

Leon County Schools

# Oak Ridge 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
0171	Oak Ridge Elementary School			Y	\$230,180.00	

## 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.

Oak Ridge Elementary School will continue to establish a school culture focused on achievement and engage families as partners in their children's learning. School leaders and teachers will be responsible for promoting a school culture that focuses on learning, and for engaging families in the school's efforts to improve student performance through: Developing a coherent strategy for teacher and family communication. ○ Clarify and monitor expectations for teachers' communication with families.

- Host parent nights to discuss student performance and attendance.
- Core teachers reach out to the families of all their students at least once a month during the school year to discuss students' academic progress.
- Core teachers hold at least one parent-teacher conference with all their students' families during each semester.
- Supported by Family Engagement Center Coordinator, encourage teachers to conduct visits with families who are receptive to engaging with teachers outside the school setting.
- All educators record written and oral communication with families in a log.
- Building families' capacity to support students' academic progress using parent-centered programs such as Parent Resource Center, workshops, and events.
- Communicate key priorities in the turnaround plan and school-wide focus areas to families in a clear, family-friendly way.
- Educate families on grade-level expectations for rigor for their Family Resource Center manager students in reading and math, and what they can do at home to support those goals.
- Educate families on school behavioral expectations and PBIS protocols and what they can do at home to support those expectations.
- Provide translation into all languages spoken at home in all family communications.
- Hire a Health Community Specialist for the Resource Center to help families access resources through community agencies to provide extensive services and supports, including supports needed for concerns related to Covid-19 and return to school.
- Investigate successful Parent Academy models to offer parent support and programming.
- Through the Family Resource Center:
- Analyze school-level data from past events to identify successful strategies for engaging families.

- Offer schoolwide evening events that combine literacy and math development with engaging activities for children and families to learn together.
- Hold schoolwide evening events and workshops to help all families, with a focus on non-native English speakers, navigate the school system, understand how to interpret grades, FSA results and other data shared with students, and make the link between their child's elementary school experience and their goal to be prepared for college and careers.
- Partner with local agencies to provide parenting workshops on such topics as discipline, nutrition, family recreation or communication.
- Hosting a Parent Academy: Promote the school lunch program and help families understand the benefits of proper nutrition and physical activity.

### **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, Oak Ridge 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: Oak Ridge 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 - Oak Ridge 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) - Oak Ridge 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. Oak Ridge 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 Oak Ridge Elementary. Positive Behavior Intervention Support (PBIS): Oak Ridge 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.

Oak Ridge Elementary - (\$1,800) Parent Communication Software - To increase parent engagement, communication software will be purchased that will allow the parents and the school to communicate with each other regarding pertinent school events, workshops, and offerings for students and families.

### **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.

Oak Ridge Elementary: Recognizes and celebrates teacher success quarterly by acknowledging teachers for students' academic growth in all subject and behavioral areas in front of their peers at faculty meetings and student assemblies to show 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.

### **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.

STEM Day / S.N.O.W. Day - (\$3000) In order to promote connections in learning of science and math, we will host an annual S.N.O.W. (Science, Numeracy, Observation, and Wonder) Day. The entire day is devoted to providing students with educational experiences centered around STEM goals and objectives for all grade levels. Items will be purchased to cover the materials and activities for the day. (2,002.17) STEM related supplies will be purchased for all grade levels so that students can participated in STEM activities for the day.

Intervention teacher units - (\$184,998.33) In an effort to provide reading interventions for tier 2 and 3 students in grades Kindergarten, first, second and fourth, the cost of three and a half teachers would be used to cover a teachers' salaries and benefits. The teachers hired for kindergarten, first and fourth will count as a whole teaching unit and the 2nd grade teacher will count as a half unit with the remaining of the salary being paid from another source.

Oak Ridge Elementary: (\$28,620) Oak Ridge will implement an Academic Academy designed to provide tutoring to students beyond the school day. Students will participate in before school and after school tutoring to promote academic achievement. This will build students as continuous learners that will produce learning gains across grades three-five. We will be strategic in selecting students who will need to attend tutoring session for teacher-led instruction to increase their Level 1s to Level 2s and their Level 2s to Level 3s.

Oak Ridge Elementary -(\$3,780) Oak Ridge will implement a Summer Academic Academy designed to provide tutoring to students beyond the school day. Students will participate in tutoring to promote and retain academic achievement.

### 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>\$1,800.00</b>
	Function	Object	Budget Focus	Funding Source	FTE	2020-21
	6150	369-Technology-Related Rentals	0171 - Oak Ridge Elementary School	TSSSA		\$1,800.00
			<i>Notes: To increase parent engagement, communication software will be purchased that will allow the parents and the school to communicate with each other regarding pertinent school events, workshops, and offerings for students and families.</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>\$0.00</b>
<b>6</b>	<b>III.6.</b>	<b>Focused Instruction</b>				<b>\$228,380.00</b>
	Function	Object	Budget Focus	Funding Source	FTE	2020-21
	5100	510-Supplies	0171 - Oak Ridge Elementary School	TSSSA		\$2,002.17



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			<i>Notes: STEM related supplies will be purchased for all grade levels so that students can participated in STEM activities for the day.</i>			
	5100	311-Subagreements up to \$25,000	0171 - Oak Ridge Elementary School	TSSSA		\$3,000.00
			<i>Notes: Contracted Services: Contractor will conduct a student workshop to help carry out STEM activities for each grade level @\$3,000 for 8 hours.</i>			
	5100	120-Classroom Teachers	0171 - Oak Ridge Elementary School	TSSSA	3.5	\$137,150.00
			<i>Notes: Salaries: In an effort to provide reading interventions for tier 2 and 3 students in grades 3-5, the cost of 3.5 teachers would be used to cover a teachers' salaries and benefits.</i>			
	5100	210-Retirement	0171 - Oak Ridge Elementary School	TSSSA		\$13,715.00
			<i>Notes: Retirement for teachers at 10%</i>			
	5100	220-Social Security	0171 - Oak Ridge Elementary School	TSSSA		\$10,491.28
			<i>Notes: FICA for teachers at 7.65%</i>			
	5100	240-Workers Compensation	0171 - Oak Ridge Elementary School	TSSSA		\$1,234.35
			<i>Notes: Workers Compensation at .90% for teachers</i>			
	5100	232-Life Insurance	0171 - Oak Ridge Elementary School	TSSSA		\$285.00
			<i>Notes: Life Insurance at \$81 each for teachers</i>			
	5100	230-Group Insurance	0171 - Oak Ridge Elementary School	TSSSA		\$22,122.00
			<i>Notes: Group health insurance for teachers.</i>			
	5100	120-Classroom Teachers	0171 - Oak Ridge Elementary School	TSSSA		\$28,620.00
			<i>Notes: Salaries for teachers to work with 3rd-5th grade students in after school tutoring. 8 teachers will work 53 days for an 2 hours a day for \$30/hr.</i>			
	5100	210-Retirement	0171 - Oak Ridge Elementary School	TSSSA		\$3,240.00
			<i>Notes: Retirement for hourly teachers at 10%</i>			
	5100	220-Social Security	0171 - Oak Ridge Elementary School	TSSSA		\$2,448.60
			<i>Notes: FICA for hourly teachers at 7.65%</i>			
	5100	240-Workers Compensation	0171 - Oak Ridge Elementary School	TSSSA		\$291.60
			<i>Notes: Worker's Compensation for hourly teachers at .90%</i>			
	5100	120-Classroom Teachers	0171 - Oak Ridge Elementary School	TSSSA		\$3,780.00
			<i>Notes: Salaries for teachers to work with 3rd-5th grade students during summer to help students retain academic skills. 3 teachers will work 14 days for an 3 hours a day for \$30/hr.</i>			
					<b>Total:</b>	<b>\$230,180.00</b>