

Polk County Public Schools

# Mclaughlin Middle School And Fine Arts Academy



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
1341	Mclaughlin Middle School And Fine Arts Academy	Y			\$270,015.00	

## 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.

- Monthly School Advisory Meetings (SAC) and quarterly Community Assessment Team Meetings (CAT) to engage and inform stakeholders.
- Parent /Teacher/Student conferences (on campus as well as throughout the community).
- Annual parent FSA and BEST Informational Meeting
- ELL and ESE Parent Nights
- College and Career Readiness Seminar Removing barriers that impact poor attendance by implementing a clothes closet for student uniforms and toiletries.

Estimate: Stipends for Instructional Staff to assist with community nights. We will have 4 Community Nights with all teachers participating and instructing parents and students.

40 Teachers x 23.00 avg. pay x 4 nights x 2 hrs. = \$7360.00.

We are expecting 100 - 200 students and parents at each event.

Paper for parent communications \$1,000.00

Clothes closet total cost \$13,147.16

Postage for mailing to E-Learning students and parents \$500.00

**Academic and Character Standards**

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

- BaseEducation to assist students with their Social Emotional Learning.
- PBIS Rewards (pbisrewards.com) is a software that provides an automated schoolwide PBIS management system. It will provide a wealth of data to help demonstrate the effectiveness of our schoolwide PBIS program.

In addition to the aforementioned strategies, we are implementing Character Squads which will offer our students an engaging and exciting way to create a positive climate and culture for students and staff. The Squad system will provide benefits that will deeply impact our school culture. Each student and staff member will be assigned to a Squad and will meet daily during homeroom to set academic, assessment and attendance-based goals and strategies for implementation. Each Squad will be identified by a specific color lanyard and wristbands.

Wednesdays are Squad Days and students will be exposed to character building through a reward system that is achieved by a collective group, making the reward communal and social. Community members and Parents/Guardians will also play a role in the Character Squads. Parents/Guardians will be assigned to the Squad that their son/daughter has been selected to represent. They too will be rewarded with points calculated through our PBIS Rewards Program. When community members/visitors tour our campus, aid us in promoting a sense of healthy competition to encourage students to learn how to be team players, contribute their efforts toward a group, and learn to those who work hard and stick with it are often the ones rewarded.

\* Educational software \$2000.00

\* Character Education books for all students \$199.00

\* Provide opportunity for 100 8th grade student to enroll and participate in ACT Assessment \$700.00

\* After school academic tutoring will be provided for students in grades 6-8 to remediate skills. Teacher pay total cost \$7,500.00

\* After school tutoring transportation will be provided for students in grades 6-8 to remediate skills. Estimated

Number of Students 100.

Total number of days: 80

Cost per Day: \$90.00

total cost \$6,000

\*Technology will be used in the classroom to support student learning. The main purpose of using technology

will be support opportunities for interactive lessons that engage students, foster in-depth learning and encourage collaboration.

iPads (25) \$9,875

iPad Cart (1) \$1,617.91

iPad Keyboard Cases (25) \$2,500

total cost \$13,992.91

\* Lightspeed microphones for classroom and E-Learning \$9,289.80

### **Parental Involvement**

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

- "Rebirth" printed newsletter (Monthly themes, informational, showcases of student work, students of the month for each grade, teacher of the month, test prep, etc.)
- Conduct virtual Parents Nights (see budget above)

**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.

- Conduct meet and greet sessions for new teachers
- Conduct Professional Development for new hires during the summer
- Provide mentoring support to new teacher and have monthly meetings
- Virtual Meet and Greet Sessions with graduating students in the university/college schools of education.

**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.

- Determine instructional trends in the classroom using the Learning Science International Tracking Tool
- Facilitate weekly collaborative planning by content area and grade level
- Construct routine Professional Learning Communities to provide professional development in areas of need
- Classroom observations by administration
- Coaching and peer observations
- Utilize Intervention Substitutes to support instruction by ensuring the continuity of standard-based instruction.
- Collaborative Planning structures that will encompass standard alignment, FSA/BEST item specifications and student data.

**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.

- Data chats with teachers (by coaches/administrators)
- Data chats with students (by teachers)
- Collaborative planning implementing remediation/interventions
- Implementation of MTSS – weekly/monthly meetings by subject teams
- Utilize Reading and Mathematics interventionist to maximize the opportunities for small group instruction
- Utilize paraprofessionals to maximize the opportunities for small group instruction within the classroom

Hire one Mathematics Interventionist and one Reading Interventionist  
 Hire an additional interventionist to support Reading and/or Mathematics  
 Purchase NewsELA for Social Studies and ELA Teachers  
 Hire two paraprofessionals  
 Hire an intervention substitute to assist with small group instruction

Total cost \$236,802.66

### 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				\$24,658.18
	Function	Object	Budget Focus	Funding Source	FTE	2020-21
	6150	120-Classroom Teachers	1341 - Mclaughlin Middle School And Fine Arts Acad	TSSSA		\$7,360.00
			Notes: Stipends for Instructional Staff to assist with community nights. We will have 4 Community Nights with all teachers participating and instructing parents and students. 40 Teachers x 23.00 avg. pay x 4 nights x 2 hrs. = \$7360.00. We are expecting 100 - 200 students and parents at each event.			
	6150	510-Supplies	1341 - Mclaughlin Middle School And Fine Arts Acad	TSSSA		\$1,000.00
			Notes: Paper for communication to community and parents. We have half of our students on E-Learning and correspondence will need to be sent to their homes on many occasions.			
	6150	510-Supplies	1341 - Mclaughlin Middle School And Fine Arts Acad	TSSSA		\$13,147.16
			Notes: Clothing closet purchase of clothing, toiletries, and necessities for students and community.			
	6150	370-Communications	1341 - Mclaughlin Middle School And Fine Arts Acad	TSSSA		\$500.00
			Notes: Purchasing of postage to mail items for students who are E-Learning as well as for parental involvement and engagement events.			
	6150	210-Retirement	1341 - Mclaughlin Middle School And Fine Arts Acad	TSSSA		\$1,486.00
			Notes: Retirement @ 10% Stipends for Instructional Staff to assist with community nights. We will have 4 Community Nights with all teachers participating and instructing parents and students. 40 Teachers x 23.00 avg. pay x 4 nights x 2 hrs. = \$7360.00. We are expecting 100 - 200 students and parents at each event.			
	6150	220-Social Security	1341 - Mclaughlin Middle School And Fine Arts Acad	TSSSA		\$1,136.79
			Notes: Social Security @ 7.65% Stipends for Instructional Staff to assist with community nights. We will have 4 Community Nights with all teachers participating and instructing parents and students. 40 Teachers x 23.00 avg. pay			

			x 4 nights x 2 hrs. = \$7360.00. We are expecting 100 - 200 students and parents at each event.			
	6150	240-Workers Compensation	1341 - Mclaughlin Middle School And Fine Arts Acad	TSSSA		\$28.23
			Notes: Workers Compensation @ 0.19% Stipends for Instructional Staff to assist with community nights. We will have 4 Community Nights with all teachers participating and instructing parents and students. 40 Teachers x 23.00 avg. pay x 4 nights x 2 hrs. = \$7360.00. We are expecting 100 - 200 students and parents at each event.			
<b>2</b>	<b>III.2.</b>	<b>Academic and Character Standards</b>				<b>\$42,817.91</b>
	Function	Object	Budget Focus	Funding Source	FTE	2020-21
	5100	369-Technology-Related Rentals	1341 - Mclaughlin Middle School And Fine Arts Acad	TSSSA		\$2,000.00
			Notes: Technology-Related Rentals Technology-Related Rentals - of educational software and online subscriptions			
	5100	510-Supplies	1341 - Mclaughlin Middle School And Fine Arts Acad	TSSSA		\$1,998.00
			Notes: Character Education for Middle School Boys and Girls. Additional materials that may need to be copied will come out of the schools's budget.			
	7800	433000-PROPERTY RENTAL - OTHER GOVERNMENTAL UNITS	1341 - Mclaughlin Middle School And Fine Arts Acad	TSSSA		\$6,000.00
			Notes: Travel-Student Transportation home for tutoring.After school tutoring transportation will be provided for students in grades 6-8 to remediate skills. Estimated Number of Students 100. Total number of days: 80 Cost per Day: \$90.00			
	5100	644-Computer Hardware Non-Capitalized	1341 - Mclaughlin Middle School And Fine Arts Acad	TSSSA		\$9,875.00
			Notes: Non Capitalized Computer Hardware: 25 iPads			
	5100	519-Technology-Related Supplies	1341 - Mclaughlin Middle School And Fine Arts Acad	TSSSA		\$9,289.00
			Notes: Lightspeed microphones will be used in the classroom to help support student learning for E-Learning and campus based students. Replacing lightspeed microphones in classrooms.			
	5100	730-Dues and Fees	1341 - Mclaughlin Middle School And Fine Arts Acad	TSSSA		\$700.00
			Notes: Provide opportunity for 100 8th grade students to enroll and participate in the Pre-ACT Assessment.			
	5100	643-Capitalized Hardware and Technology-Related Infrastructure	1341 - Mclaughlin Middle School And Fine Arts Acad	TSSSA		\$1,617.91
			Notes: Capitalized Computer Hardware: iPad cart (1)			
	5100	519-Technology-Related Supplies	1341 - Mclaughlin Middle School And Fine Arts Acad	TSSSA		\$2,500.00
			Notes: Capitalized Computer Hardware: 25 iPad keyboard cases			
	5900	120-Classroom Teachers	1341 - Mclaughlin Middle School And Fine Arts Acad	TSSSA		\$7,500.00
			Notes: Classroom Teachers for after school tutoring to address remedial skills with targeted students, closing the achievement gap.			



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	5900	210-Retirement	1341 - Mclaughlin Middle School And Fine Arts Acad	TSSSA		\$750.00
			<i>Notes: Retirement: 10% Classroom Teachers for after school tutoring to address remedial skills with targeted students, closing the achievement gap.</i>			
	5900	220-Social Security	1341 - Mclaughlin Middle School And Fine Arts Acad	TSSSA		\$573.75
			<i>Notes: Social Security: 7.65% Classroom Teachers for after school tutoring to address remedial skills with targeted students, closing the achievement gap.</i>			
	5900	240-Workers Compensation	1341 - Mclaughlin Middle School And Fine Arts Acad	TSSSA		\$14.25
			<i>Notes: Worker's Compensation: 0.19% Classroom Teachers for after school tutoring to address remedial skills with targeted students, closing the achievement gap.</i>			
<b>3</b>	<b>III.3.</b>	<b>Parental Involvement</b>				<b>\$0.00</b>
<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>\$236,802.66</b>
	Function	Object	Budget Focus	Funding Source	FTE	2020-21
	5100	130-Other Certified Instructional Personnel	1341 - Mclaughlin Middle School And Fine Arts Acad	TSSSA	1.0	\$41,735.91
			<i>Notes: Salary: Math Interventionist</i>			
	5100	210-Retirement	1341 - Mclaughlin Middle School And Fine Arts Acad	TSSSA		\$4,173.59
			<i>Notes: Retirement @ 10%</i>			
	5100	220-Social Security	1341 - Mclaughlin Middle School And Fine Arts Acad	TSSSA		\$3,192.80
			<i>Notes: Social Security @ 7.65%</i>			
	5100	231-Health and Hospitalization	1341 - Mclaughlin Middle School And Fine Arts Acad	TSSSA		\$7,740.00
			<i>Notes: Health and Hospitalization @ flat monthly rate (prorated for October 1 start date)</i>			
	5100	232-Life Insurance	1341 - Mclaughlin Middle School And Fine Arts Acad	TSSSA		\$18.00
			<i>Notes: Life Insurance @ flat monthly rate (prorated for October 1 start date)</i>			
	5100	240-Workers Compensation	1341 - Mclaughlin Middle School And Fine Arts Acad	TSSSA		\$79.30
			<i>Notes: Workers Compensation 0.19%</i>			
	5100	150-Aides	1341 - Mclaughlin Middle School And Fine Arts Acad	TSSSA	1.0	\$10,851.34
			<i>Notes: Salary: Paraprofessional</i>			
	5100	210-Retirement	1341 - Mclaughlin Middle School And Fine Arts Acad	TSSSA		\$1,085.13
			<i>Notes: Retirement @ 10%</i>			

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*Mclaughlin Middle School And Fine Arts Academy*

	5100	220-Social Security	1341 - Mclaughlin Middle School And Fine Arts Acad	TSSSA		\$830.13
			<i>Notes: Social Security @ 7.65%</i>			
	5100	231-Health and Hospitalization	1341 - Mclaughlin Middle School And Fine Arts Acad	TSSSA		\$7,740.00
			<i>Notes: Health and Hospitalization @ flat monthly rate (prorated for October 1 start date)</i>			
	5100	232-Life Insurance	1341 - Mclaughlin Middle School And Fine Arts Acad	TSSSA		\$18.00
			<i>Notes: Life insurance @ flat monthly rate (prorated for October 1 start date)</i>			
	5100	240-Workers Compensation	1341 - Mclaughlin Middle School And Fine Arts Acad	TSSSA		\$20.62
			<i>Notes: Workers Compensation 0.19%</i>			
	5100	530-Periodicals	1341 - Mclaughlin Middle School And Fine Arts Acad	TSSSA		\$14,100.00
			<i>Notes: News ELA support for Social Studies and ELA.</i>			
	5100	130-Other Certified Instructional Personnel	1341 - Mclaughlin Middle School And Fine Arts Acad	TSSSA	1.0	\$41,735.91
			<i>Notes: Salary: Reading Interventionist</i>			
	5100	210-Retirement	1341 - Mclaughlin Middle School And Fine Arts Acad	TSSSA		\$4,173.59
			<i>Notes: Retirement @ 10%</i>			
	5100	220-Social Security	1341 - Mclaughlin Middle School And Fine Arts Acad	TSSSA		\$3,192.80
			<i>Notes: Social Security @ 7.65%</i>			
	5100	231-Health and Hospitalization	1341 - Mclaughlin Middle School And Fine Arts Acad	TSSSA		\$7,740.00
			<i>Notes: Health and Hospitalization @ flat monthly rate (prorated for October 1 start date)</i>			
	5100	232-Life Insurance	1341 - Mclaughlin Middle School And Fine Arts Acad	TSSSA		\$18.00
			<i>Notes: Life Insurance @ flat monthly rate (prorated for October 1 start date)</i>			
	5100	240-Workers Compensation	1341 - Mclaughlin Middle School And Fine Arts Acad	TSSSA		\$79.30
			<i>Notes: Salary: Reading Interventionist Worker's Compensation @ 0.19%</i>			
	5100	100-Salaries	1341 - Mclaughlin Middle School And Fine Arts Acad	TSSSA	1.0	\$10,851.34
			<i>Notes: Salary: Paraprofessional</i>			
	5100	210-Retirement	1341 - Mclaughlin Middle School And Fine Arts Acad	TSSSA		\$1,085.13
			<i>Notes: Retirement @ 10%</i>			
	5100	220-Social Security	1341 - Mclaughlin Middle School And Fine Arts Acad	TSSSA		\$830.13
			<i>Notes: Social Security @ 7.65%</i>			

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*Mclaughlin Middle School And Fine Arts Academy*

	5100	231-Health and Hospitalization	1341 - Mclaughlin Middle School And Fine Arts Acad	TSSSA		\$7,740.00
			<i>Notes: Health and Hospitalization @ flat monthly rate (prorated for October 1 start date)</i>			
	5100	232-Life Insurance	1341 - Mclaughlin Middle School And Fine Arts Acad	TSSSA		\$18.00
			<i>Notes: Life Insurance @ flat monthly rate (prorated for October 1 start date)</i>			
	5100	240-Workers Compensation	1341 - Mclaughlin Middle School And Fine Arts Acad	TSSSA		\$25.44
			<i>Notes: Workers Compensation 0.19%</i>			
	5100	150-Aides	1341 - Mclaughlin Middle School And Fine Arts Acad	TSSSA	1.0	\$10,851.34
			<i>Notes: Salary: Paraprofessional</i>			
	5100	210-Retirement	1341 - Mclaughlin Middle School And Fine Arts Acad	TSSSA		\$1,085.13
			<i>Notes: Retirement @ 10%</i>			
	5100	220-Social Security	1341 - Mclaughlin Middle School And Fine Arts Acad	TSSSA		\$830.13
			<i>Notes: Social Security @ 7.65%</i>			
	5100	231-Health and Hospitalization	1341 - Mclaughlin Middle School And Fine Arts Acad	TSSSA		\$7,740.00
			<i>Notes: Health and Hospitalization @ flat monthly rate (prorated for October 1 start date)</i>			
	5100	232-Life Insurance	1341 - Mclaughlin Middle School And Fine Arts Acad	TSSSA		\$18.00
			<i>Notes: Life Insurance @ flat monthly rate (prorated for October 1 start date)</i>			
	5100	310-Professional and Technical Services	1341 - Mclaughlin Middle School And Fine Arts Acad	TSSSA		\$12,185.60
			<i>Notes: Hire an Interventionist Substitute to remediate skills in ELA and Math through small group instruction for 112 days.</i>			
	5100	130-Other Certified Instructional Personnel	1341 - Mclaughlin Middle School And Fine Arts Acad	TSSSA	1.0	\$25,760.37
			<i>Notes: Salary: Interventionist</i>			
	5100	210-Retirement	1341 - Mclaughlin Middle School And Fine Arts Acad	TSSSA		\$2,576.03
			<i>Notes: Retirement @ 10%</i>			
	5100	220-Social Security	1341 - Mclaughlin Middle School And Fine Arts Acad	TSSSA		\$1,970.66
			<i>Notes: Social Security @ 7.65%</i>			
	5100	231-Health and Hospitalization	1341 - Mclaughlin Middle School And Fine Arts Acad	TSSSA		\$4,644.00
			<i>Notes: Health and Hospitalization @ flat monthly rate (prorated for January 1 start date)</i>			
	5100	232-Life Insurance	1341 - Mclaughlin Middle School And Fine Arts Acad	TSSSA		\$18.00

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			<i>Notes: Life Insurance @ flat monthly rate (prorated for October 1 start date)</i>			
	5100	240-Workers Compensation	1341 - Mclaughlin Middle School And Fine Arts Acad	TSSSA		\$48.94
			<i>Notes: Workers Compensation 0.19%</i>			
					<b>Total:</b>	<b>\$304,278.75</b>