

Hillsborough County Public Schools

James Elementary School



2021-22 TSSSA Plan

Table of Contents

Eligibility and Allocation	0
Plan Assurances	0
Plan Items	0
Budget	9

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
4747	James Elementary School				\$220,780.00	

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.

James Elementary will continue to build strong partnerships to provide comprehensive support services for students and their families. The relationships with business partners afford students, families, and staff many benefits throughout the school year. Each business partnership offers the school a range of goods and services that support students, teachers, staff, and the surrounding community.

Zeta Phi Beta Sorority, whose organization is based on the pillars of Scholarship, Service, Sisterhood, and Finer Womanhood, are partners who provide James with support for its Positive Behavior and Intervention Supports (PBIS) program by furnishing student incentives. They also offer prize baskets for parents who participate in the school's Passports to Success program.

- James will continue with the Terrific Kid of the Month program. The Kiwanis Club of Tampa, with teacher input, recognizes one student per class during the event. Each student's merits are publicly highlighted, and the Kiwanis Club provides honorees with a certificate and small tokens of appreciation.
- Supporting and Empowering Educational and Developmental Services (SEEDS) Program supports the students and families at James. SEEDS is a multi-disciplinary intervention team composed of schools, community, and family representatives. The primary goal of SEEDS is to ensure children are ready for kindergarten, are promoted at the end of the school year, and are reading on level by third grade.

James would like to use their TSSSA funds to provide each student with at least one uniform shirt and the neediest students two shirts. The school would like to create a uniform closet with additional uniform tops, long sleeve tops, bottoms, long pants, and basic sweatshirts that students can access throughout the year or when the weather gets colder. Uniform shirts and uniform closet for 450 students – \$11,000.00

Academic and Character Standards

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

James Elementary staff utilizes the Multi-Tiered Systems of Support-Response to Intervention (MTSS-RtI) program on-site to assist students in meeting high academic and character standards. This process drives instructional decision-making. In academics, it is the foundation

of all planning for and delivery of instruction identifying at-risk students and delivering targeted interventions to those children. In behavior, data drives the identification of students who are not responding to universal treatments and could benefit from tiered interventions.

To ensure the MTSS-RtI continues to be successful, James will keep their current RTI teacher (.70 FTE RTI @ \$55,823.35, which includes fringe). HCPS has a pending carry forward amendment for this budget line of \$20,616.82 to fund the remaining .30 FTE of the RTI Teacher for the 2021-2022 school year. The RtI Resource Teacher will facilitate the MTSS-RtI program on a school site. The RTI will assist the school with data analysis of individual students to provide the most effective instruction and intervention according to the student's needs. The MTSS-RtI Resource Teacher will support the Problem-Solving Leadership Team (PSLT). The RtI Teacher will engage in coaching cycles to support teachers as they learn to manage student behavior best to increase time-on-task.

Additional support for students scoring in the bottom quartile will come from the school's Leadership Team. Each team member will be responsible for tracking data on one of the seven criteria used in the state's school grade calculation. Particular emphasis will be placed on students performing in the bottom quartile in any of those criteria. The team members will monitor student-level data in their assigned area; assist in planning for intervention with teachers, Coaches, and Resource Teachers; engage in progress monitoring, and report on student progress in weekly leadership meetings.

James would like to use their TSSSA to purchase classroom supplies for 45 teachers. Teachers at low socio-economic schools often spend their own money to buy items for their classrooms. Each teacher at James will receive basic classroom supplies to ease that financial burden this year. Teachers will buy pens, markers, paper, notecards, poster paper, construction paper, toner, and general classroom supplies. Supplies for teachers \$6,375.00 and technology related supplies (ink and toner) \$400.00.

Hillsborough Education Foundation supports James Elementary by donating various school supplies. James would like to use their TSSSA funds to enhance this program. Many families at James find it challenging to purchase basic school supplies for their children. Each teacher will receive basic supplies to distribute to all 450 students like pencils, paper, folders, and other general supplies. To ensure all students are prepared to learn, each student will receive supplies on the first day of school, and each classroom will have additional supplies for students to access throughout the year. This will offset the financial burden placed on families to purchase school supplies (pens, pencils, folders, binders, notebook paper, and other school supply items) for their children. Supplies for students \$3,986.28.

James would like to use TSSSA funds to purchase Brain Pop (Brain Pop \$2,500.00), an online program to support student achievement. HCPS submitted a similar quote for this in its Title I application. Students will access the program daily to review key math and science concepts. Teachers can use the data provided by the program to drive future instruction and fill any learning gaps. Monitoring will occur by the Leadership Team for the principal's bi-weekly meetings. The school would also like to use TSSSA funds to purchase new headsets for students to use when accessing Brain Pop (Headphones = \$961.00); see the quote.

Parental Involvement

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

James will keep their current Parent Liaison (funded by a different source) to increase parental involvement and engagement. The Parent Liaison between parents and the school by working closely and conferring with district personnel (e.g., social worker, school counselor, psychologist, school administration). Additional duties include the following:

- Provides and interprets information about school procedures, instructional programs, and the names and roles of administrators and staff members.
- Assists with parental activities with feeder schools and the local community to generate a continuum for student success.
- Maintains communication logs to document contact with parents, students, staff, and the community.
- Serves as a contact for parents with questions about the school services or specific activities and events
- Contacts parents to serve on school committees or to attend special events at the school.
- Develops rapport with students, their parents, and school administration/staff to promote students' proper adjustment and progress.
- Assists parents and students with accessing educational resources.
- Cultivates parental interest in their children's schools and activities through parental engagement, advocacy, and involvement in various school-connected organizations and committees
- Additionally, the school hosts several key events each year to encourage parents to play an active role in their child's education. The events include a teacher "meet and greet" before starting a new school year, Open House, Kindergarten Roundup, a Fall Festival, and Curriculum Nights. At Curriculum Nights, parents are presented with valuable information on how to support their children through some breakout sessions where parents can choose which sessions they wish to attend based on interest and need. Parent and Family Engagement kits will be provided to families to promote home school partnership and build the capacity of families to support their child's academic success. (PFE Supplies \$10,509)

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 Human Resources department informs a wide range of human capital decisions in the district. Teachers designated as effective or highly effective receive recruitment letters making them aware of the benefits of teaching at a high-need school, such as the availability of additional resources through Title I and the ability to develop targeted leadership skills. Human Resource (HR) Partners assist principals with identifying promising applicants and analyzing educator data to inform human capital decisions. Hillsborough County Public Schools (HCPS) also utilizes a web-based platform, which provides online tools such as a “teacher fit” predictive assessment to help identify and place more qualified candidates and to allow for customized, automated workflows. Throughout the year, HCPS’ Office of Personnel Services regularly monitors Transformation Network school vacancies and offers specialized recruitment events to schools with the highest vacancies. Personnel Services has also updated the teacher application to signal when teachers indicate an interest in teaching in a Transformation Network School. As a result, the review process is expedited and applicants are matched with school sites quickly.
- Compensation is grounded in a performance-based salary structure that explicitly ties salary increases to sustained high-level performance. Currently, the base teacher salary schedule is designed to be competitive with neighboring districts, while performance salary structure provides substantial increases in compensation to teachers who have demonstrated student impact via state Value Added Model (VAM). HCPS negotiates for the provision of the performance-based compensation system with the Hillsborough Classroom Teachers Association (HCTA) each year.
- Despite a robust HCMS system, the district has been continually plagued with difficulties in staffing persistently low-performing schools with effective educators. Ergo, the newly adopted Transformation Network initiative provides targeted schools with supplemental resources and benefits specific to identifying, recruiting, retaining, and rewarding instructional personnel. A School Board-approved reorganization occurred on May 12, 2020 to lend a clear structure to the Transformation Network, as well as a system of centralized support to ensure proper oversight and mobilization of resources. Key personnel support specific HCMS functions within Transformation Network, including the Chief of Transformation who is the liaison with other district divisions to ensure instructional alignment and programming; recruiting, hiring and retaining teachers, and aligning appropriate social and emotional support. Regional Superintendents and Executive Directors, who directly support principals and school administrators on-the-ground, and a team of district resource teachers and core academic coaches who will work directly with Transformation Network teachers to increase instructional and cultural capacity to improve student achievement.
- The district’s proposed rapid improvement support strategies for Transformation Network extend far beyond additional staff to support human capital functions. Preliminary talent management strategies have been proposed, such as hosting strategic recruiting events for teachers, designating funds for teacher development through Title II, offering incentives from community partners, securing additional planning time, offering HR support for movement of staff during the first year of turnaround, and revamping the hiring process for external candidates. Examples of proposed leadership strategies for the Transformation Network to include appointing proven principals and allowing principals to select a team to join them at their turnaround site.
- In the spring of 2019, HCPS’ Superintendent heightened the district’s high-need recruitment effort with a ground-breaking teacher incentive initiative for the designated Achievement Schools. The offer, Spark Teacher Incentives, was presented to all teachers in Hillsborough County and across the country, and includes the provision of substantial extra pay on top of teachers’ salaries. Teachers who accept the incentive will earn up to \$13,000 additional per year and will also receive the added benefit of free or discounted child care. Teachers who transfer to the highest needs Tier III schools will receive \$7,500 per year, while those who move to Tier II and Tier I schools will earn \$5,000 and \$3,600 respectively. A salary differential is offered to schools identified as “Renaissance.” These seventeen schools will receive a

different incentive tiered as follows based on years of experience: 0-1 years will earn \$1,000, 2-10 years will earn \$2,300 and 11 plus years will earn \$3,600. Free childcare will be offered to teachers who transfer to a Tier III school, and childcare enrollment will be set at a 50% discount for teachers at Tier II and Tier 1 schools. This incentive initiative is subject to Hillsborough County School Board approval and available funding.

- These recruitment and retention efforts have been partially supported with Title I Part A federal funding, as approved by the Bureau of Federal Education Programs (BFEP) each year and in compliance with the ESEA Common Guidance. The Title I funding proposal for the 2021-2022 school year is currently pending grant project application approval by BFEP.

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.

To deliver a rigorous and relevant curriculum, the cadre of Resource Teachers to support high-quality professional development (PD) to teachers. James will continue with their current Resource Teacher (1.0 FTE Resource Teacher @ \$67,546.08, which includes fringe), funded by TSSSA for the first time in 2021-2022.

- The Resource Teacher will continue to be responsible for providing ongoing needs-based job-embedded professional development. They will work with teachers around best practices, focusing on targeted students and planning weekly with teachers. The Resource Teacher works with Tier 2 & 3 students within a small group utilizing differentiated tasks, strategies, and continued progress monitoring and retained students with Leveled Literacy Intervention. The Resource Teacher will provide feedback and resources to students and teachers. They will complete walkthroughs, provide feedback on One Note, and review data monthly.

- Again this year, the second Resource Teacher (funded by a different source) will maintain and monitor the implementation of the mathematics program and work directly with classroom teachers to improve student learning in STEM. In addition, they will assist teachers in planning for and implementing standards-based instruction and assessment, providing job-embedded coaching utilizing a solid knowledge base of mathematics content and pedagogy. At James, the Resource Teacher will be assigned specific grade levels to ensure coordinated, high-quality teachers' support.

Professional Development will be embedded throughout the school year for teachers of Reading and Math. Teachers will have access to professional development opportunities, modeling, and book studies to build knowledge. The Coaches and Resources Teachers will provide in-class practice of skills learned, in-class coaching modeling skills learned, and lesson development sessions to strengthen planning for instruction. Plans will be monitored monthly by the leadership team. PD stipends for 30 teachers X 1 hours/week for 20 weeks at \$16.25/hour (which includes fringe) = \$9,750.00. The school would like to use TSSSA funds to purchase professional development supplies (PD supplies @ \$207.00). The supplies (chart paper, highlighters, post-it notes, and markers) will be used in activities related to the coaching cycles, achievement data and data analysis, and lowest-performing students' reports.

James would like to use their TSSSA to provide teachers with a common planning time. Teachers will meet after school to review data and to create engaging lesson plans based on that data. Teachers will meet once a month and will be monitored by the Coaches, Resource

Teachers, and the administration (52 teachers X 1 hour X 10 sessions at \$36.75/hour, which includes fringe = \$19,110.00).

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 school also offers an Extended Learning Program (ELP) for students needing assistance in meeting grade-level standards in core content areas. ELP daytime tutors will work to provide strategic support for our students in Reading and Writing. The tutors will focus on the bottom quartile, Tier 2 students, and the students that are currently on the bubble of Tier 3. These students need additional support to close learning gaps and master key concepts. The two ELP daytime tutors will work with students two days a week for 5 hours a day. The school would like to use TSSSA funds to pay for this activity (2 ELP daytime tutors X 5 hours/day X 2 days/week for 25 weeks = 500 hours X \$36.75/hours, which includes fringe = \$18,375.00. The principal and assistant principal will monitor this activity.

James would like to use their TSSSA funds to work with students that need additional instruction beyond the school day or year. The school will use data to determine which students need to attend Saturday Academy. An Assistant Principal will be present each session. The Resource Team will monitor student data to group students and to ensure the effectiveness of the program. During each Saturday Academy session will include 5 teachers for 3 hours per session. The sessions will be strategically planned throughout the year to ensure students are meeting benchmarks and standards. Saturday Academy - 5 teachers X 4 hours/session X 15 Saturdays = 300 hours at 36.75/hour, which includes fringe = \$14,238.03.

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				\$11,000.00
	Function	Object	Budget Focus	Funding Source	FTE	2021-22
	5100	590-Other Materials and Supplies	4747 - James Elementary School	TSSSA		\$11,000.00
			Notes: Uniforms for students			
2	III.2.	Academic and Character Standards				\$70,044.87
	Function	Object	Budget Focus	Funding Source	FTE	2021-22
	5100	120-Classroom Teachers	4747 - James Elementary School	TSSSA	0.7	\$40,838.00

Hillsborough - 4747 - James Elementary School - FDOE TSSSA 2021-22
James Elementary School

			<i>Notes: RTI Resource Teacher</i>			
	5100	210-Retirement	4747 - James Elementary School	TSSSA		\$4,083.01
			<i>Notes: Retirement benefit (10%) for RTI Resource Teacher</i>			
	5100	220-Social Security	4747 - James Elementary School	TSSSA		\$2,531.95
			<i>Notes: Social Security benefit (6.2%) for RTI Resource Teacher</i>			
	5100	220-Social Security	4747 - James Elementary School	TSSSA		\$592.15
			<i>Notes: Medicare benefits (1.45%) for RTI Resource Teacher</i>			
	5100	230-Group Insurance	4747 - James Elementary School	TSSSA		\$7,569.21
			<i>Notes: Insurance benefits (19%) for RTI Resource Teacher</i>			
	5100	240-Workers Compensation	4747 - James Elementary School	TSSSA		\$208.27
			<i>Notes: Workers Comp benefits (.51%) for RTI Resource Teacher</i>			
	5100	510-Supplies	4747 - James Elementary School	TSSSA		\$3,986.28
			<i>Notes: Instructional supplies for students (pens, pencils, folders, binders, notebook paper)</i>			
	5100	510-Supplies	4747 - James Elementary School	TSSSA		\$6,375.00
			<i>Notes: Instructional supplies for teachers (pens, pencils, folders, binders, paper)</i>			
	5100	519-Technology-Related Supplies	4747 - James Elementary School	TSSSA		\$400.00
			<i>Notes: Tech Related Instructional supplies for students (ink and toner)</i>			
	5100	519-Technology-Related Supplies	4747 - James Elementary School	TSSSA		\$961.00
			<i>Notes: Tech Related Instructional supplies for students (headphones)</i>			
	5100	520-Textbooks	4747 - James Elementary School	TSSSA		\$2,500.00
			<i>Notes: Brainpop subscription</i>			
3	III.3.	Parental Involvement				\$10,509.00
	Function	Object	Budget Focus	Funding Source	FTE	2021-22
	6150	510-Supplies	4747 - James Elementary School	TSSSA		\$10,509.00
			<i>Notes: PFE supplies to support home school connection for student academic success</i>			
4	III.4.	Incentives for Instructional Personnel				\$0.00
5	III.5.	Professional Development				\$96,613.10
	Function	Object	Budget Focus	Funding Source	FTE	2021-22

Hillsborough - 4747 - James Elementary School - FDOE TSSSA 2021-22
James Elementary School

	5100	120-Classroom Teachers	4747 - James Elementary School	TSSSA	1.0	\$49,246.20
			<i>Notes: Reading Resource Teacher</i>			
	5100	210-Retirement	4747 - James Elementary School	TSSSA		\$4,924.62
			<i>Notes: Retirement benefits (10%) for Reading Resource Teacher</i>			
	5100	220-Social Security	4747 - James Elementary School	TSSSA		\$3,053.26
			<i>Notes: Social Security benefits (6.2%) Reading Resource Teacher</i>			
	5100	220-Social Security	4747 - James Elementary School	TSSSA		\$714.07
			<i>Notes: Medicare benefits (1.45%) for Reading Resource Teacher</i>			
	5100	230-Group Insurance	4747 - James Elementary School	TSSSA		\$9,356.78
			<i>Notes: Life and Health Insurance (19%) for Reading Resource Teacher</i>			
	5100	240-Workers Compensation	4747 - James Elementary School	TSSSA		\$251.16
			<i>Notes: Workers Comp benefits (.51%) for Reading Resource Teacher</i>			
	6400	120-Classroom Teachers	4747 - James Elementary School	TSSSA		\$8,251.52
			<i>Notes: Workshop stipends for teachers participating in professional learning</i>			
	6400	210-Retirement	4747 - James Elementary School	TSSSA		\$825.15
			<i>Notes: Retirement (10%) for Workshop stipends for teachers participating in professional learning</i>			
	6400	220-Social Security	4747 - James Elementary School	TSSSA		\$511.59
			<i>Notes: Social Security (6.20%) for Workshop stipends for teachers participating in professional learning</i>			
	6400	220-Social Security	4747 - James Elementary School	TSSSA		\$119.65
			<i>Notes: Medicare (1.45%) for Workshop stipends for teachers participating in professional learning</i>			
	6400	240-Workers Compensation	4747 - James Elementary School	TSSSA		\$42.08
			<i>Notes: Workers Comp (.51%) for Workshop stipends for teachers participating in professional learning</i>			
	6300	120-Classroom Teachers	4747 - James Elementary School	TSSSA		\$16,173.00
			<i>Notes: Planning stipends for teachers participating in collaborative curriculum planning</i>			
	6300	210-Retirement	4747 - James Elementary School	TSSSA		\$1,617.30
			<i>Notes: Retirement (10%) for Planning stipends for teachers participating in collaborative curriculum planning</i>			

Hillsborough - 4747 - James Elementary School - FDOE TSSSA 2021-22
James Elementary School

	6300	220-Social Security	4747 - James Elementary School	TSSSA		\$1,002.73
			<i>Notes: Social Security (6.20%) for Planning stipends for teachers participating in collaborative curriculum planning</i>			
	6300	220-Social Security	4747 - James Elementary School	TSSSA		\$234.51
			<i>Notes: Medicare (1.45%) for Planning stipends for teachers participating in collaborative curriculum planning</i>			
	6300	240-Workers Compensation	4747 - James Elementary School	TSSSA		\$82.48
			<i>Notes: Workers Comp (.51%) for Planning stipends for teachers participating in collaborative curriculum planning</i>			
	6400	510-Supplies	4747 - James Elementary School	TSSSA		\$207.00
			<i>Notes: Supplies for Professional Learning</i>			
6	III.6.	Focused Instruction				\$32,613.03
	Function	Object	Budget Focus	Funding Source	FTE	2021-22
	5100	120-Classroom Teachers	4747 - James Elementary School	TSSSA		\$15,550.95
			<i>Notes: Tutoring stipends for teachers to provide extra support to students during school day</i>			
	5100	210-Retirement	4747 - James Elementary School	TSSSA		\$1,555.09
			<i>Notes: Retirement benefits (10%) for Tutoring stipends for teachers to provide extra support to students during day</i>			
	5100	220-Social Security	4747 - James Elementary School	TSSSA		\$964.16
			<i>Notes: Social Security benefits (6.20%) for Tutoring stipends for teachers to provide extra support to students during day</i>			
	5100	220-Social Security	4747 - James Elementary School	TSSSA		\$225.49
			<i>Notes: Medicare benefits (1.45%) for Tutoring stipends for teachers to provide extra support to students during day</i>			
	5100	240-Workers Compensation	4747 - James Elementary School	TSSSA		\$79.31
			<i>Notes: Workers Comp benefits (.51%) for Tutoring stipends for teachers to provide extra support to students during day</i>			
	5100	120-Classroom Teachers	4747 - James Elementary School	TSSSA		\$12,049.79
			<i>Notes: Saturday Tutoring stipends for teachers to provide extra support to students</i>			
	5100	210-Retirement	4747 - James Elementary School	TSSSA		\$1,204.98
			<i>Notes: Retirement benefits (10%) for Saturday Tutoring stipends for teachers to provide extra support to students</i>			
	5100	220-Social Security	4747 - James Elementary School	TSSSA		\$747.09

Hillsborough - 4747 - James Elementary School - FDOE TSSSA 2021-22
James Elementary School

			<i>Notes: Social Security benefits (6.20%) for Saturday Tutoring stipends for teachers to provide extra support to students</i>			
	5100	220-Social Security	4747 - James Elementary School	TSSSA		\$174.72
			<i>Notes: Medicare benefits (1.45%) for Saturday Tutoring stipends for teachers to provide extra support to students</i>			
	5100	240-Workers Compensation	4747 - James Elementary School	TSSSA		\$61.45
			<i>Notes: Workers Comp benefits (.51%) for Saturday Tutoring stipends for teachers to provide extra support to students</i>			
Total:						\$220,780.00