

Manatee County Public Schools

Ballard 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
0051	Ballard Elementary School			Y	\$205,655.00	

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.

School Coordinator: Ballard Elementary is a recipient of the Schools of Hope Grant, which focuses on wrap-around services and supporting parent and community involvement. The grant has been extended to include a third year. With these funds, Ballard has hired a School of Hope Coordinator to manage the comprehensive support services.

Parent University: The school has also implemented a Parent University to increase parent engagement, enrich the family-school relationship, and provide strategies for supporting their children's education. Additionally, the school offers education classes in English for non-English speaking parents and has coordinated with several community partners to provide health education and services for families.

Academic and Character Standards

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

Administrators and the school leadership team collaborate to review student data and develop common standards-based assessments to monitor student performance. Additionally, the district provides quarterly benchmark assessments focused on tested benchmarks. The data from these assessments are used to modify instruction and ensure students receive remediation and acceleration based on the assessment results. Teachers are provided additional facilitated planning time outside of the school day to develop instruction based on analysis of student data.

Through the TSSSA allocation, the following is funded:

- **Facilitated Collaborative Planning:** Ballard will support high academic instruction through facilitated collaborative planning sessions that align instruction to district curriculum documents and the rigor of grade level standards. These sessions will be held weekly for three hours total and will be supervised by members of the Instructional Learning Team (ILT). Student data will be at the heart of standards-based planning sessions thus contributing to increased student achievement. Funds will support the teacher's hourly rate.
- **Reading Resource Teacher:** A Reading Resource Teacher will be employed to deliver differentiated small group instruction for struggling students in grades K-5. Targeted students will be based on student diagnostic, formative assessments, district benchmark assessments and state assessment data. Small group instruction will include guided reading instruction using leveled text and lessons from Jan Richardson's Next Steps in Guided Reading. In grades 3-5, support will be centered around grade level standards using grade level text.

- **Paraprofessional:** To support this instruction, Ballard will employ a bilingual paraprofessional who will be dedicated to providing small group instruction for ESOL students not reading on grade level in grades K-5. The Paraprofessional will start the job the beginning of the 20-21 school year and job responsibilities will include supporting small groups of students to increase student achievement.
- **Character Education:** Lastly, to improve school climate and provide at-risk elementary students with the skills to understand and manage their emotions, we will provide support by implementing positive behavioral interventions and supports (PBIS) coupled with Growth Mindset. Educators will work to empower students and focus on the student's actions rather than fixed traits or talents. Funds will be used to purchase class sets of mentor texts such as Anh's Anger, The Sandwich Swap, and Your Fantastic Elastic. Due to COVID 19, books cannot be shared among students. Therefore, additional copies are required for the lessons. The goal is to have these materials delivered prior to the start of the school year.

Parental Involvement

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

Ballard Elementary currently employs a Graduation Enhancement Technician to track student attendance and assist parents with the goal of improving student attendance.

Additionally, Ballard's Home School Liaison also works closely with business partners and community organizations to provide support for families. The Home School Liaison communicates with families and organizations to promote attendance at school functions and events, as well as organizes volunteers to work with students.

As a School of Hope Grant recipient, Ballard hosts family nights that focus on equipping parents with information, strategies, and materials that help to reinforce what students are learning in school. The grant initiative also affords a School Advisory Board that has met monthly to stay up-to-date with the Schools of Hope activities and parent workshops. The Board provides valuable input regarding funds utilized to support and increase parent involvement and student success.

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.

Ballard Elementary recognizes the importance of attracting and retaining exceptional teachers. As a recipient of the Schools of Hope Grant, Ballard provides incentives (\$2,250.00 per teacher) to recruit and retain teachers. Ballard also provides additional non-contracted hourly pay for teachers to participate in facilitated planning after school hours to ensure students are receiving effective, rigorous standards-based instruction. Ballard coordinates with

the district to ensure all teachers are rated as effective or highly effective based on the district Teacher Evaluation plan.

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.

Ballard Elementary is a recipient of the School of Hope Grant. As part of the grant, Ballard hired a Schools of Hope Coordinator who also provides support for teachers to implement effective, rigorous standards-based instruction. Additionally, Ballard employs a Reading Coach who supports teachers with a number of resources. To this effort, teachers engage in weekly facilitated lesson planning with support from the Coordinator, the Reading Coach, and administrators.

- Professional Development: Through the TSSSA allocation, professional development will be provided to staff on Growth Mindset once a month for one hour for all employees. Employing this research-based approach to teaching and learning, it is expected that students will grow as a learner and develop skills linked to future success both in the classroom and beyond.

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.

Ballard Elementary will extend learning time by providing tutoring beyond the normal school day to support students who are not meeting grade-level standards. This tutoring will be held for nine weeks after school, one day a week, for two hours. Approximately 60 students, in grades 3, 4 and 5, will be selected based on benchmark data and formative assessments to attend sessions. Five teachers will be paid non-contracted hourly pay to provide the instruction. Two paraprofessionals, including one who is bilingual, will be hired as well (and will have alternative start times on those days) so that they can be utilized to help supervise students outside of their contracted hours. Students will be instructed using IXL. Supplemental materials such as FSA prep intensive workbooks will be purchased to support instruction. The TSSSA allocation will also support seven Promethean Boards to be housed in the 3rd, 4th and 5th grade classrooms. This technology will be used to increase student achievement and engagement both during the tutoring program and throughout the school day.

Another key strategy Ballard is employing involves its robust work in Learning-Focused. Effective teachers are key to student achievement. This continuous improvement model is designed to assist systems, schools and teachers in using exemplary practices to deliver quality instruction. This quality instruction will ultimately increase learning and 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.

1	III.1.	Family and Community Partnerships	\$0.00
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2	III.2.	Academic and Character Standards				\$169,974.59
	Function	Object	Budget Focus	Funding Source	FTE	2020-21
	5100	120-Classroom Teachers	0051 - Ballard Elementary School	TSSSA	1.0	\$45,599.64
			<i>Notes: The Reading Resource Teacher is responsible for delivering differentiated small group instruction for struggling students in grades K-5. Qualifications include: Bachelor's degree, certification by FLDOE, knowledge of prescribed curriculum and child development. Estimated start/end date: aligns to the grant cycle of September 2020-June 2021. Number of hours/days worked per week: duties occur five days a week for 7.5 hours per day. The 2020-21 district school year work calendar reports 216 days in a work year contract. Hourly Rate: estimated at \$28.15 plus benefits. Timeline: Ballard has already identified a potential candidate for this position, which is critical to ensuring that this position is filled in a timely manner. Contingency Plan: If the position is vacant past the proposed timeline, the school's Reading Coach would temporarily fulfill that role.</i>			
	5100	210-Retirement	0051 - Ballard Elementary School	TSSSA		\$4,559.96
			<i>Notes: Retirement is factored at 10% as per board-approved rates.</i>			
	5100	220-Social Security	0051 - Ballard Elementary School	TSSSA		\$3,488.37
			<i>Notes: FICA is factored at 7.65% as per board-approved rates.</i>			
	5100	231-Health and Hospitalization	0051 - Ballard Elementary School	TSSSA		\$5,699.95
			<i>Notes: Group Health Insurance is factored at 12.50% as per board-approved rates.</i>			
	5100	232-Life Insurance	0051 - Ballard Elementary School	TSSSA		\$100.32
			<i>Notes: Group Life Insurance is factored at .22% as per board-approved rates.</i>			
	5100	240-Workers Compensation	0051 - Ballard Elementary School	TSSSA		\$551.76
			<i>Notes: Workers' Compensation is factored at 1.21% as per board-approved rates.</i>			
	5100	150-Aides	0051 - Ballard Elementary School	TSSSA	1.0	\$18,239.85
			<i>Notes: Paraprofessional is responsible for providing small group instruction for students not reading on grade level. This candidate will be bilingual and will support ESOL students in grades K-5. Qualifications include: High school diploma or equivalent and a passing score on the Para Pro Assessment Test, or a minimum of 60 college credit hours. Demonstrate the ability to speak, read and write a language other than English. Estimated start/end date: aligns to the grant cycle of September 2020-June 2021. Number of hours/days worked per week: duties occur five days a week for 7.5 hours per day. The 2020-21 district school year work calendar reports 216 days in a work year contract. Hourly Rate: estimated at \$11.26 plus benefits. Timeline: Ballard has already identified a potential candidate for this position. Contingency Plan: To move Ballard's Guidance Clerk who is bi-lingual into that role temporarily.</i>			
	5100	210-Retirement	0051 - Ballard Elementary School	TSSSA		\$1,823.99
			<i>Notes: Retirement is factored at 10% as per board-approved rates.</i>			
	5100	220-Social Security	0051 - Ballard Elementary School	TSSSA		\$1,395.35

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			<i>Notes: FICA is factored at 7.65% as per board-approved rates.</i>			
	5100	231-Health and Hospitalization	0051 - Ballard Elementary School	TSSSA		\$2,279.98
			<i>Notes: Group Health Insurance is factored at 12.50% as per board-approved rates.</i>			
	5100	232-Life Insurance	0051 - Ballard Elementary School	TSSSA		\$40.13
			<i>Notes: Group Life Insurance is factored at .22% as per board-approved rates.</i>			
	5100	240-Workers Compensation	0051 - Ballard Elementary School	TSSSA		\$220.70
			<i>Notes: Workers' Compensation is factored at 1.21% as per board-approved rates.</i>			
	6400	120-Classroom Teachers	0051 - Ballard Elementary School	TSSSA	1.19	\$65,191.82
			<i>Notes: Facilitated collaborative planning will be held 2 hours per week for 28 teachers. The sessions will be facilitated by the Reading Coach and Reading, Math and Science Resource Teachers.</i>			
	6400	210-Retirement	0051 - Ballard Elementary School	TSSSA		\$6,519.18
			<i>Notes: Retirement is factored at 10% as per board-approved rates.</i>			
	6400	220-Social Security	0051 - Ballard Elementary School	TSSSA		\$4,987.17
			<i>Notes: FICA is factored at 7.65% as per board-approved rates.</i>			
	6400	240-Workers Compensation	0051 - Ballard Elementary School	TSSSA		\$788.82
			<i>Notes: Workers' Compensation is factored at 1.21% as per board-approved rates.</i>			
	6400	150-Aides	0051 - Ballard Elementary School	TSSSA	0.27	\$5,150.00
			<i>Notes: 11 Paraprofessionals will participate in professional development.</i>			
	6400	210-Retirement	0051 - Ballard Elementary School	TSSSA		\$515.00
			<i>Notes: Retirement is factored at 10% as per board-approved rates.</i>			
	6400	220-Social Security	0051 - Ballard Elementary School	TSSSA		\$393.98
			<i>Notes: FICA is factored at 7.65% as per board-approved rates.</i>			
	6400	240-Workers Compensation	0051 - Ballard Elementary School	TSSSA		\$62.32
			<i>Notes: Workers' Compensation is factored at 1.21% as per board-approved rates.</i>			
	6400	520-Textbooks	0051 - Ballard Elementary School	TSSSA		\$2,366.30
			<i>Notes: Funds will be used to purchase class sets of mentor texts for Growth Mindset. Teachers will be trained on how to utilize these materials during the Growth Mindset staff PD. Quote attached.</i>			
3	III.3.	Parental Involvement				\$0.00
4	III.4.	Incentives for Instructional Personnel				\$0.00

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5	III.5.	Professional Development				\$8,045.55
	Function	Object	Budget Focus	Funding Source	FTE	2020-21
	6400	120-Classroom Teachers	0051 - Ballard Elementary School	TSSSA	0.11	\$6,180.00
			<i>Notes: Professional development will be provided to staff on Growth Mindset once a month for one hour for teachers and paraprofessionals. There will be nine, 1-hr. sessions. Note the stipend hourly rate is \$15.00. Professional development will be provided to staff on Growth Mindset once a month for one hour for 38 teachers and 11 paraprofessionals. The Reading Resource Teacher will facilitate this training.</i>			
	6400	210-Retirement	0051 - Ballard Elementary School	TSSSA		\$618.00
			<i>Notes: Retirement is factored at 10% as per board-approved rates.</i>			
	6400	220-Social Security	0051 - Ballard Elementary School	TSSSA		\$472.77
			<i>Notes: FICA is factored at 7.65% as per board-approved rates.</i>			
	6400	240-Workers Compensation	0051 - Ballard Elementary School	TSSSA		\$74.78
			<i>Notes: Workers' Compensation is factored at 1.21% as per board-approved rates.</i>			
	6400	390-Other Purchased Services	0051 - Ballard Elementary School	TSSSA		\$350.00
			<i>Notes: Printing to support Growth Mindset training materials, and certificates for 38 teachers and 11 Paraprofessionals for 9 training sessions. Based on BSI feedback, this cost was adjusted from \$500.00 to \$350.00.</i>			
	6400	510-Supplies	0051 - Ballard Elementary School	TSSSA		\$350.00
			<i>Notes: Materials to support 9 training for 38 teachers and 11 Paraprofessionals. Based on BSI feedback, this cost was adjusted from \$400.00 to \$350.00. Estimate of materials attached to include chart paper, markers, poster board and post-its (excluding tax).</i>			
6	III.6.	Focused Instruction				\$27,634.86
	Function	Object	Budget Focus	Funding Source	FTE	2020-21
	5100	369-Technology-Related Rentals	0051 - Ballard Elementary School	TSSSA		\$6,924.00
			<i>Notes: To be used to improve student achievement. Technology includes: Flocabulary K-5 \$2,500 site license and IXL \$5,000.00. Some 60+ students will utilize these resources both during the school day and during the extended learning time. Quotes are attached. Note that the amount in this line item has decreased from the previous submission. Dates of service are once the payment is processed it will be active through 10/6/22.</i>			
	5100	390-Other Purchased Services	0051 - Ballard Elementary School	TSSSA		\$500.00
			<i>Notes: To print materials to support tutoring including worksheets and flyers; estimated at \$8.33 per student.</i>			
	5100	510-Supplies	0051 - Ballard Elementary School	TSSSA		\$1,086.25
			<i>Notes: Supplies to include: writing utensils, paper, post-its, highlighters, folders, chart paper. Note that individual school supplies are needed for each student</i>			

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			<i>due to COVID-19 protocol. Estimating \$18.10 per student participating in tutoring.</i>			
	5100	519-Technology-Related Supplies	0051 - Ballard Elementary School	TSSSA		\$521.48
			<i>Notes: Technology supplies - mice are needed for students to properly use the computer-based program Mind Works. Mind Works is part of the extended day learning program. (40 mice @ \$13.00)</i>			
	5100	520-Textbooks	0051 - Ballard Elementary School	TSSSA		\$1,044.05
			<i>Notes: To include FSA prep intensive textbooks. Florida Performance Coach ELA grades 3-5. Performance Coach ELA book \$10.99 each 95 books. Quote attached.</i>			
	5100	643-Capitalized Hardware and Technology-Related Infrastructure	0051 - Ballard Elementary School	TSSSA		\$10,150.00
			<i>Notes: To purchase seven Promethian Boards to be used to increase student achievement and engagement both during the school day and during extended learning time. Seven Promethean ActivPanel Nickel 65" Boards to be purchased at \$1,450.00 per unit. Quote attached.</i>			
	5100	120-Classroom Teachers	0051 - Ballard Elementary School	TSSSA	0.12	\$2,200.00
			<i>Notes: Non Contracted Hourly for two Paraprofessional to assist students attending tutoring/extended learning time for two hours over a nine-week period during the tutoring sessions. Note that one Paraprofessional will be bilingual. (18 hours total + benefits)</i>			
	5100	210-Retirement	0051 - Ballard Elementary School	TSSSA		\$220.00
			<i>Notes: Retirement is factored at 10% as per board-approved rates.</i>			
	5100	220-Social Security	0051 - Ballard Elementary School	TSSSA		\$168.30
			<i>Notes: FICA is factored at 7.65% as per board-approved rates.</i>			
	5100	240-Workers Compensation	0051 - Ballard Elementary School	TSSSA		\$26.62
			<i>Notes: Workers' Compensation is factored at 1.21% as per board-approved rates.</i>			
	5100	644-Computer Hardware Non-Capitalized	0051 - Ballard Elementary School	TSSSA		\$4,794.16
			<i>Notes: Computer for each Promethean Board set-up. (7 x \$684.88) Note that purchases will align to the District's policies and procedures.</i>			
					Total:	\$205,655.00