Marion County Public Schools

Reddick Collier 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
0162	Reddick Collier Elementary School			Y	$206,800.00	

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.

Reddick Collier has identified students needing comprehensive support through the BESS (Behavioral and Emotional Screening System) screener. Students in greatest need are currently being referred to outside agencies and/or are receiving limited services on campus through a required intervention process. The data indicates the need is increasing, making it incumbent upon Reddick Collier to seek additional school based comprehensive support services that develop family and community partnerships. Reddick Collier will utilize comprehensive support services approved by the district through a contract with an outside agency that targets individualized and small group support on campus.
The scope of the partnership will include:
1. Collaborating on the development and implementation of the Individual Treatment Plans based on the individual student needs and in accordance with district and state policies and procedures.
2. Collaborating with classroom teachers, school staff and parents to monitor student progress.
3. Scheduling, planning and providing mental health therapy services for eligible students.
4. Assisting school teams with ongoing professional development in identifying and understanding the educational impact of impact of mental health and/or substance abuse impairments.
5. Following procedures for completing required documentation for student attendance, student progress and reporting to parents.
6. Completing records as shall be required to document services provided on a daily basis.

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

Reddick Collier screens students with the BESS (Behavioral and Emotional Screening System) screening twice a year. Students are placed in tiered systems of support according to need. 3rd - 5th grade students identified as needing help, but not as comprehensive, will be assigned to a mentoring level of support. The mentoring program provided by an outside

agency on the Reddick Collier campus is designed to support small groups of students with skills and strategies to strengthen their coping mechanism.
Details of the proposed contract include:
• Service to be provided: Youth drug prevention, life skills, and mentoring
• Target Demographic: Elementary students 3rd to 5th grade
• Referral Source: Students to be referred by Reddick Collier administration
• Format: Small Group (Maximum of 15 youth) with opportunities for individual assistance, where applicable
• Rate: 1 day @ week X 38 weeks @ $30.00 per hour X 7 hours @ day = $ 7980.00
• Proposed Curriculum: Girls' Success/Boys' Success Life Skills by The National Mentoring Resource Center, a program of OJJDP
• Link to Proposed Curriculum: https://nationalmentoringresourcecenter.org/index.php/what-works-in-mentoring/resources-for-mentoring-programs.html?id=223
• Data and Monitoring: Youth will be required to obtain parental permission to participate and SADD will maintain reporting paperwork and documentation to monitor progress, as required.

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

Reddick-Collier will continue to increase parental involvement and engagement in the child's education: SAC and PTO meeting times will vary to allow more access by parents and community. To reach this goal Reddick-Collier will expand the responsibilities of the Parent Liaison to include supporting parent in understanding and implementing effective practices in the home when handling technology and distance learning.
A paraprofessional was hired last school year using district dollars to serve part of the day as the Parent Liaison under the direction of the Principal. This person's position serves as a liaison between teachers, parents, students, support staff and the community regarding educational programs services and student issues. Specific targeted areas as attendance, academics, behavior and health; provide related outreach, support and guidance services are in the scope of work. Specific duties include resolving student issues with attendance, academics, behavior and health, informational resource to parents, identify families with needs and assist with community services, provide tutoring, make calls home, establish partnerships with community resources, arrange and plan parent events, review student records to monitor student needs.

The Parent Liaison also manages the Kids Closet (student/parent resource center) focusing on meeting the needs of the students and their families. The center offers items to meet the basic needs of the family such as non-perishable food and hygiene products, clothing and school items. Unlike other schools, the Kids Closet will have Chromebooks accessible for families to use after school hours and for check out checkout per District guidelines.
The Kids Closet is housed in a small space, but attached to classrooms. Two classrooms near the Closet will be outfitted with Smart TV's and an instructional whiteboards designed for parent engagement, activities and trainings led by the Parent Liaison. Chromebooks will be available for parent use during after school hours and for check out. Preparation for these activities requires tools for posting upcoming events on the marquee, training tools and take home references. The Parent Liaison will be responsible the preparation and publicity associated with these parent involvement and engagement activities.
We learned during the shut down the success of our at home learning bags. Families were provided much needed consumable supplies to complete at home learning, additional reading material that was not on line and enrichment activities. More than half the enrolled students

were provided these tools. These bags were designed to be carried back and forth from school to home, but now they are being left strictly at home. The Parent Liaison needs to reestablish these bags for families to use after school hours.

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.

For the 2020- 2021 school year, the district has not entered into a MOU with the Marion Education Association (MEA) for schools that have a letter grade of “C”.

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.

Reddick Collier will provide Professional Development to Teachers and Paraprofessionals focusing on academic rigor, direct instruction, and creating high academic and character standards. A priority for 2020 -2021 is student ownership/engagement in their learning. It is the recommendation of grade level chairs and the Leadership Team that professional development on that specific aspect will pay great dividends in student achievement. However, with professional development protocol for this next year still in question, an online delivery system has been recommended. Consequently, a year's subscription for individual teachers and paras ($249.00 per subscription) will be made available through Kagan on Demand.
Kagan on Demand is Kagan Structures online. Teachers will receive a personalized landing page identifying the many step by step instructions for each structure and view other teachers through video modeling that structure with the classroom and across grade levels. Also included is advice from the experts and resources to use in the classroom. Available 24 hours a day, 7 days a week, teachers will have professional development at their finger tips.

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.

Reddick-Collier will implement the following strategies to provide focused instruction to improve student academic proficiency:
1. Provide a 2021 summer enrichment/tutoring program for K -5th grade students.
2. Target science standards with the support of the Orlando Science Center to K-5 students either through virtual field trips during the school day or during an after school parent engagement event in the Spring. .

3. Provide off campus field trips admission support (applies only to the cost of the admission, transportation cost is paid for by the parent) or if field trips are not allowed, provide admission to virtual field trips on campus. The supported field trips are designed to support standards instruction by enhancing background knowledge.
4. Improve Tier II/III intervention services to target specific student deficiencies in math by purchasing a specific math intervention curriculum for 3-5h grade. Do the Math is an approved curriculum by the district and was selected for its focus on specific deficient areas identified on recent iReady results.
5. Hire a teacher to monitor Tier II/III intervention in the reading and math. The intervention teacher will be responsible for documentation and data collection for the various grade levels, type of intervention and progress monitoring. The data reports generated from iReady will be share and analyzed by the leadership team to make changes or monitor projections toward proficiency in reading and math. The implementation of a Tier II/III math intervention block is new this next year and the addition of this teacher to monitor this implementation will greatly enhance its effectiveness. A new way of work requires support for its success.
6. Hire 2 paraprofessionals for 3rd grade to monitor students identified as potential 3rd grade retainees by providing targeted ELA support with the teacher providing Tier I instruction and assisting with the 3rd grade portfolio supporting those in fear of retention. There will also be specific data collected weekly to share and analyze with the Assistant Principal and the ELA teacher.
7. Provide additional digital tools to address issues identified during Distance Learning. Priority was the ability to effectively type and online access to reading support and motivating students to want to read. They had the technology, but not the motivation to do so. These dollars will address those key issues and build on tying expertise through a subscription to Typing Club (online typing program), giving a student a reward for reading when they are not motivated through a subscription to Accelerated Reader and also a window to the world by reading current events by providing a subscription to the print and on line version of Scholastic News.
8. Many classrooms at Reddick Collier have either chalkboards or no boards at all in the front of their rooms. If the front walls are blank and the teacher wishes to demonstrate, they must walk to the back of the room to use those boards and the students must turn as the technology is in the front. Therefore, chalk must be available for teachers to use if there is a board or if not, skip demonstrating all together. If it cannot be shown on their Smart TV's or their Smartboards, a student is often not shown their work, it is only explained. Many students are visual learners, so this is a problem. Only three rooms are equipped with the proper technology and whiteboards as they should be. The remaining rooms are either outdated or missing the proper equipment. The students and teachers at Reddick Collier need to be provided the tools they need to improve proficiency.
9. Since students have participated in Distance Learning and returning to school requires new guidelines, the need for additional outdoor equipment is a necessity. Rather than equipment being by school in its entirity, it is now imperative equipment be provided by grade level/ teacher.
10. Access to the proper tools for the production and disposal of information data is paramount as we continue to close the achievement gap. With students having been away from school as they have, the ability to retrieve data through progress monitoring and supplying the data to the teachers and parents is paramount. It is expected more data than ever will be generated to identify where students are in their learning and where they need to be. Access to these tools like printers to ensure this quick response is imperative.

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**				**$32,500.00**
	Function	Object	Budget Focus	Funding Source	FTE	2020-21
	6140	310-Professional and Technical Services	0162 - Reddick Collier Elem. School	TSSSA	1.0	$32,500.00
			Notes: Ocala Consulting and Prevention			
2	**III.2.**	**Academic and Character Standards**				**$8,000.00**
	Function	Object	Budget Focus	Funding Source	FTE	2020-21
	6120	310-Professional and Technical Services	0162 - Reddick Collier Elem. School	TSSSA	1.0	$8,000.00
			Notes: MCCA			
3	**III.3.**	**Parental Involvement**				**$6,100.00**
	Function	Object	Budget Focus	Funding Source	FTE	2020-21
	6150	370-Communications	0162 - Reddick Collier Elem. School	TSSSA	1.0	$600.00
			Notes: Postage			
	6150	390-Other Purchased Services	0162 - Reddick Collier Elem. School	TSSSA	1.0	$2,000.00
			Notes: Printing Services			
	6150	510-Supplies	0162 - Reddick Collier Elem. School	TSSSA	1.0	$3,500.00
			Notes: Supplies for Take Home Enrichment Activities			
4	**III.4.**	**Incentives for Instructional Personnel**				**$0.00**
5	**III.5.**	**Professional Development**				**$9,711.00**
	Function	Object	Budget Focus	Funding Source	FTE	2020-21
	6400	310-Professional and Technical Services	0162 - Reddick Collier Elem. School	TSSSA		$9,711.00
			Notes: Kagan on Demand 32 teachers and 7 paraprofessionals (Grades 4 and 5) are required to attend the training.			
6	**III.6.**	**Focused Instruction**				**$150,489.00**

	Function	Object	Budget Focus	Funding Source	FTE	2020-21
	5100	590-Other Materials and Supplies	0162 - Reddick Collier Elem. School	TSSSA	1.0	$5,999.00
			Notes: Do the Math			
	5100	330-Travel	0162 - Reddick Collier Elem. School	TSSSA	1.0	$4,250.00
			Notes: Field Trips @ $10.00 per student to offset admission fees.			
	5900	120-Classroom Teachers	0162 - Reddick Collier Elem. School	TSSSA	1.0	$12,900.00
			Notes: Summer enrichment/tutoring program-Instructional			
	5900	150-Aides	0162 - Reddick Collier Elem. School	TSSSA	1.0	$2,880.00
			Notes: Summer enrichment/tutoring program			
	5100	310-Professional and Technical Services	0162 - Reddick Collier Elem. School	TSSSA	1.0	$1,000.00
			Notes: Orlando Science Center			
	5100	120-Classroom Teachers	0162 - Reddick Collier Elem. School	TSSSA	1.0	$40,000.00
			Notes: MTSS Intervention support teacher			
	5100	510-Supplies	0162 - Reddick Collier Elem. School	TSSSA	1.0	$1,200.00
			Notes: Scholastic News			
	5100	369-Technology-Related Rentals	0162 - Reddick Collier Elem. School	TSSSA	1.0	$2,400.00
			Notes: Accelerated Reader			
	5100	369-Technology-Related Rentals	0162 - Reddick Collier Elem. School	TSSSA	1.0	$1,300.00
			Notes: Typing club			
	5100	642-Furniture, Fixtures and Equipment Non-Capitalized	0162 - Reddick Collier Elem. School	TSSSA	1.0	$5,200.00
			Notes: Magnetic white boards to replace out dated chalkboards.			
	5100	150-Aides	0162 - Reddick Collier Elem. School	TSSSA	1.0	$32,823.00
			Notes: Instructional Para 1 Paraprofessional @ 17,544.00 1 Paraprofessional @ 15,279.00			
	5100	510-Supplies	0162 - Reddick Collier Elem. School	TSSSA		$3,646.00
			Notes: Consumable supplies -			
	5900	210-Retirement	0162 - Reddick Collier Elem. School	TSSSA	1.0	$1,161.00
			Notes: Fringe: Retirement-Instructional tutor			

	5900	220-Social Security	0162 - Reddick Collier Elem. School	TSSSA	1.0	$903.00
			Notes: Fringe: FICA-Instructional tutor			
	5900	240-Workers Compensation	0162 - Reddick Collier Elem. School	TSSSA	1.0	$99.00
			Notes: Fringe: Workers Comp-Instructional tutor			
	5900	239-Other	0162 - Reddick Collier Elem. School	TSSSA	1.0	$188.00
			Notes: Fringe: Medicare-Instructional tutor			
	5900	210-Retirement	0162 - Reddick Collier Elem. School	TSSSA	1.0	$260.00
			Notes: Fringe: Retirement-Para tutor			
	5900	220-Social Security	0162 - Reddick Collier Elem. School	TSSSA	1.0	$202.00
			Notes: Fringe: FICA-Para tutor			
	5900	240-Workers Compensation	0162 - Reddick Collier Elem. School	TSSSA	1.0	$22.00
			Notes: Fringe: Workers Comp-Para tutor			
	5900	239-Other	0162 - Reddick Collier Elem. School	TSSSA	1.0	$42.00
			Notes: Fringe: Medicare-Para tutor			
	5100	210-Retirement	0162 - Reddick Collier Elem. School	TSSSA	1.0	$3,600.00
			Notes: Fringe: Retirement-Instructional			
	5100	220-Social Security	0162 - Reddick Collier Elem. School	TSSSA	1.0	$2,800.00
			Notes: Fringe: FICA-Instructional			
	5100	230-Group Insurance	0162 - Reddick Collier Elem. School	TSSSA	1.0	$10,000.00
			Notes: Fringe: Health Ins.-Instructional			
	5100	232-Life Insurance	0162 - Reddick Collier Elem. School	TSSSA	1.0	$120.00
			Notes: Fringe: Life Ins.-Instructional			
	5100	240-Workers Compensation	0162 - Reddick Collier Elem. School	TSSSA	1.0	$304.00
			Notes: Fringe: Workers Comp-Instructional			
	5100	239-Other	0162 - Reddick Collier Elem. School	TSSSA	1.0	$580.00
			Notes: fringe: Medicare-Instructional			
	5100	210-Retirement	0162 - Reddick Collier Elem. School	TSSSA	2.0	$2,947.00
			Notes: Fringe: Retirement-Para 1579.00 1368.00			

	5100	220-Social Security	0162 - Reddick Collier Elem. School	TSSSA	2.0	$2,177.00
			Notes: Fringe: FICA-Para 1229 948			
	5100	230-Group Insurance	0162 - Reddick Collier Elem. School	TSSSA	2.0	$7,069.00
			Notes: Fringe: Health Ins.-Para 4389.00 2680.00			
	5100	232-Life Insurance	0162 - Reddick Collier Elem. School	TSSSA	2.0	$89.00
			Notes: Fringe: Life Ins.-Para 53.00 36.00			
	5100	240-Workers Compensation	0162 - Reddick Collier Elem. School	TSSSA	2.0	$251.00
			Notes: Fringe: Workers Comp-Para 134.00 117.00			
	5100	239-Other	0162 - Reddick Collier Elem. School	TSSSA	2.0	$477.00
			Notes: Fringe: Medicare-Para 255 222			
	5100	360-Rentals	0162 - Reddick Collier Elem. School	TSSSA		$2,965.00
			Notes: Reflex Site License			
	5100	510-Supplies	0162 - Reddick Collier Elem. School	TSSSA		$431.66
			Notes: Consumable K-2 Tools and Resources for Writing			
	5100	510-Supplies	0162 - Reddick Collier Elem. School	TSSSA		$203.34
			Notes: Consumable Supplies for K-2 Writing			
					Total:	**$206,800.00**