

# Lakewood 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
2021	Lakewood Elementary School				\$157,540.00	

## 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.

Lakewood Elementary will develop family and community partnerships by leveraging the numerous resources provided through the district's Office of Strategic Partnerships, Family & Community Relations. Parent Toolkits will be available to support learning at home, including projects, learning games, suggested daily routines, and resources for virtual learning environments. Virtual and face to face Love and Logic parent nights will be provided for parents to network and share effective strategies that support students academically and social/emotionally. Parent Academy Power Hour webinars will continue to be offered to provide flexibility and adaptability for families' schedules. Teacher resources and tips to enhance family engagement will be provided and periodically updated. Mentoring and tutoring programs will be implemented to engage business and community partners. Parent Advocacy programs will facilitate positive, collaborative communications to resolve conflicts between students, families, and the community. Parents will be provided with a support card to earn credits for attending school events, meeting staff and community partners, and volunteering.

The district demonstrates its commitment to family and community engagement by providing a part-time Family and Community Liaison for all schools. Lakewood will strategically utilize this position to coordinate and connect families to the various resources and support services that are available.

### **Academic and Character Standards**

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

Lakewood Elementary will establish and implement clearly defined and measurable high academic standards by providing support for teachers to plan collaboratively each week, with guidance from instructional coaches, to ensure that lessons are designed with tasks aligned to the standards and engage scholars in higher-order thinking while promoting scholars' deeper understanding of the core content.

Professional development to deepen teachers' understanding of current ELA/Math standards as well as the new B.E.S.T. will be provided by school and district coaches. Additionally

professional development for the J&J Education boot camp to support teachers in 3-5 grade on core science content and intervention will be rolled out with ongoing monitoring. Through job-embedded, timely and relevant coaching, TZ coaches will support teachers with aligning their instruction to the cognitive complexity of the grade level standards. As a result, they will be more adept at adapting and aligning instruction to learning progressions and provide accessed and scaffolded support for each learner at the entry point of their grade-level standards. To support instruction and build student efficacy, a description of lesson-specific teaching standards, with learning scales and/or rubrics, will be posted for students to reference and monitor their own learning. Demonstrated progress toward mastery of standards will be posted, regularly updated, and celebrated to encourage continued growth.

Clearly defined and measurable high character standards will be established and supported through implementation of the Commitment to Character program, Trauma Responsive School initiative, and the Love and Logic Classroom training. Among numerous other benefits, this district and school-wide character education initiative teaches students to use basic character traits in everyday life, empower students to solve their own problems, and increases communication skills, critical thinking and problem solving. School wide implementation is supported by strategic focus on a character word of the month with accompanying literature (such as character book of the month) and recognition of students who exhibit the featured character traits.

### **Parental Involvement**

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

Following last year's limitations to family involvement, Lakewood will be reaching out to support re-building a parent and school connection. Lakewood Elementary will increase parental involvement and engagement by utilizing the Dual Capacity-Building Framework for Family School Partnerships (Mapp & Kuttner, 2014).

Specifically, family engagement activities will be designed and delivered based on the five process conditions for authentic partnership. Activities will be:

- 1) linked to learning, so parents are aware of school-wide, classroom, and individual learning and achievement goals for their children
  - 2) relational, so the positive, respectful relationships in the classroom extend to families of all students
  - 3) developmental, to build knowledge and capacity of families to support learning at home and advocate for their children's academic success
  - 4) collaborative, to foster the social capital families and promote networking opportunities; and
  - 5) interactive, so families have hands-on opportunities to practice and apply new learning
- Promising practices, such as Academic Parent Teacher Teams and Parent Teacher Home Visits.

In addition, Lakewood will add accessible as a process condition by incorporating virtual options for parents to engage in the school with a schedule more conducive to their home/work needs. Finally, Lakewood parents will be incentivized through our parent support card to attend events, meet staff and community, and volunteer for/join committees and events.

### **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.

The district's Talent Acquisition Team will support Lakewood Elementary to identify, recruit, retain, and reward instructional personnel through targeted recruitment efforts for educators who demonstrate a disposition, passion, and commitment to working in a turnaround school. All teachers receive a salary supplement through a county-supported referendum. Additional recruitment, retention, and performance incentives will be provided using state and local funds. Teachers will have the benefit of full-time, embedded instructional coaches, as well as opportunities to participate in other high-quality professional workshops and conferences.

### **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.

Ongoing, relevant, differentiated professional development will be provided to support a sustained focus on academic rigor, student teaming, effective core instruction, and high academic and character standards. Professional learning will be delivered in a variety of formats, including embedded coaching, practitioner inquiry, professional learning communities, and workshops in face-to-face and/or virtual formats. Teachers will receive coaching in English/Language Arts, Math, and Science to support growth in delivery of effective core instruction and timely data driven interventions. Content coaches will support teachers in professional learning communities to review student data and progress monitoring of assessment data to design differentiated instruction that addresses students' specific learning needs.

### **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.

The primary strategies that will be implemented to ensure focused instruction that improves student academic proficiency are the use of standards-aligned, grade level guides to provide a guaranteed, viable curriculum and the use of ongoing, formative assessments to inform timely, effective adjustments to instruction. Supplemental certified instructional and support personnel (such as Reading Recovery teachers, supplemental intervention teachers, and paraprofessionals) will be utilized to provide focused small group and/or individual instruction, reinforcement, and extension of learning activities. A variety of high-quality instructional materials will be provided for teachers to differentiate instruction while still teaching to high academic standards. Additionally, materials for flexible seating and sensory tools will be

incorporated to support unique student learning needs. Daily classroom schedules will be developed to ensure sufficient, dedicated blocks of time each day for instruction in all core subjects. An extended school day will be implemented, to increase instructional time by 30 minutes for focused re-teaching, acceleration and enrichment. Additional out-of-school learning time will be provided through daily extended learning programs beyond the regular school day and school year, including 24/7 access to virtual learning resources through the district's digital platforms.

TSSSA will support providing the following supplemental staff who will help improve student achievement and improve instructional quality across the different subject areas: four para-professionals and one instructional coach.

### **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.

<b>1</b>	<b>III.1.</b>	<b>Family and Community Partnerships</b>				<b>\$0.00</b>
<b>2</b>	<b>III.2.</b>	<b>Academic and Character Standards</b>				<b>\$0.00</b>
<b>3</b>	<b>III.3.</b>	<b>Parental Involvement</b>				<b>\$0.00</b>
<b>4</b>	<b>III.4.</b>	<b>Incentives for Instructional Personnel</b>				<b>\$0.00</b>
<b>5</b>	<b>III.5.</b>	<b>Professional Development</b>				<b>\$0.00</b>
<b>6</b>	<b>III.6.</b>	<b>Focused Instruction</b>				<b>\$157,540.00</b>
	Function	Object	Budget Focus	Funding Source	FTE	2021-22
	5100	150-Aides	2021 - Lakewood Elementary School	TSSSA	4.0	\$79,692.32
			Notes: Salaries for four paraprofessionals at 100% (will be new hires). The staff will provide academic instruction and/or support under the leadership of a certified teacher. This position will be a new hire, and the principal posted on June 24th. The application vetting within a week, and interviews will follow shortly after. The staff will be hired once the award notice is received.			
	5100	210-Retirement	2021 - Lakewood Elementary School	TSSSA	4.0	\$8,622.71
			Notes: Retirement for four paraprofessionals at 100%.			
	5100	220-Social Security	2021 - Lakewood Elementary School	TSSSA	4.0	\$4,940.92
			Notes: Social Security for four paraprofessionals at 100%.			
	5100	220-Social Security	2021 - Lakewood Elementary School	TSSSA	4.0	\$1,155.54
			Notes: Medicare for four paraprofessionals at 100%.			

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	5100	231-Health and Hospitalization	2021 - Lakewood Elementary School	TSSSA	4.0	\$46,200.00
			<i>Notes: Health benefits for four paraprofessionals at 100%.</i>			
	5100	232-Life Insurance	2021 - Lakewood Elementary School	TSSSA	4.0	\$277.20
			<i>Notes: Group Life for four paraprofessionals at 100%.</i>			
	5100	510-Supplies	2021 - Lakewood Elementary School	TSSSA		\$7,260.15
			<i>Notes: J &amp; J Educational Bootcamp (see the quote for unit cost) for students in 3rd - 5th grades: An intervention program made up of several resources that when combined, help students comprehend the concepts for science. Twelve years of data collections prove that when schools use the resources with fidelity and in combination with training, test scores soar. Includes student booklets, assessments, daily practice drill booklets, speed bag teacher edition, laboratory booklet, benchmark power drills, reviews, vocabulary and content game reviews, cluster, and full length assessments. The bundles will be as a supplement to the science curriculum and as a resource during small group interventions.</i>			
	5100	510-Supplies	2021 - Lakewood Elementary School	TSSSA		\$9,391.16
			<i>Notes: Science lab supplies and student math supplies (see the quote for cost per unit) for students in 2nd - 3rd grades during instructional hours, science lab sessions, and small group interventions.</i>			
<b>Total:</b>						<b>\$157,540.00</b>