

The School District of Desoto

# Nocatee 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
0181	Nocatee Elementary School			Y	\$282,360.00	

## 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.

NES is committed to working closely with families and community partners to advance student learning. We seek to build collaborations with colleges, social service agencies, community groups, faith-based organizations, local leaders, public officials, and businesses.

One barrier that has been determined is effective communication due to our school's high Hispanic population. In recent conversations, parents/guardians said they did not feel welcome at the school and some were intimidated because of their inability to speak English.

As such, it will be necessary to have regular accessibility to bilingual staff who could share information with parents/guardians in Spanish. Bilingual staff will also be able to bridge barriers of culture and language.

NES will host 4 Parent/Family Literacy Nights to build home-school connection. In addition, Hispanic Family Nights would allow the school to focus on the pathways to the next grade level or middle school. For students who are currently in fifth grade, it would be beneficial for a middle school administrator or representative to be present to provide course offerings and entrance requirements in both Spanish and English.

Regular Parent/Teacher conferences will be established to review student performance data and address areas of strength and weakness. The teacher will also have an opportunity to model activities that parents can do at home with their children.

NES will use a "wraparound" service model to provide a comprehensive range of educational and social services for students, family, and community partners. Wraparound services will include academic support (district community bus with certified teachers), social and health services (All Faith's Food Bank/Good News Club), and recreation and enrichment activities (21st Century/Boys and Girls Club).

NES plans to incorporate financial literacy through partnership with our local credit union. The purpose of this partnership is to provide students and families lessons about making/spending money, money responsibility, saving/investing, etc.

### **Academic and Character Standards**

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

NES is committed to targeting clearly defined and measurable high academic and character standards. We believe an effective school identifies groups of students that need special attention by learning about their concerns and needs and responding in culturally appropriate ways. In the same way, there is a need to provide more support to teachers to identify specific student needs, particularly students who are members of one or more ESSA subgroups.

It is essential that we connect with all families, especially our Hispanic families to address topics that have been a concern or deemed as relevant - reading/math/science instruction, state assessments, bullying prevention, internet safety, etc.

NES will improve student reading achievement by using standard based instruction. To ensure students are able to meet the rigor of standards, we will leverage weekly collaboration and deep data analysis (i.e., common formative assessments, progress monitoring, student work samples, tracking cards, etc.).

NES will continue to build upon Barton to improve student spelling reading ability. This program will be used to target struggling students based upon mastery charts, STAR, and teacher input. A total of three paraprofessionals will be provided training and will be assigned a schedule of students to work with on a weekly basis for a minimum of 1 hour. The approximate total cost for three paraprofessionals is \$97,975.78 as noted:

3 Paraprofessionals Retirement: \$5,774.00  
3 Paraprofessionals Salary: \$57,740.00  
3 Paraprofessionals Social Security: \$4,417.11  
3 Paraprofessionals Insurance: \$30,044.67

The Barton program will allow an opportunity to identify foundational skills and areas of need. Barton is paced and includes resources and templates to track student progress.

NES will use Lucy Calkins Units of Study for students in grades K-2 (approximate total cost is \$4,758.50) and Top Score Writing for students in grades 3-5. Both of these programs are designed to purposeful and thoughtful readers and writers. Based upon teacher feedback and academic review, we believe students would benefit from comprehensive writing instruction that is explicit and allows ample opportunity for practice. Additionally, teachers will need PD for implementation and to provide students with feedback for next steps and ways to improve their writing.

NES will improve math achievement by using standard based instruction. To ensure students are able to meet the rigor of standards, we will utilize weekly collaboration to unpack standards (across grade levels) and identify prerequisite skills. Through data analysis of school and state assessments, we were able to determine a need to provide math instruction that moved from concrete pictorial to abstract.

NES has implemented Eureka Math for core instruction. To assist teachers in developing instructional strategies that use students' background knowledge for new learning, NES would like to add mathematical tools (manipulatives and kits). The kits are designed to be used with Eureka Math and would be available for every teacher on all grade levels, K-5.

In addition to Eureka Math, NES will provide foundational skill practice through the use of daily number talks. Number Talks will supplement Eureka Math in that it provides daily fluency practice, for 5 to 10 minutes of math instruction. To that end, school administration submitted a schedule update to increase daily math instruction. Likewise, it will be necessary provide teachers with number talk resources and PD on how to use number talks in the classroom.

NES will improve science achievement by using standard based instruction. To ensure students are able to meet the rigor of standards, we will utilize weekly collaboration to focus on science progressions (across grade levels) and identify content limits. To that end, school administration submitted a schedule update to increase daily science instruction to include time for evaluation, investigation, and inquiry integration.

To increase students' engagement and depth of knowledge, it will be necessary to foster school-community partnerships. Specifically, NES will create connections to science careers and professionals.

### **Parental Involvement**

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

NES believes it is very important to involve parents/guardians in the child's education. Our school SAC will continue to be involved in our TSSA, SIP, and Parent Engagement Plan. Their feedback will continue to be an essential component of the means by which we plan and strategize to enhance student achievement.

During the months of September/October, a parent/guardian meeting will be held to inform parents of our school's yearly progress, school choice, supplemental educational services, and rights.

An Open House is held in the Fall which allows parents to receive bus, lunch, and dress code information.

Our school will schedule a quarterly Parent/Teacher Conference Week after the first and third progress report. These conferences can be scheduled before, during, or after school to ensure all parents/guardians can attend, regardless of work schedules. Teachers will discuss the class curriculum, expectations, assessment plans, grades, progress towards goals, and strategies to help their children at home

Childcare and transportation will be provided to targeted parents when necessary. This will be arranged through our School Social Worker and/or Guidance Counselor. They are also available to conduct home visits, if needed.

NES will host 4 Parent/Family Literacy Nights will be scheduled to include individual reading, math, and science stations to engage students and parents. Both students and parents will be able to participate in activities that extend classroom learning as well as empower parents to promote literacy at home.

The approximate total cost for Parent/Family Literacy Nights is \$8235.50 as noted:

Teacher Salary: \$7000

Teacher Retirement: \$535.50

Teacher Social Security: \$700

A parent involvement workshop will be implemented, "Schedule For Success" to target the parents/guardians of students in VPK and Kindergarten. Parents/guardians will be provided learning opportunities to teach them about the importance of good and timely attendance in the early grades.

The school will also make use of daily planners and online resources (i.e., website, Facebook, REMIND, etc.) to engage and inform parents/ families.

Lastly a quarterly "Meet the Principal" will be held for a parents/guardians as an opportunity to interact and facilitate open communication. Through these gatherings, everyone is able to learn from each other and exchange ideas about student learning and school improvement.

### **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.

As a turnaround school, NES requires special staffing efforts to identify, recruit, retain, and reward the teacher talent required to bring about rapid and sustained improvements in student performance. For this reason, the district has played a critical role in prioritizing teacher recruitment, hiring, and placement at NES.

One approach that would be beneficial is a provided is a reward opportunity for teachers working at NES. The reward will be based upon Effective/Highly Effective ratings and teachers with a proven record.

It will also be necessary to provide support systems for teachers in need of coaching and modeling. Therefore, the two academic coaches have been assigned to NES to help extend teaching and learning practices in order to reach more students. The approximate total cost for is \$66,866.59 as noted::

K-2 Academic Coach Salary: \$22,896.56  
K-2 Academic Coach Retirement: \$2,289.66  
K-2 Academic Social Security: \$1,751.59  
K-2 Academic Coach Insurance: \$5,000.00

3-5 Academic Coach Salary: \$25,438.83  
3-5 Academic Coach Retirement: \$2,543.88  
3-5 Academic Social Security: \$1,946.07  
3-5 Academic Coach Insurance: \$5,000.00

During the 2020-21 SY, NES plans to utilize a team-based staffing approach, partnering high-performing teachers together at certain grade levels. This approach will enable highly effective teachers to work together as well as meet the needs of students who struggle to meet academic standards.

### **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.

NES believes that it is important to provide relevant, on-site PD that is based upon data and regular conversations that build educator and parent collaborations. PD must enhance educator's knowledge and skills to effectively collaborate with peers, families, and community partners.

During the 2020-21 SY, MGT Consulting Group, will provide NES with 5 face-to-face and several virtual PD support sessions. MGT was the External Operator for NES during the SY 2018-19 and 2019-20. MGT will continue to build upon an established framework of to strategizing with school administration, curriculum leaders, and teachers. Based upon PD needs, MGT will observe instruction to prioritize teaching and learning needs as well as build educator capacity to deliver standards based instruction. This cost has been moved to Title 1 Part A

Because district PD days are limited throughout the school year, it will be necessary to build PD opportunities during the school day or before/after school. During the 2020-21 SY, PD opportunities will be established that focus on servicing and improving the academic yields of Students with Disabilities and African American students, (ESSA groups that have historically performed low). These PD sessions will be offered at 3 hours/\$50 and 6 hours/\$100. Topics to include Orton Gillingham phonics, Marzano, Google Trainings, Visible Learning Strategies, writing/reading/math strategies, and hands on science trainings. \$17500 allocated to provide professional development stipends. Supplies for professional development at \$433.92

In addition, PD opportunities will allow educators to create projects and activities that are aligned to the curriculum and state standards. It will also be necessary to include techniques that involve visual presentation of information and the use of hands-on activities to target struggling students.

Educators will continue to build upon the PLC framework to develop common formative assessments, curriculum mapping, small group differentiated instruction during the intervention block, monitoring student data and providing purposeful feedback, etc.

### **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.

NES is committed to providing focused instruction to improve student learning outcomes and academic proficiency. Based upon thorough data analysis, including trends over the past three years, we determined that there are ESSA subgroups of students in need of support.

In the same way, there is a need to provide more support to teachers to identify specific student needs, particularly students who are members of the following ESSA subgroups:

Students with Disabilities  
African American

During the 2020-21 SY, these ESSA subgroups and students noted in Tier 3 will have targeted



instruction which allows access to success in the core curriculum.

Teachers will be given supplemental resources (math/reading) to provide targeted instruction to students. NES will implement SRA for all students during the intervention block. During the math block, all students will engage in number talks, at the beginning of the day's lesson. STAR assessments will be conducted on a monthly basis to gauge student progress of skills and academic proficiency. Resources used for math and reading, including STAR, is researched based and designed to support students' academic strengths and weaknesses.

As a school in the "300 Lowest-Performing Elementary Schools", NES must provide an additional hour of intensive reading instruction to students every day, school-wide. A review of school data has informed school administration that many within our student population are not on grade level for reading. To be specific, there is a disparity in regard to students' acquisition of comprehension, vocabulary, fluency, word analysis, and study skills.

SRA is designed to expose students to a wide array of fiction and nonfiction materials. There more students are exposed, the more they are prepared to work at the appropriate level. Additionally, teachers will be able work with students to improve the reading and independent learning skills. The approximate total cost for SRA is \$31,533.33.

Additionally, LAFS and MAFS will be utilized during intensive reading and afterschool in order provide students access to additional on grade level work and to expose them to the rigor of the material they will encounter on the FSA. Total cost for books is \$10098

Eureka Math Manipulative kits will be purchased for each classroom to enhance pictorial representations of math concepts while utilizing the approved math curriculum. Total cost \$16300.

EL Education is the reading curriculum that is utilized for students in grades K-2 and Wit and Wisdom is the reading curriculum utilized for students in grades 3-5. NES will use three methods to deliver focused instruction:

Computer technology along with printed books  
Differentiated with students in small groups  
Adding more reading to subjects like social studies and science

Coaching, PD, and PLCs will be delivered onsite and virtually to help teachers plan and deliver effective research-based practices. Teachers will also collaborate to build effective feedback cycles for student growth and proficiency.

NES will provide a Saturday Bootcamp to prepare students in grades 3-5 for the EOY state assessment. There will be 8 sessions (4 math and 4 reading). One school administrator will be present to provide support each session. The approximate total cost is \$941.20 as noted:

Administrator Salary: \$800.00  
Administrator Retirement: \$80.00  
Administrator Social Security: \$61.20

Jabra 930 UC convertible Headset for teaching face to face and virtual simultaneously. 40 @ \$170

After school tutoring workbooks for reading, math, science, and language development for

virtual and in person students. Students will receive materials in identified area of need to assist with increasing achievement. 750 student workbooks @ \$22.99 per book. \$17242.50 and \$2335.93 for shipping.

### 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
2	III.2.	Academic and Character Standards					\$97,975.78
	Function	Object	Budget Focus	Funding Source	FTE	2020-21	
	5100	100-Salaries	0181 - Nocatee Elementary School	TSSSA		\$57,740.00	
			Notes: 3 Full Time Paraprofessional to provide daily lessons to students using the Barton Reading and Spelling Program. Students will be identified through diagnostic progress monitoring and progress will be tracked and monitored throughout the program.				
	5100	220-Social Security	0181 - Nocatee Elementary School	TSSSA		\$4,417.11	
			Notes: Barton Paraprofessionals Social Security				
	5100	230-Group Insurance	0181 - Nocatee Elementary School	TSSSA		\$30,044.67	
			Notes: Barton Paraprofessionals Insurance				
	5100	210-Retirement	0181 - Nocatee Elementary School	TSSSA		\$5,774.00	
			Notes: Paraprofessionals Retirement				
3	III.3.	Parental Involvement					\$8,235.50
	Function	Object	Budget Focus	Funding Source	FTE	2020-21	
	6150	120-Classroom Teachers	0181 - Nocatee Elementary School	TSSSA		\$7,000.00	
			Notes: Parent Night (4 per year) - Building Home-School Connection to include Parent/Teacher Conferences, Parent Resource Books, Family Games and Activities District code 128				
	6150	210-Retirement	0181 - Nocatee Elementary School	TSSSA		\$535.50	
			Notes: Parent Night (4 per year) - Teacher Retirement				
	6150	220-Social Security	0181 - Nocatee Elementary School	TSSSA		\$700.00	
			Notes: Parent Night (4 per year) - Teacher Social Security				

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<b>4</b>	<b>III.4.</b>	<b>Incentives for Instructional Personnel</b>				<b>\$66,866.59</b>
	Function	Object	Budget Focus	Funding Source	FTE	2020-21
	6300	130-Other Certified Instructional Personnel	0181 - Nocatee Elementary School	TSSSA		\$22,896.56
			<i>Notes: Academic Coach (K-2) @ 50% Salary - Deliver PD, classroom coaching, grade-level planning and data chats, MTSS Tier II Interventions</i>			
	6300	210-Retirement	0181 - Nocatee Elementary School	TSSSA		\$2,289.66
			<i>Notes: Academic Coach (K-2) Retirement</i>			
	6300	230-Group Insurance	0181 - Nocatee Elementary School	TSSSA		\$5,000.00
			<i>Notes: Academic Coach (K-2) Insurance</i>			
	6300	220-Social Security	0181 - Nocatee Elementary School	TSSSA		\$1,946.07
			<i>Notes: Academic Coach (3-5) Social Security</i>			
	6300	220-Social Security	0181 - Nocatee Elementary School	TSSSA		\$1,751.59
			<i>Notes: Academic Coach (K-2) Social Security</i>			
	6300	130-Other Certified Instructional Personnel	0181 - Nocatee Elementary School	TSSSA		\$25,438.83
			<i>Notes: Academic Coach (3-5) @ 50% Salary - Deliver PD, classroom coaching, grade-level planning and data chats, MTSS Tier II Interventions</i>			
	6300	210-Retirement	0181 - Nocatee Elementary School	TSSSA		\$2,543.88
			<i>Notes: Academic Coach (3-5) Retirement</i>			
	6300	230-Group Insurance	0181 - Nocatee Elementary School	TSSSA		\$5,000.00
			<i>Notes: Academic Coach (3-5) Insurance</i>			
<b>5</b>	<b>III.5.</b>	<b>Professional Development</b>				<b>\$19,272.67</b>
	Function	Object	Budget Focus	Funding Source	FTE	2020-21
	6400	120-Classroom Teachers	0181 - Nocatee Elementary School	TSSSA		\$17,500.00
			<i>Notes: DISTRICT CODE 129 TEACHER STIPENDS FOR PROFESSIONAL DEVELOPMENT AFTERSCHOOL AND SUMMER. \$50/ 3 HOUR TRAINING AND \$100/ HOUR TRAINING. TOPICS TO INCLUDE ORTON GILLINGHAM, MARZANO, GOOGLE TRAININGS, VISIBLE LEARNING STRATEGIES, WRITING/READING/MATH STRATEGIES, AND HANDS ON SCIENCE TRAININGS.</i>			
	6400	220-Social Security	0181 - Nocatee Elementary School	TSSSA		\$1,338.75
			<i>Notes: PD SOCIAL SECURITY</i>			
	6400	510-Supplies	0181 - Nocatee Elementary School	TSSSA		\$433.92
			<i>Notes: SUPPLIES TO IMPLEMENT PROFESSIONAL DEVELOPMENT</i>			

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<b>6</b>	<b>III.6.</b>	<b>Focused Instruction</b>				<b>\$90,009.46</b>
	Function	Object	Budget Focus	Funding Source	FTE	2020-21
	5100	520-Textbooks	0181 - Nocatee Elementary School	TSSSA		\$31,533.33
			<i>Notes: Textbooks SRA WORKBOOKS for required reading intervention time. CORRECTIVE READING TEACHER MATERIALS AND STUDENT MATERIALS FOR BOOKS A, B1, AND B2 OF THE PROGRAM FOR GRADES 2-5 NUMBER OF BOOKS VARY BY LEVEL.</i>			
	5100	510-Supplies	0181 - Nocatee Elementary School	TSSSA		\$4,758.50
			<i>Notes: Lucy Calkins Writing for grades K-2 14 UNITS @ \$310 PER UNIT. TEACHER MATERIALS TO IMPLEMENT PROGRAM. \$418.50 SHIPPING.</i>			
	7300	110-Administrators	0181 - Nocatee Elementary School	TSSSA		\$800.00
			<i>Notes: Administrative Support (1 per session) - Saturday FSA Bootcamp for Math and Reading, 4 hours per session (8 sessions)</i>			
	7300	220-Social Security	0181 - Nocatee Elementary School	TSSSA		\$61.20
			<i>Notes: Administrative Support Social Security</i>			
	7300	210-Retirement	0181 - Nocatee Elementary School	TSSSA		\$80.00
			<i>Notes: Administrative Support - Retirement</i>			
	5100	590-Other Materials and Supplies	0181 - Nocatee Elementary School	TSSSA		\$16,300.00
			<i>Notes: Eureka Math Manipulative kits 30 kits for grades K-5. 5 Kg. \$675 each 5 1st \$420 each 5 2nd \$425 each 5 3rd \$525 each 5 4th \$475 each 5 5th \$285 each SHIPPING \$2025</i>			
	5100	520-Textbooks	0181 - Nocatee Elementary School	TSSSA		\$10,098.00
			<i>Notes: LAFS/MAFS 325 Student workbooks @\$13 and 15 Teacher Resource Books @\$30. for both ELA and Math with \$748 estimated shipping</i>			
	5100	644-Computer Hardware Non-Capitalized	0181 - Nocatee Elementary School	TSSSA		\$6,800.00
			<i>Notes: Jabra 930 UC convertible Headset for teaching face to face and virtual simultaneously. 40 @\$170</i>			
	5100	520-Textbooks	0181 - Nocatee Elementary School	TSSSA		\$19,578.43
			<i>Notes: After school tutoring workbooks for reading, math, science, and language development for virtual and in person students. Students will receive materials in identified area of need to assist with increasing achievement. 750 student workbooks @ \$22.99 per book. \$17242.50 and \$2335.93 for shipping.</i>			
<b>Total:</b>						<b>\$282,360.00</b>