

Hillsborough County Public Schools

Kenly 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
2201	Kenly Elementary School				\$205,120.00	

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.

Kenly will continue to cultivate strong partnerships with many community members and organizations who consistently provide resources—be it financial support, tangible resources, their time, or their talent—to meet the needs of students, their families, and staff. These relationships benefit students and families in the following ways:

- Tampa Bay Steel is a yearly sponsor of the school's Welcome Back to School Bash for students, families, and the staff. They fully fund a cookout for the school, offer 500 student backpacks filled with school supplies, and even provide gift cards to teachers to celebrate the new school year.
- Kenly Elementary is a Buccaneers Partnership School; the local NFL Super Bowl Champion Football team provides various supports. For instance, they have provided donations for fundraising raffles to help the school raise money for initiatives. They provide vision screening and fund the purchase of glasses if needed by students. They host an annual Tampa Bay art contest and provide reception and prizes to winning students. They honor students from Kenly at celebrations to highlight "turnaround students" who have made positive changes over a school year. Finally, each fifth-grade student is offered an incentive to stay in school and pursue post-secondary options. Those who do can apply to serve as an intern with the Buccaneers organization upon their graduation from college.
- The Hillsborough Education Foundation has provided support to beautify the campus, including facilitating the painting of murals throughout common areas of the site.
- Junior Achievement provides volunteers from the local community who serve as classroom speakers; they promote career awareness initiatives to show students what future employment options exist and stress the importance of education.
- Kenly 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 will start a uniform closet with additional uniform tops, long sleeve tops, long pants, and sweatshirts that students can access when the weather gets colder. Uniform shirts and uniform closet for approximately 400 students - \$9,000.00.
- Kenly would like to establish a Healthcare Closet for students to access hygiene products. Coming to school clean and prepared to learn is linked to student success. Families of the roughly 400 students would have access to shampoo, combs, dental supplies, feminine

products, soap, and other products that ensure healthy body care. Healthcare Closet - \$5,591.70.

Academic and Character Standards

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

To help students meet high character standards, Kenly Elementary will continue to implement a Positive Behavior Intervention and Supports (PBIS) program, a research-based framework that includes a point-based system. Students will earn Cougar Cash for positive behaviors. Students are awarded Cougar Cash when they are observed demonstrating good character traits. They can redeem the cash in the Cougar Store, which is stocked through donations from community partners and staff. The principal holds an orientation with students during the first weeks of school to help establish school-wide behavior expectations. In addition, key Student Services Team members are introduced, and their roles are explained. This allows students to identify their on-campus allies if they need help navigating through social-emotional, academic, or family issues.

- Kenly Elementary currently has an RTI Teacher and would like TSSSA to fund the position for the first time this year RTI Teacher (1.0 FTE @ \$73,480.43, which includes fringe). The RTI Teacher will assist the school with data analysis of individual students to provide the most effective instruction and intervention according to each student's needs. Updates will include a detailed report of their activities, an analysis of school discipline reports, and i-Ready data and other students' academic work to track their progress.
- Kenly would like TSSSA to continue to fund one of their two Resource Teachers (1.0 FTE Resource Teacher @ \$89,579.48, which includes fringe). Another source funds the second Resource Teacher. The Resource Teachers will focus on coaching, modeling, planning, and data analysis with K-5 teachers on a weekly basis. The Resource Teachers will also schedule and facilitate professional development around standards-based instructional practices and monthly assessment opportunities for students. One key focus of the Resource Teachers will be to improve teacher effectiveness in the classroom in all areas of math that impact student performance outcomes. Another key focus of the Resource Teachers will be to provide targeted small group instruction to students weekly to improve their student performance outcomes. They will be supervised by the school principal every week.
- Kenly's School Counselor presents a character trait of the day via the school's morning show. All staff, including front office personnel, cafeteria staff, and custodians, are encouraged to identify students demonstrating featured traits and reward them with Cougar Cash. Kenly's School Counselor also schedules a cadence of classroom presentations to facilitate character-building lessons. Furthermore, Kenly students participate in a bullying prevention program, celebrate Red Ribbon Week, and are recognized for good citizenship.
- Teachers at the school need additional classroom supplies to deliver high-quality lessons and students to complete high-quality work. Teachers at low socio-economic schools often spend their own money to buy items for their classrooms. The 50 teachers will purchase supplies like pens, markers, paper, notecards, poster paper, construction paper, and other general classroom supplies. Teacher supplies - \$5,000.00 and technology related supplies - \$500.00.

Parental Involvement

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

Research demonstrates the inextricable link between parent engagement and student achievement. Involving families in schools has been found to increase student achievement, improve graduation rates, and better prepare for college (@CarnegieCorp). Kenly plans and executes a variety of opportunities designed to increase parental involvement and engagement.

- Kenly hosts an annual Welcome Back to School Bash (described in Item 1) with its community partners. The Bash allows families and their children to meet Kenly staff and familiarize themselves with the services they can provide, learn about new school-wide initiatives, and mingle with teachers in a way that encourages relationship building.
- Kenly's PTA sponsors spirit nights off-campus. These events also help parents and guardians and their children engage with staff and build relationships outside the classroom.
- Kenly routinely invites families to the site to celebrate students' accomplishments. They hold report card recognition ceremonies for those students who honor roll status and plan events to recognize good attendance and citizenship.
- The staff at Kenly also plan events that connect to how parents can better support their child's academic achievement. For instance, they host an annual Literacy Night, as well as a S'math Night (Science and Math exploration), where families can participate together in hands-on activities that encourage parents to learn alongside their child.

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 I 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.

Kenly will continue to utilize the MTSS-RtI process with fidelity to address all students' academic and behavioral needs. To this end, all staff will be invited to attend pre-pre planning to get a jump start on examining the data for the students on their roster. Led by the Student Services Team, the session will include a booster PD on the MTSS-RtI process and why it is essential to continually assess each child's performance and behavior. The principal will set her expectations for implementing MTSS-RtI and establish the processes and procedures used to conduct ongoing assessments. Teachers will examine each of their student's most recently available data, noting each child's strengths and weaknesses which will, in turn, lead to more effective and timely delivery of interventions.

- The Leadership Team will also demonstrate best practices in subjects common for teachers of any discipline, such as classroom management and higher-order questioning techniques. Based on teacher evaluations and walkthrough observation data, the Leadership Team will identify trends and respond accordingly. Suppose they find that there are common areas for development in the faculty. In that case, they will devote dedicated time for staff to participate in a "mock classroom" experience where teachers become the "students" and administrators become the "teachers." The Leadership Team will introduce the concept by sharing data that established the need for professional learning, share the research behind the best practice, model it as if they were in a classroom setting, debrief the use of the practice, and assist teachers in planning for the benefit of that practice in their classroom. The Leadership Team will then note the teachers' progress in using the practice and provide job-embedded coaching, if necessary.

- To monitor the activities and to evaluate the effectiveness of the efforts of the literacy and math teams, each will provide weekly updates to the school administrative/leadership team. Updates will include a detailed report of their activities, analysis of school discipline reports, i-Ready data, formative and summative testing data, and other student's academic work to track their impact.

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.

- Two times each week, Kenly will offer tutoring after school. Students targeted for this additional instructional time beyond the regular school day are those whose assessment scores show them to be needing extra support in order to attain proficiency on the BEST standards including those students on the "bubble" or cusp of a higher proficiency score. These extra sessions can reinforce student learning during the school day. TSSSA funds will be used to pay teachers to implement afterschool tutoring, specifically in math and science. After school tutoring 15 teachers X 5 hours/week X 8 weeks at \$36.75/hour (which includes fringe) = \$22,050.00.

- One paraprofessional (funded through a different source) will be assigned to assist students. The paraprofessional will have a schedule set by the literacy and math teams and conduct small group pullouts and data chats for students struggling to meet grade-level standards. The paraprofessional will also facilitate the school's i-Ready diagnostic testing; they will be responsible for creating a schedule for using the student lab for i-Ready assessments. They will oversee the use of the lab while students are engaged in their work and help ensure fidelity of implementation of i-Ready.

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				\$14,591.70
	Function	Object	Budget Focus	Funding Source	FTE	2021-22
	5100	590-Other Materials and Supplies	2201 - Kenly Elementary School	TSSSA		\$9,000.00
			<i>Notes: Uniforms for students</i>			
	5100	510-Supplies	2201 - Kenly Elementary School	TSSSA		\$5,591.70
			<i>Notes: Health supplies for students and families</i>			
2	III.2.	Academic and Character Standards				\$168,478.30
	Function	Object	Budget Focus	Funding Source	FTE	2021-22
	5100	120-Classroom Teachers	2201 - Kenly Elementary School	TSSSA	1.0	\$65,310.20
			<i>Notes: Resource Teacher Salary</i>			
	5100	210-Retirement	2201 - Kenly Elementary School	TSSSA		\$6,531.02
			<i>Notes: Resource Teacher Retirement (10%)</i>			
	5100	220-Social Security	2201 - Kenly Elementary School	TSSSA		\$4,049.23
			<i>Notes: Resource Teacher FICA (6.2%)</i>			
	5100	220-Social Security	2201 - Kenly Elementary School	TSSSA		\$947.00
			<i>Notes: Resource Teacher Medicare (1.45%)</i>			
	5100	230-Group Insurance	2201 - Kenly Elementary School	TSSSA		\$12,408.94
			<i>Notes: Resource Teacher Health and Life Insurance (19%)</i>			
	5100	240-Workers Compensation	2201 - Kenly Elementary School	TSSSA		\$333.08
			<i>Notes: Resource Teacher Workers Comp (.51%)</i>			
	5100	120-Classroom Teachers	2201 - Kenly Elementary School	TSSSA	1.0	\$53,711.31
			<i>Notes: Resource Teacher (RTI) Salary</i>			
	5100	210-Retirement	2201 - Kenly Elementary School	TSSSA		\$5,371.13

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			<i>Notes: Resource Teacher Retirement (10%)</i>			
	5100	220-Social Security	2201 - Kenly Elementary School	TSSSA		\$3,268.10
			<i>Notes: Resource Teacher FICA (6.2%)</i>			
	5100	220-Social Security	2201 - Kenly Elementary School	TSSSA		\$764.31
			<i>Notes: Resource Teacher Medicare (1.45%)</i>			
	5100	230-Group Insurance	2201 - Kenly Elementary School	TSSSA		\$10,015.15
			<i>Notes: Resource Teacher Health and Life Insurance (19%)</i>			
	5100	240-Workers Compensation	2201 - Kenly Elementary School	TSSSA		\$268.83
			<i>Notes: Resource Teacher Workers Comp (.51%)</i>			
	5100	510-Supplies	2201 - Kenly Elementary School	TSSSA		\$5,000.00
			<i>Notes: Instructional supplies for students and teachers (Paper, Pens, Construction Paper)</i>			
	5100	519-Technology-Related Supplies	2201 - Kenly Elementary School	TSSSA		\$500.00
			<i>Notes: Technology related supplies for teachers (Ink, Toner)</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				\$22,050.00
	Function	Object	Budget Focus	Funding Source	FTE	2021-22
	5100	120-Classroom Teachers	2201 - Kenly Elementary School	TSSSA		\$18,661.14
			<i>Notes: Tutoring TPay for Teachers Stipends</i>			
	5100	210-Retirement	2201 - Kenly Elementary School	TSSSA		\$1,866.11
			<i>Notes: Tutoring TPay for Teachers Retirement (10%)</i>			
	5100	220-Social Security	2201 - Kenly Elementary School	TSSSA		\$1,156.99
			<i>Notes: Tutoring TPay for Teachers FICA (6.2%)</i>			
	5100	220-Social Security	2201 - Kenly Elementary School	TSSSA		\$270.59
			<i>Notes: Tutoring TPay for Teachers Medicare (1.45%)</i>			
	5100	240-Workers Compensation	2201 - Kenly Elementary School	TSSSA		\$95.17
			<i>Notes: Tutoring TPay for Teachers Workers Comp (.51%)</i>			

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Total:		\$205,120.00
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