postcards for teacher introduction before school			
	6150	519-Technology-Related Supplies	0151 - Philip O'Brien Elementary School	TSSSA		$40.00
			Notes: • Ink for Boo Hoo breakfast items			
	6150	210-Retirement	0151 - Philip O'Brien Elementary School	TSSSA		$110.00
			Notes: • Interpreters for parent conference and involvement nights Retirement @ 10%			
	6150	220-Social Security	0151 - Philip O'Brien Elementary School	TSSSA		$84.15
			Notes: • Interpreters for parent conference and involvement nights Social Security @ 7.65%			
	6150	240-Workers Compensation	0151 - Philip O'Brien Elementary School	TSSSA		$2.09
			Notes: • Interpreters for parent conference and involvement nights Worker's Compensation @0.19%			
4	**III.4.**	**Incentives for Instructional Personnel**				**$0.00**
5	**III.5.**	**Professional Development**				**$0.00**
6	**III.6.**	**Focused Instruction**				**$200,102.62**
	Function	Object	Budget Focus	Funding Source	FTE	2020-21
	5100	120-Classroom Teachers	0151 - Philip O'Brien Elementary School	TSSSA	1.0	$53,045.00
			Notes: • Primary Reading Interventionist			
	5100	120-Classroom Teachers	0151 - Philip O'Brien Elementary School	TSSSA	1.0	$53,045.00
			Notes: • Math Interventionist			
	5100	150-Aides	0151 - Philip O'Brien Elementary School	TSSSA		$10,851.34
			Notes: • Reading Interventionist Paraeducator			

	5100	150-Aides	0151 - Philip O'Brien Elementary School	TSSSA		$13,791.70
			Notes: • Math Interventionist Paraeducator			
	5100	510-Supplies	0151 - Philip O'Brien Elementary School	TSSSA		$5,000.00
			Notes: • Books for book club			
	5100	369-Technology-Related Rentals	0151 - Philip O'Brien Elementary School	TSSSA		$5,000.00
			Notes: • NearPod and Flocabulary bundled site license			
	5100	210-Retirement	0151 - Philip O'Brien Elementary School	TSSSA		$5,304.50
			Notes: • Primary Reading Interventionist Retirement @10%			
	5100	220-Social Security	0151 - Philip O'Brien Elementary School	TSSSA		$4,057.94
			Notes: • Primary Reading Interventionist Social Security @ 7.65%			
	5100	231-Health and Hospitalization	0151 - Philip O'Brien Elementary School	TSSSA		$9,288.00
			Notes: • Primary Reading Interventionist			
	5100	232-Life Insurance	0151 - Philip O'Brien Elementary School	TSSSA		$21.60
			Notes: • Primary Reading Interventionist			
	5100	240-Workers Compensation	0151 - Philip O'Brien Elementary School	TSSSA		$100.79
			Notes: • Primary Reading Interventionist			
	5100	210-Retirement	0151 - Philip O'Brien Elementary School	TSSSA		$5,304.50
			Notes: • Math Interventionist			
	5100	220-Social Security	0151 - Philip O'Brien Elementary School	TSSSA		$4,057.94
			Notes: • Math Interventionist			
	5100	231-Health and Hospitalization	0151 - Philip O'Brien Elementary School	TSSSA		$9,288.00
			Notes: • Math Interventionist			
	5100	232-Life Insurance	0151 - Philip O'Brien Elementary School	TSSSA		$21.60
			Notes: • Math Interventionist			
	5100	240-Workers Compensation	0151 - Philip O'Brien Elementary School	TSSSA		$100.79
			Notes: • Math Interventionist			
	5100	210-Retirement	0151 - Philip O'Brien Elementary School	TSSSA		$1,379.17
			Notes: • Reading Interventionist Paraeducator			

	5100	220-Social Security	0151 - Philip O'Brien Elementary School	TSSSA		$1,055.07
			Notes: • Reading Interventionist Paraeducator			
	5100	231-Health and Hospitalization	0151 - Philip O'Brien Elementary School	TSSSA		$9,288.00
			Notes: • Reading Interventionist Paraeducator			
	5100	232-Life Insurance	0151 - Philip O'Brien Elementary School	TSSSA		$21.60
			Notes: • Reading Interventionist Paraeducator			
	5100	240-Workers Compensation	0151 - Philip O'Brien Elementary School	TSSSA		$26.20
			Notes: • Reading Interventionist Paraeducator			
	5100	210-Retirement	0151 - Philip O'Brien Elementary School	TSSSA		$1,085.13
			Notes: • Math Interventionist Paraeducator			
	5100	220-Social Security	0151 - Philip O'Brien Elementary School	TSSSA		$830.13
			Notes: • Math Interventionist Paraeducator			
	5100	231-Health and Hospitalization	0151 - Philip O'Brien Elementary School	TSSSA		$7,740.00
			Notes: • Math Interventionist Paraeducator			
	5100	232-Life Insurance	0151 - Philip O'Brien Elementary School	TSSSA		$18.00
			Notes: • Math Interventionist Paraeducator			
	5100	240-Workers Compensation	0151 - Philip O'Brien Elementary School	TSSSA		$20.62
			Notes: • Math Interventionist Paraeducator			
	5900	510-Supplies	0151 - Philip O'Brien Elementary School	TSSSA		$100.00
			Notes: Copy Paper for academic boot camps for student academic remediation (after school)			
	5900	519-Technology-Related Supplies	0151 - Philip O'Brien Elementary School	TSSSA		$260.00
			Notes: Ink for academic boot camps for student academic remediation (after school)			
					Total:	**$332,073.28**