

Rutledge H. Pearson 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
0951	Rutledge H. Pearson Elementary School				\$98,255.00	

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.

Rutledge H. Pearson Elementary will establish comprehensive support services that develop family and community partnerships in the following ways:

1. The administrative team will take the lead in providing quality customer service to parents and families by creating communication check points throughout the year to show our parents or guardians that we care and they are important to us. During the communication "check in" meetings, the administrative team will share family support services that are available to them as well as upcoming Family Engagement activities that the school will be offering. Parents or guardians will have the opportunity to share any needs or concerns that they may have and referrals will be made if needed.
2. The leadership team will strategically collaborate with the guidance counselor and Parent Liaison to monitor and analyze early warning and academic data to make recommendations for identified students. Our counselor and parent liaison will reach out to parents concerning tardy and attendance issues and offer support. This collaborative team will meet monthly to monitor the progress of all students and provide academic and behavior support to students in need.
3. Rutledge H. Pearson Elementary will work closely with our on-site Boys and Girls Club to ensure the needs of the students and families are met. Students will be provided with school supplies, academic, and emotional support. The director of the on-site Boys and Girls Club will meet with the leadership team monthly to plan parent and community engagement activities that are aligned to the vision and mission of RHP.
4. Our Faith-Based Partnership with Ebenezer United Methodist Church is one that is vitally beneficial to the families and community of Rutledge H. Pearson. The leaders of the church are positive role models for our students and parents. They will continue to offer the type of support that will strengthen our families and community members. Members of the organization will volunteer on all grade levels and participate in parent related activities and meetings. They will assist will encouraging parents and community members to participate in Title I, SAC and other parent-related activities.

5. Our Parent Liaison will take the lead in being an advocate for our parents and families. During Parent and Family Engagement activities, our Parent Liaison will speak to our parents about the importance of utilizing the Parent Resource Center. The Parent Liaison will training parents and families on how to use the games and resources in the Parent Resource Center and log into Focus using the parent kiosk. The Parent Liaison will also ensure that parents are kept informed about upcoming events, activities and meetings. The Parent Liaison will invite parents and families to peruse the Parent Information Board that is located in the main office.
6. Students and families will have the opportunity to receive support from our on-site full service counselor. Our full service counselor works with students and families who are referred for counseling.
7. Parents and community members will be encouraged to attend our Title I, and SAC/PTA monthly meetings. During these meetings, our stakeholders will be informed about school improvement, student achievement, and monthly planning of school and community events. We will announce the monthly meetings on our school marquee, and website. Other advertisements of parent meetings are: school flyers, Class Dojo, TRHP and class Teams, and school monthly newsletters.

Academic and Character Standards

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

Rutledge H. Pearson Elementary will implement strategies to establish clearly defined and measurable high academic and character standards in the following ways:

1. The reading interventionist will ensure that our struggling readers are receiving an additional layer of support in reading everyday. The reading interventionist will work with our Tier II and Tier III students for the purpose of building their background knowledge and providing a stronger foundation in reading based on their needs. The reading interventionist will also monitor and document student progress.
2. Our instructional coaches will ensure that teachers and students receive high quality instructional support in reading/writing and math/science. Our instructional coaches will facilitate professional development sessions, pull and analyze data by teacher and student, align instruction to the standards, assist teachers with lesson planning and instructional delivery, and design assessments.
3. The administrative team will monitor and analyze the academic and behavior progress of all students weekly using data from the Blended Learning and SAS Platforms. The administrative team will conduct teacher data chats and teachers will conduct student and parent data chats after district assessments are administered.
4. Calm Classroom will be taught in every classroom with fidelity. Teachers will be training by our guidance counselor during pre-planning and each month, teachers will share a Calm Classroom mediation strategy at an Early Release Training. The administrative Team will monitor the implementation of Calm Classroom.
5. Our guidance counselor will provide classroom guidance using Sanford Harmony to cover character education topics such as, self confidence, teamwork, bullying, and friendship. The guidance counselor will provide one on one and small group counseling sessions to students

who are experiencing emotional issues, stress, or family separation.

6. Our PBIS Team will develop a school-wide positive behavior plan that is designed to encourage all students to succeed. The PBIS Team will meet monthly to review discipline data and coordinate our monthly effort celebrations. Students will be rewarded if they try hard to show pride in themselves, their work and behavior. Teachers will keep a chart in the classroom of the points that students have earned to show effort in order to be invited to the monthly celebration.

7. Supplemental Assistant Principal - Although Rutledge Pearson is a small school, the student needs are not. The demographic and socio-economic status this community is in grave need of an additional instructional leader to help both teachers and students raise student achievement.

8. Field Trip to Jacksonville Zoo - This line item is to provide hands on experiences for all grade levels. This allow students to align Life Science standards, Numbers and Operation standards, and Sequence standards.

Parental Involvement

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

Strategies to Increase Parental Involvement:

1. Rutledge H. Pearson Elementary will increase parent involvement by continuing to provide parent engagement activities that will assist parents with the tools needed to help their child(ren) at home and encourage them to participate in school-related events. We plan to host the following parent engagement activities during the 2021-2022 school-year: Orientation/Focus and Blended Learning Training, Open House, Annual Title 1 Meeting, Dads Bring Your Child to School Day, Muffins for Moms - Make and Take, Doughnuts for Dads, Annual Mid-year Stakeholder's Meeting, Academic Family Fun Night and Data Showcase, Title I Developmental Meeting, and monthly SAC/PTA Meetings.
2. RHP will continue to ensure that parents are kept informed about school and district information, parent conferences/meetings, upcoming events, and community news through the use of Class Dojo, student planners, robo calls, parent links, school flyers, school monthly newsletter, and our school website. Teachers will call parents individually when needed. Our parents will be notified about individual parent conferences and school-wide meetings, such as Title 1 and SAC/PTA Meetings, and join meetings through our RHP Teams site, teacher Teams sites and/or GoToMeeting Conference line.
3. The Parent Liaison at Rutledge H. Pearson Elementary will ensure that our parents and families have an advocate at the school. The parent liaison will be the link that will assist with strengthening

relationships between families and the school. During virtual learning, our parent liaison played a vital role in ensuring all of our students and families were accounted for, safe (mentally and physically), and connected to the proper resources to meet the needs of their family. The parent liaison will provide family and community services by communicating with our families through phone calls, texting (Class Dojo), parent links, and face to face. The parent liaison will ensure that families are aware of our school's website and social media sites that contain viable information and news. The parent liaison will contact parents and caregivers to ensure they are well informed about the changes that takes place in our district and school as we transform our way of working and student learning. During the COVID-19 Pandemic, the parent liaison assisted with community outreach by delivering "grab and go" lunches and dinners, assessed the needs of families and students, and conducted wellness checks with students and families everyday. The parent liaison called parents to ensure students had working technology, a hotspot, student resources and materials, food and clothing. These strategies will continue to be used when students transition back to school during the 2021-2022 school year. Our parent liaison will continue to be the bridge between school and families and strive to provide assistance when needed. In an effort to assure wrap-around services are being provided effectively, the parent liaison will continue to communicate with business partners and community stakeholders to meet the needs of families in the following ways:

- Consistently communicate with parents and families.
- Share pertinent information to parents and families at parent meetings, such as SAC, Title I, and Parent and Family Engagement. meetings.
- Participate in planning and decision making sessions as they relate to trainings, events, and activities for parents and families at Title I and SAC meetings.
- Provide training to parents and caregivers on topics, such as how to use resources in the Parent Resource Center more effectively.
- Assist parents with signing up and utilizing their parent FOCUS account on our parent kiosk.
- Be readily available to take parents and families on a tour of the Parent Resource Center and answer questions about the resources available to them.
- Provide clothes from the Rutledge H. Pearson Clothes Closet when needed and keep accurate records of the inventory.
- Implement strategies to increase parent participation in volunteering, PFE activities and events, and joining parent school-based parent organizations, such as SAC and PTA.

-Keep accurate logs of parent communication efforts.

5. Rutledge H. Pearson Elementary welcomes the support of our faith-based partnership with Ebenezer United Methodist Church. Members of our faith-based organization served as volunteers on fieldtrips, during Literacy Week and Parent and Family Engagement activities. They made donations for student incentives and actively participated in Title I, SAC/PTA, and parent engagement activities. Members of our faith-based partnership encourage parents to volunteer and participate in monthly activities.

6. Our on-site Boys and Girls Club afterschool program will provide support and services to families and keep them informed about the upcoming parent and family engagement activities. Our afterschool program hosts a plethora of parent engagement activities that will allow students to express themselves and hone their speaking and listening skills while participating in extra-curricular activities such as, the Robotics Club, art, football, cheerleading, dance, chorus and public speaking, after the academic hour.

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.

To identify, recruit, retain, and reward instructional personnel, Rutledge H. Pearson will:

1. Ongoing coaching support will be provided to all teachers in each content area. The administrative team will regularly conduct walk-throughs to provide immediate feedback and support. The leadership team will analyze student/teacher data for the purpose of designing professional development to meet the needs of all teachers. The leadership team will meet regularly with teachers to develop their skill set and offer individual coaching sessions, if needed. Mentor teachers will be assigned to new teachers and any teacher new to the district.
2. Our Sunshine Committee will celebrate the success of teachers and offer monthly incentives to celebrate school/student achievement.
3. Teacher recognition opportunities will be published in our weekly "Looking Ahead" Teacher/Staff Newsletter acknowledging the top class average on Acaletics, Achieve 3000, i-Ready and PMA District Assessments.

4. The state has instituted bonuses, supplements, and other incentives to attract and retain teachers in under-performing schools.
5. Our faith-based partners will to donate funds and materials for teacher and student incentives.

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.

Professional Development

Rutledge H. Pearson Elementary will implement the following strategies to provide professional development that focuses on academic rigor, direct instruction, and creating high academic and character standards:

1. Utilize a Supplemental Assistant Principal

Rutledge H. Pearson has a major need for timely standards driven professional development due to our school's current triple D status. There is also a need for more administrative monitoring of daily instruction. Our assistant principal, a former reading coach and district content specialist, will fulfill both of these needs. In effort to increase and maintain high levels of instructional strategies, the assistant principal will develop and deliver deeper levels of professional development and ongoing support as needed.

2. Provide Data-Driven Professional Development Planning

- Use data to determine instructional needs (by subject, grade, and individual teacher)
- Develop a year long PD plan that addresses identified needs

3. Provide Administrative Monitoring and Support

- Administrators will conduct regular walk-throughs, provide immediate feedback, and analyze walk-through data for the purpose of providing professional development.
- Administrators will calibrate using both observation/walk-through tools and use data to provide PD and coaching opportunities for teachers.

4. Provide Training and Collaborative Team Meetings for Teachers/Staff

- Weekly Common Planning with administration and coaches in ELA/Writing and Math/Science
- MTSS Student Support Services Collaborative Meetings
- Doughnuts and Data Weekly Voluntary PD
- Vertical Articulation Per Grading Period
- Teacher Data Chats Per Grading Period
- Early Release Day Training-
 1. Curriculum and instructional training based on need
 2. Data Analysis (school climate and student achievement data)
 3. Topics to provide teachers/staff with assisting parents and families:
 - a. Helping Parents Get Connected
 - b. Positive Behavior and Intervention Support Classroom Observations

- c. MTSS Process and Documentation
- d. Having Tough Conversations with Parents Effectively During Parent Conferences

5. Host School-wide Book Studies Led by Administration

-Intervention Reinvention: A Volume-Based Approach to Reading Success by Stephanie Harvey and Annie

Ward, Maggie Hoddinott, and Suzanne Carroll

-I Wish My Teacher Knew: How One Question Can Change Everything for Our Kids by Kyle Schwartz

6. Participate in Training for Leadership Team

-Train the Trainer Leadership Team Monthly Meetings

-Data Analysis/SAS Training for School Leaders by the DAT Team

-Principal and APs will attend Monthly Leadership Meetings (District Initiatives and Curriculum Updates)

-Coaches will attend Monthly Meetings for Coaches

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.

Tutoring (UniSIG + TSSSA)

To ensure focused instruction to improve student academic proficiency occurs beyond the normal school day or school year, we would like to have tutoring before and after school by content specific math, science, and language arts teachers to provide targeted tutoring to students in need of intervention. Data will be used to select students for tutoring. Students participating in tutoring will be monitored to ensure that students are mastering grade level standards. The tutoring pay ranges from \$18 an hour to \$24 an hour + benefits. The tutoring services breakdown will be in the budget narrative section of this line item

Instructional Supplies (UniSIG)

Instructional supplies such as presentation boards, dry erase boards and headsets, will be used to enhance small and whole group standards-based instruction.

Supplemental Materials

These Success Books had a high return on investment last year. We saw an increase in progress monitoring data each quarter.

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	\$92,018.42

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	Function	Object	Budget Focus	Funding Source	FTE	2021-22
	7300	110-Administrators	0951 - Rutledge H. Pearson Elementary School	TSSSA	1.0	\$65,195.00
			<p><i>Notes: Supplemental Assistant Principal - This position was approved last year using TSSSA funds. There is a new candidate for this position. Assistant Principal This position is funded to ensure safety and discipline of the campus. Responsibilities include: -Organizing and maintaining a structured Positive Behavior Intervention and Support plan -Implementing an Attendance/Plan with incentives for improvement and perfect attendance -Leading the student management team (includes restorative justice systems, antibullying program, parent/teacher support, and school safety planning and preparation) This assistant principal will also participate in parent conferences with certificated staff as well as facilitate systems with the school resource officer to ensure safety. Job Summary: Serves as Assistant Principal of the learning community. Develops, articulates, communicates, and implements a shared vision that is supported by the larger organization and the school community. Essential Functions: 1. Monitors the success of all students in the learning environment; aligns the curriculum, instruction, and assessment processes to promote effective student performance; and uses a variety of benchmarks, learning, and expectations feedback measures to ensure accountability for all participants engaged in the educational process. 2. Promotes a positive learning culture; provides an effective instructional program; and applies best practices to student learning, especially in the area of reading and other foundational skills. 3. Leads, directs, and manages operations; recruits, selects, orients, trains, coaches, counsels, and disciplines staff. Plans, monitors, appraises, and reviews staff job contributions to planning, development, delivery, follow-up, and evaluation. 4. Manages the organization, operations, facilities, and resources. Maximizes use of resources in an instructional organization. Promotes a safe, efficient, legal, and effective learning environment. 5. Collaborates with families, businesses, volunteers, and community members; responds to diverse community interests and needs; works effectively within the larger organization; and mobilizes community resources. 6. Collects and analyzes data for continuous school improvement. 7. Plans and implements the integration of technological and electronic tools in teaching, learning, management, research, and communication responsibilities. 8. Requisitions supplies, textbooks, and equipment; conducts inventories, maintains records, and checks on receipts for such material. 9. Prepares and/or supervises the preparation of all required reporting documents, accounting procedures and budgetary expenditures relative to school operations. 10. Performs other duties as assigned. Qualifications: Education: Master's degree from an accredited college or university; Experience: Three (3) years of successful teaching experience. Evidence of leadership ability; Certifications & Licenses: Educational Leadership; Successful completion of the former Administrative Training Program or acceptance into current Assistant Principal Preparation Program and have passing FELE scores.</i></p>			
	7300	210-Retirement	0951 - Rutledge H. Pearson Elementary School	TSSSA		\$7,054.10
			<i>Notes: Supplemental Assistant Principal Benefits Retirement 10.82%</i>			
	7300	220-Social Security	0951 - Rutledge H. Pearson Elementary School	TSSSA		\$4,987.42
			<i>Notes: Supplemental Assistant Principal Benefits Social Security 7.65%</i>			
	7300	231-Health and Hospitalization	0951 - Rutledge H. Pearson Elementary School	TSSSA		\$10,450.76
			<i>Notes: Supplemental Assistant Principal Benefits Group Health Insurance 16.03%</i>			

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	7300	232-Life Insurance	0951 - Rutledge H. Pearson Elementary School	TSSSA		\$13.04
			<i>Notes: Supplemental Assistant Principal Benefits Group Life Insurance .02%</i>			
	7300	240-Workers Compensation	0951 - Rutledge H. Pearson Elementary School	TSSSA		\$1,075.72
			<i>Notes: Supplemental Assistant Principal Benefits Workers Compensation 1.65%</i>			
	7300	290-Other Employee Benefits	0951 - Rutledge H. Pearson Elementary School	TSSSA		\$339.01
			<i>Notes: Supplemental Assistant Principal Benefits Flex .52%</i>			
	5100	330-Travel	0951 - Rutledge H. Pearson Elementary School	TSSSA		\$750.09
			<i>Notes: Field Trip to Jacksonville Zoo Bus Transportation</i>			
	7800	390-Other Purchased Services	0951 - Rutledge H. Pearson Elementary School	TSSSA		\$159.50
			<i>Notes: Field Trip to Jacksonville Zoo - This line item is to provide hands on experiences for all grade levels</i>			
	5100	510-Supplies	0951 - Rutledge H. Pearson Elementary School	TSSSA		\$1,993.78
			<i>Notes: supplies for Educational Experiences, poster board, crayons, markers, color pencils - This line item will allow students to develop reflective feedback of standard alignment with each field experience. In addition, Communication folders for students and parents and Guided Reading bags for students to have books, respond to standard aligned questions during centers, and data chat paperwork.</i>			
3	III.3.	Parental Involvement				\$0.00
4	III.4.	Incentives for Instructional Personnel				\$0.00
5	III.5.	Professional Development				\$0.00
6	III.6.	Focused Instruction				\$6,236.58
	Function	Object	Budget Focus	Funding Source	FTE	2021-22
	5900	120-Classroom Teachers	0951 - Rutledge H. Pearson Elementary School			\$1,729.91
			<i>Notes: Tutoring: This supplemental tutoring will allow the school to provide additional tutoring hours. The tentative dates are October 4th - November 5th, 10 students per grades 3-5, ELA and Math.</i>			
	5100	510-Supplies	0951 - Rutledge H. Pearson Elementary School	TSSSA		\$2,310.00
			<i>Notes: 2 Sets of Success Math student workbooks for grades 3,4,5</i>			

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	5100	369-Technology-Related Rentals	0951 - Rutledge H. Pearson Elementary School	TSSSA		\$2,196.67
			<i>Notes: Reflex software</i>			
Total:						\$98,255.00