Leon County Schools

Bond Elementary School



2021-22 TSSSA Plan

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Eligibility and Allocation

Eligibility
Eligibility for 2021-22 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
1181	Bond Elementary School				$247,640.00	

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.

Bond Elementary: Bond Elementary will establish comprehensive support services that develop family and community partnerships by hosting a meeting where community members and school leaders share and discuss information, challenges, and successes about the school. Community members will have the opportunity to offer input on available resources and ways those resources may be attained and utilized. Bond Elementary will provide Chat ‘n’ Chew parent sessions focused on students’ academic progression on a quarterly basis that will encompass FSA informational sessions, FSA practice sessions, homework assistance, and other topics.

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

2) In order to, establish clearly defined and measurable academic and character standards, Bond Elementary, will implement the following strategies along with content and subject area related professional development for teachers and administrators: The 5 components below are already in place. Supplemental needs funded with TSSSA funds are addressed subsequently. ELA: Bond has 120 minutes of English Language Arts Instruction daily. This time block is broken up into two main segments: Reading Instruction (also known as the 90 minute reading block) and Literacy Instruction (writing 30 minutes). During the reading block, teachers are instructing students to use writing as a tool to analyze text, respond to text, conduct research, and make text-based connections that are supported by citing textual evidence. Direct instruction for the writing process and conventions of standard English take place during literacy Instruction. Through the guidance of district literacy trainers and school-based literacy coaches, teachers have worked to place many valuable strategies into English Language Arts instruction. Teachers have worked with district staff to integrate the shifts associated with the standards. Professional development has focused on increasing student exposure to non-fiction text, connecting reading and writing, increasing text complexity, and responding to a variety of text through writing. These shifts have been evident in classroom instruction and assessment. Teachers discuss best practices during their collaborative team meetings. Intervention - 30 minutes or more of intervention time is provided for all students five times per week. iReady Instruction & Progress Monitoring – These resources are some of our districts required assessments to progress monitor standards mastery. In addition, the instructional program assists in meeting the diverse needs of students through individualized instructional pathways. Go Math – Bond Elementary will receive district support to continuously coach teachers. Daily schedules for teachers have been reviewed and a math

block has been established to increase time for instruction utilizing standards-aligned curriculum. By setting aside additional time for math, the opportunity for students to attend to the eight shifts of mathematical practices, which encourages inquiry-based problem solving is increasing. District math resource teachers collaborate with instructional staff to gather instructional data to make improvements to Tier I math instruction. Multi-tiered System of Support (MTSS) – Bond Elementary School Improvement Plans focus on strategies for improving systemic implementation structures of the multitiered system of supports (MTSS). In the 20-21 school year an increased focus on determining the impact of Tier 1 instruction in ELA and Math will occur with a special focus on academic loss. Leadership will monitor and improve the fidelity of intervention in all grade levels. Bond Elementary leadership will facilitate monthly grade level meetings to determine instructional and behavioral support needs of all struggling students. General classroom teachers will work with ESE teachers, instructional coaches and district resource teachers to create lessons to meet the needs of all students by providing hands on lessons. Students who are performing below grade level are discussed at MTSS meetings and are given intervention instruction. District support is provided through monthly assistance with data team meetings, problem solving and support for school leadership. Coaching Cycles – School leadership teams in partnership with director of School Improvement and district instructional coaches will develop a systemic walkthrough, and coaching cycle structure through which specific teachers and/or grade levels are identified for support. Support will be monitored for return on investment including feedback and follow-up observation of coaching plan implementation. Classroom Walkthroughs – The director of School Improvement and the School Improvement team along with FLDOE will conduct scheduled classroom walkthroughs with Bond Elementary. Positive Behavior Intervention Support (PBIS): Bond Elementary will implement a PBIS program which is a systematic approach in teaching behavioral expectations throughout each school.

Parental Involvement

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

3) Bond Elementary: Bond Elementary will increase parent involvement and engagement opportunities by providing parents with the opportunity to attend curriculum nights where the faculty and staff will provide parents pertinent information in regard to their child’s education, and showcase their student’s work as well as their talents.Teachers will work themed curriculum nights to supports parent involvement for reading, math and science nights.

Parents will have the opportunity to participate in a Literacy events where the parent and child will actively engage in various science, technology, engineering, art, math projects and areas of need.Three different contractor will conduct two parent workshops each to help identify and address areas of need for parents and students such as students with attendance below 90% and student scoring level 1 on FSA. Each contractor will conduct one virtual workshop to address both virtual students and parents.

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.

4) Bond Elementary: Recognizes and celebrates teacher success monthly by acknowledging teachers for progression on STAR, Acaletics, and i-Ready assessments. Additionally, teachers will be celebrated for perfect attendance and birthdays to show and build a culture of support and appreciation.

Professional Development
Explain the strategies the school will implement to provide professional development that focuses on academic rigor, direct instruction, and creating high academic and character standards.

5) Bond Elementary: The professional development will focus on the academic rigor needed to improve and maintain student proficiency, planning and implementing Turnaround School Supplemental Services Plan on level standard instruction, and creating high academic and character standards for all students in the areas of Reading, Writing, and Math. A consultant will provide virtual science professional development in order to improve and maintain student proficiency as well as strengthen direct instruction in Science. These workshops will take place over a course of five days for four hours a day as part of teachers PLCs.

Bond Elementary: Professional Development for Teachers to participate in PD workshops and planning with colleagues in order to gauge success of small group instruction and interventions for students.

30 hourly teachers to participate in professional development focused on building teacher capacity in on line platforms for 6 days for an hour a day. Workshops will be conduct by district administrators. 30 teachers x $20 /hour stipend x 1 hour x 15 days =$10,669.50

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.

Bond Elementary: In the (2021-2022) school year, we are providing a multitude of opportunities that will allow our students to become proficient learners and address learning loss due to COVID-19. Bond will utilize our on-site program, “The Eagles’ Academy” that will develop the “whole child”. This will create continuous learners who will produce learning gains across grades 1 through 5. Strategic methods will be utilized for selecting students to participate in The Eagles’ Academy. Saturday School will target our lowest quartile to include Level 1 and Level 2 students. The instructional staff will focus on core content areas (reading,

writing, mathematics, and science). Additionally, The Eagles' Academy will service the ELL population in the targeted group of students. Eagle Academy: 20 hourly teacher positions to work with 2nd-5th students in afterschool for an additional two for 55 days at $30 an hour 20 teachers x 2.0 hours/day x 62 days x $30/hour =$88,201.20. This will consist of 5 teachers each in third, and fourth and 4 fifth grade teachers to address the 2021-22 FSA ELA grades 3-5 progress monitoring data @ 30% and Math Achievement of 52% student proficiency. This effort will include level one and two students with an estimated 50 students at each grade level to attend programming. In addition, four 2nd grade teachers will work with second grade students and 2 teachers will work with ELL students to address reading and math deficiencies with an estimated 40 second grade students and 20 ELL students attending programming. Teachers will be notified of available positions and encouraged to sign up, from this list both effective and highly effective teachers will be chosen to work with students during these hours, teachers will also provide virtual tutoring to students currently enrolled as digital students. The tutoring times will focus on a 2-hour window. This will allow teachers to work in groups an provide instruction for students is an adequate amount of time.

Bond's Saturday school program will also address academic deficiencies for all subject areas. 8 hourly teachers to work with 3rd-5th grade level three and above students for 3 hours for 18 days to help maintain and improve academic achievement and address the 2020-21 lowest 25th percentile in ELA and math with an estimated 60 students to attend programming. 8 teachers x 3 hours a day x 18 days x $30 hour =$15,364.08. Teachers will be notified of available positions and encouraged to sign up, from this list, both effective and highly effective teachers will be chosen to work with students.

Bond's Summer school program will also address academic deficiencies for all subject areas. 6 hourly teachers to work with 1st-2nd grade bottom 25% students for 6 hours for 20 days to help maintain and improve academic with an estimated 80 students to attend programming. 6 teachers x 6 hours a day x 20 days x $30 hour =$25,606.80. Teachers will be notified of available positions and encouraged to sign up, from this list, both effective and highly effective teachers will be chosen to work with students. 2 hourly paras to work with 1st-2nd grade bottom 25% students for 6 hours for 20 days to help maintain and improve academic with an estimated 80 students to attend programming. 2 paras x 6 hours a day x 20 days x $14 hour = $13,941.48
($19,239.66) Bond will use supplemental material to support instruction during the day. Material will include Great Books Foundation - Fiction and Nonfiction Inquiry (Paired text) $14,927.26 to service students enrolled in afterschool program. J & J Educational Bootcamp - Grade 5 Bootcamp Speed Bag Student Booklets & Practice Drill Booklets - $2,350.00. Stemscopes ($1,962.40). Quotes attached.

The Eagles Academy will use Great Books Foundation - Fiction and Nonfiction Inquiry (Paired text) $14,927.26 to service students enrolled in afterschool program. J & J Educational Bootcamp - Grade 5 Bootcamp Speed Bag Student Booklets & Practice Drill Booklets - $2,350.00. Stemscopes ($1,962.40). Quotes attached.
($5,015.00) Positive Behavior Support and Reading aims to address the number of students receiving suspension according to early warning indicators and positively return students back into the classroom in a timely manner and reduce the amount of lost instructional time. A Bookworm vending machine will be purchased to support good behavior, good grades, and good attendance and bridge the gap between literacy and engagement. This initiative will be used to redirect behavior, attendance and grades. Quote attached
Explore Learning Reflex Math $3,795

A one year subscription to Explore Learning Reflex Math will be purchased to address Math deficiencies. This purchase will help to support Grades K–5 during whole class and small group

instruction to address differentiated instruction and student in the bottom 25%.

Instructional supplies will be used for Bond's Eagle Academy afterschool, Saturday and Summer school $3,233.78.

A teacher ($62,150.50) will be hired in an effort to provide reading interventions for tier 2 and 3 students in 1st grade. The cost of a teacher will be used to cover a teacher's salaries and benefits.

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**				**$0.00**
3	**III.3.**	**Parental Involvement**				**$0.00**
4	**III.4.**	**Incentives for Instructional Personnel**				**$0.00**
5	**III.5.**	**Professional Development**				**$10,669.50**
	Function	Object	Budget Focus	Funding Source	FTE	2021-22
	6400	120-Classroom Teachers	1181 - Bond Elementary School	TSSSA		$9,000.00
			Notes: Salary : Professional Development: 30 hourly positions for K-5th grade teachers to participate in subject area professional development to address academic proficiency professional development focused on building teacher capacity and @ 15 days x 1/hours a day x $20/hour = $9,000 to be conducted by a district coordinator.			
	6400	210-Retirement	1181 - Bond Elementary School	TSSSA		$900.00
			Notes: Benefits: Retirement $9,000 x 10% =			
	6400	220-Social Security	1181 - Bond Elementary School	TSSSA		$688.50
			Notes: Benefits: FICA $9,000 x 7.65% =			
	6400	240-Workers Compensation	1181 - Bond Elementary School	TSSSA		$81.00
			Notes: Benefits: Worker’s Compensation $9,000 x .90% =			
6	**III.6.**	**Focused Instruction**				**$237,393.50**
	Function	Object	Budget Focus	Funding Source	FTE	2021-22
	5100	120-Classroom Teachers	1181 - Bond Elementary School	TSSSA		$74,400.00

			Notes: Eagle Academy: 20 hourly teacher positions to work with 2nd-5th students in afterschool for an additional two for 62 days at $30 an hour 20 teacher's x 2.0 hours/day x 62 days x $30/hour =$74,400.			
	5100	210-Retirement	1181 - Bond Elementary School	TSSSA		$7,440.00
			Notes: Benefits: Retirement for afterschool teachers $74,400 x 10% =			
	5100	220-Social Security	1181 - Bond Elementary School	TSSSA		$5,691.60
			Notes: Benefits: FICA for afterschool teachers $74,400 x 7.65% =			
	5100	240-Workers Compensation	1181 - Bond Elementary School	TSSSA		$669.60
			Notes: Benefits: Worker's Compensation for afterschool teachers $74,400 x .90% =			
	5100	120-Classroom Teachers	1181 - Bond Elementary School	TSSSA		$12,960.00
			Notes: 8 hourly teachers to work Saturday school with 3rd-5th grade level three and above students for 3 hours for 18 days to help maintain and improve academic achievement and address the 2020-21 FSA lowest 25th percentile in ELA and math with an estimated 60 students to attend programming. 8 teachers x 3 hours a day x 18 days x $30 hour =$12,960.00.			
	5100	210-Retirement	1181 - Bond Elementary School	TSSSA		$1,296.00
			Notes: Benefits: Retirement for Saturday school teachers $12,960 x 10% =			
	5100	220-Social Security	1181 - Bond Elementary School	TSSSA		$991.44
			Notes: Benefits: FICA for Saturday school teachers $12,960 x 7.65% =			
	5100	240-Workers Compensation	1181 - Bond Elementary School	TSSSA		$116.64
			Notes: Benefits: Worker's Compensation for Saturday school teachers $12,960 x .90% =			
	5100	641-Furniture, Fixtures and Equipment Capitalized	1181 - Bond Elementary School	TSSSA		$5,015.00
			Notes: Positive Behavior Support aims to address the number of students receiving suspension according to early warning indicators and positively return students back into the classroom in a timely manner and reduce the amount of lost instructional time. A Bookworm vending machine will be purchased to support good behavior, good grades, and good attendance and bridge the gap between literacy and engagement. This initiative will be used to redirect behavior, attendance and grades. Quote attached			
	5100	120-Classroom Teachers	1181 - Bond Elementary School	TSSSA	1.0	$47,000.00
			Notes: A teacher ($47,000) will be hired in an effort to provide reading interventions for tier 2 and 3 students in 1st grade. The cost of a teacher would be used to cover a teacher's salaries and benefits.			
	5100	210-Retirement	1181 - Bond Elementary School	TSSSA		$4,700.00
			Notes: Benefits: Retirement for 1st grade teacher $47,000 x 10% =4,700			
	5100	220-Social Security	1181 - Bond Elementary School	TSSSA		$3,595.50

			Notes: Benefits: FICA for 1st grade teacher $47,000 x 7.65% = $3,595.50			
	5100	231-Health and Hospitalization	1181 - Bond Elementary School	TSSSA		$6,350.00
			Notes: Benefits:Health Insurance for 1st grade teacher $6350 x 1 staff = $6,350			
	5100	232-Life Insurance	1181 - Bond Elementary School	TSSSA		$82.00
			Notes: Benefits: Life Insurance Policy for 1st grade teacher $82 x 1 staff = $82			
	5100	369-Technology-Related Rentals	1181 - Bond Elementary School	TSSSA		$3,795.00
			Notes: Explore Learning Reflex Math $3,795 A one year subscription to Explore Learing Reflex Math will be purchased to address Math deficiencies. This purchase will help to support Grades K–5 during whole class and small group instruction to address differentiated instruction and student in the bottom 25%.Quote attached.			
	5100	240-Workers Compensation	1181 - Bond Elementary School	TSSSA		$423.00
			Notes: Benefits: Worker's Compensation $47,000 x .90% = 423			
	5100	590-Other Materials and Supplies	1181 - Bond Elementary School	TSSSA		$19,239.66
			Notes: Great Books Foundation Fiction and Nonfiction Inquiry $14,927.26 to service students enrolled in afterschool program. J andJ Educational Bootcamp Grade 5 Bootcamp Speed Bag Student Booklets and Practice Drill Booklets $2,350.00. Stemscopes $1,962.40. Quotes attached.			
	5100	120-Classroom Teachers	1181 - Bond Elementary School	TSSSA		$21,600.00
			Notes: Bond's Summer school program will also address academic deficiencies for all subject areas. 6 hourly teachers to work with 1st-2nd grade bottom 25% students for 6 hours for 20 days to help maintain and improve academic with an estimated 80 students to attend programming. 6 teachers x 6 hours a day x 20 days x $30 hour =$2,600. Teachers will be notified of available positions and encouraged to sign up, from this list both effective and highly effective teachers will be chosen to work with students.			
	5100	210-Retirement	1181 - Bond Elementary School	TSSSA		$3,336.00
			Notes: Benefits: Retirement for summer teachers and paras $33,600 x 10% =$3,336			
	5100	220-Social Security	1181 - Bond Elementary School	TSSSA		$2,552.04
			Notes: Benefits: FICA for summer teachers and paras $33,600 x 7.65% =$2,552.04			
	5100	240-Workers Compensation	1181 - Bond Elementary School	TSSSA		$300.24
			Notes: Benefits: Worker's Compensation for summer teachers and paras $33,600 x .90% = $300.24			
	5100	150-Aides	1181 - Bond Elementary School	TSSSA		$11,760.00
			Notes: Bond's Summer school program will also address academic deficiencies for all subject areas. 2 hourly paraprofessionals to work with 1st-2nd grade bottom 25% students for 6 hours for 20 days to help maintain and improve academic with an estimated 80 students to attend programming. 2 paras x 6 hours a day x 20 days x $14 hour =$11,760. Paras will be notified of available positions and encouraged to sign up, from this list both effective and highly effective teachers will be chosen to work with students.			

	5100	240-Workers Compensation	1181 - Bond Elementary School	TSSSA		$423.00
			Notes: Benefits: Worker's Compensation for 1st grade teacher $47,000 x .90% =$423			
	5100	510-Supplies	1181 - Bond Elementary School	TSSSA		$3,656.78
			Notes: Instructional supplies will be used for Bond's Eagle Academy afterschool, Saturday school and Summer.			
					Total:	**$248,063.00**