

Hillsborough County Public Schools

# Miles 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
3041	Miles Elementary School				\$396,820.00	

## 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.

· At Miles Elementary, has 98% of students receive free- or reduced-price meals. As such, students at Miles need adequate support services that families can often not afford independently. In addition, many students at Miles are transient and have a history of trauma. Miles plans to continue to develop long-lasting relationships with community partners to help meet the needs of all of their students and families. Developing and sustaining community partnerships will help Miles Elementary create a safe and positive school-wide culture amongst all stakeholders, an area of focus in their SIP. Community partnerships have been shown to help connect students and families with available services.

· The school's Social Worker will work with community partners and families to update the school's Community Resource Map and provide teachers, students, and families with connections to available resources. When teachers and families are more aware of support services available, they can better assist students and families in crisis. o Community partners and the services: Chrysalis and Success for Kids and Families Will provide student and family assistance with mental health needs, SEEDS will provide wrap-around case management for families with children, ages three years through 3rd grade, GracePoint will provide crisis/emergency assistance, the University of Tampa will provide tutors/mentors that meet with students weekly, Hispanic Services Council, Gulf Coast Jewish Family, and Community Services, and Tampa Bay Buccaneers will provide community outreach and volunteers when needed, Alex's Bikes, Lutz-Land O'Lakes Woman's Club, and Ladies Auxiliary Post 9 will provide donations to the school/students when needed, Oasis will provide clothing assistance for students in need, Community Faith-Based Organizations will provide teacher incentive donations and volunteers. · Miles would like to use their TSSSA funds to provide all 800 students with at least one uniform shirt and the neediest students two shirts. The school will build a uniform closet with additional uniform tops, long sleeve tops, long pants, bottoms, and sweatshirts that students can access throughout the year or when the weather gets colder. Uniform shirts and uniform closet - \$12,000.00

### **Academic and Character Standards**

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

For students who need extra supports as identified through the school's MTSS-Rtl process, the PSLT and behavior team will work together to review student data and personalize plans for individual students. These plans will be assessed regularly to ensure they are meeting the students' needs. Miles will continue monitoring behavior with a full-time RTI Teacher. HCPS has

a pending carry forward amendment for this budget line (1.0 FTE RTI Resource Teacher @ \$99,113.87, which includes fringe) to fund the total amount of the Resource Teacher position for the 2021-2022 school year. In the district, RTI Teacher coordinates behavior management at school sites by developing individual, class, and school-wide behavior interventions, including data collection and analysis.

Many families have been impacted by the recent economic downturn, making it difficult for families to purchase basic school supplies for their children. To ensure all 800 students are prepared to learn, each student will receive basic supplies like pencils, paper, folders, and other general supplies on the first day of school. The Supply Closet will provide students with additional supplies throughout the year. Student supplies \$8,010.00.

Teachers at low socio-economic schools often spend their own money to buy items for their classrooms. The 40 teachers will buy pens, markers, paper, notecards, poster paper, construction paper, toner, and other general classroom supplies. Teacher supplies for 70 teachers - \$6,000.00 and technology related supplies \$899.72.

Educators appreciate the impact that art and music play on student learning. Immersing children in music can help boost their brainpower. Music stimulates the parts of the brain associated with academic achievements, such as reading and math, and emotional development. Research has shown that participation in music at an early age can help improve memory. Exposing children to music in early development helps them learn word sounds and meanings. Children's brains develop faster with music, particularly in areas associated with language acquisition and reading skills. Therefore, the school would like to use its TSSSA funds to create a new music enrichment program. The Administration will conduct walkthroughs and provide quality feedback. The Special Teachers, Resource Teachers, and the Administration will monitor data charts and iReady data to discuss student progress and set expected outcomes for students. Music initiative - \$6,712.93.

### **Parental Involvement**

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

The Parent Liaison Aide (funded by a different source) will increase parent engagement and involvement in the child's education. From the district perspective, Parent Liaison Aides empower parents and promote their engagement by bridging communication between the school and home. They effectively build rapport with students, their families, and school staff to promote pupil progress. System navigators provide parents with information and links to resources that support students' academic and social success. The Parent Liaison Aide cultivates parental interest in their children's school through advocacy efforts, activities, and events. Specifically, at Miles Elementary, the Parent Liaison Aide will assist with planning Parent Nights such as conference nights, open house, creepy content night, STEM night, and fine arts night. Miles' bilingual Parent Liaison Aide will help open better lines of communication with the school's predominately Spanish-speaking parents to increase engagement with the Hispanic parent population. In addition, the Parent Liaison Aide will be in charge of creating and maintaining a parent resource board.

### 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.

Miles keeps their current Reading Coach, funded by a different source in 2021-2022. In HCPS, Reading Coaches maintain and monitor the implementation of the district's reading program, including professional development of classroom teachers to improve reading instruction and acquisition. Reading Coaches focuses on enhancing teachers' literacy instruction through job-embedded professional development and coaching throughout the school year. Reading Coaches supports collaborative standards-based lesson planning, modeling best practices in reading instruction, classroom-based demonstrations, and reflective teaching. They assist teachers in disaggregating data for interpretation and planning for instruction. The position requires a strong communicator and leader who will advocate for the literacy development of all students through regular meetings with building administrators and stakeholders.

Miles Elementary will continue the work of the coaches/resource teachers to provide professional development that focuses on academic standards and direct instruction. The Resource Teachers will be funded through TSSSA again for the 2021-2022 school year.

- 1.0 FTE Resource Teacher @ \$102,656.00 annual salary, which includes fringe
  - 1.0 FTE Resource Teacher @ \$83,818.43 annual salary, which includes fringe
  - 1.0 FTE Resource Teacher @ \$97,932.27 annual salary, which includes fringe
  - .65 FTE Resource Teacher @ \$48,678.00 annual salary, which includes fringe
- o HCPS has a pending carry forward amendment for this budget line (.35 FTE Resource Teacher @ \$26,211.00, which includes fringe) to fund the total amount of the Resource Teacher position for the 2021-2022 school year.



The Resource Teachers maintain and monitor the implementation of the mathematics program and work directly with classroom teachers to improve student learning. The Resource Teachers will pull out students and push into classrooms to work with these students daily based on their needs assessment of STEM, reading/writing, and Math standards that they have not mastered. They also monitor the implementation of the writing/language arts program, including the professional development of classroom teachers to improve student achievement in writing. The Resource Teachers assist teachers in planning for and implementing standards-based instruction and assessment, providing just-in-time, job-embedded coaching utilizing a solid knowledge base of mathematics content and pedagogy. The Resource Teachers will a report to the principal weekly. They will also meet weekly with the principal regarding the progress of students.

o Professional Development will be embedded throughout the school year for teachers of Reading, Writing, and Math. Miles' 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), plus \$150 for PD supplies (poster paper, highlighters, post-it notes, markers).

o Miles 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 be monitored by the Coaches, Resource Teachers, and the Administration (50 teachers X 1 hour X 8 sessions at \$36.75/hour, including fringe = \$14,700.00).

### 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.

Miles will improve student academic proficiency by holding an intervention lab before school for students identified as performing below level. Students will use iReady, which will personalize instruction to each student and monitor student progress. Another way Miles plans to provide focused instruction by using an Extended Learning Program during the regular school day to pull small groups of students, also identified as below level through joint assessment and district data. Miles would like to use its TSSSA funds to fund the afterschool tutoring. The 15 sessions will be strategically planned throughout the year to ensure students meet benchmarks and standards 5 teachers X 2 hours/week X 15 weeks at \$36.75/hour (which includes fringe) = \$5,512.50.

## 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	\$12,000.00
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**Hillsborough - 3041 - Miles Elementary School - FDOE TSSSA 2021-22**  
Miles Elementary School

	Function	Object	Budget Focus	Funding Source	FTE	2021-22
	5100	590-Other Materials and Supplies	3041 - Miles Elementary School	TSSSA		\$12,000.00
			<i>Notes: Uniforms to provide wrap around support to students and families</i>			
<b>2</b>	<b>III.2.</b>	<b>Academic and Character Standards</b>				<b>\$21,622.65</b>
	Function	Object	Budget Focus	Funding Source	FTE	2021-22
	5100	510-Supplies	3041 - Miles Elementary School	TSSSA		\$6,000.00
			<i>Notes: Instructional Supplies to support teachers in providing highly effective and engaging classroom instruction</i>			
	5100	510-Supplies	3041 - Miles Elementary School	TSSSA		\$8,010.00
			<i>Notes: Instructional Supplies to support students be prepared and engaged in classroom instruction</i>			
	5100	510-Supplies	3041 - Miles Elementary School	TSSSA		\$6,712.93
			<i>Notes: Instructional Supplies to support music initiative and opportunities for students</i>			
	5100	519-Technology-Related Supplies	3041 - Miles Elementary School	TSSSA		\$899.72
			<i>Notes: Technology Related Instructional Supplies to support students and teachers</i>			
<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>\$357,684.85</b>
	Function	Object	Budget Focus	Funding Source	FTE	2021-22
	6300	120-Classroom Teachers	3041 - Miles Elementary School	TSSSA		\$12,440.76
			<i>Notes: Stipends for teachers to collaboratively plan together during common planning time</i>			
	6300	210-Retirement	3041 - Miles Elementary School	TSSSA		\$1,244.08
			<i>Notes: Retirement (10%) for Stipends for teachers to collaboratively plan together</i>			
	6300	220-Social Security	3041 - Miles Elementary School	TSSSA		\$771.33
			<i>Notes: Social Security (6.20%) for Stipends for teachers to collaboratively plan together</i>			
	6300	220-Social Security	3041 - Miles Elementary School	TSSSA		\$180.39
			<i>Notes: Medicare (1.45%) for Stipends for teachers to collaboratively plan together</i>			

**Hillsborough - 3041 - Miles Elementary School - FDOE TSSSA 2021-22**  
*Miles Elementary School*

	6300	240-Workers Compensation	3041 - Miles Elementary School	TSSSA		\$63.45
			<i>Notes: Workers Comp (.51%) for Stipends for teachers to collaboratively plan together</i>			
	6400	120-Classroom Teachers	3041 - Miles Elementary School	TSSSA		\$8,251.52
			<i>Notes: Stipends for teachers to engage in professional learning beyond the regular school day</i>			
	6400	210-Retirement	3041 - Miles Elementary School	TSSSA		\$825.15
			<i>Notes: Retirement (10%) for Stipends for teachers to engage in professional learning</i>			
	6400	220-Social Security	3041 - Miles Elementary School	TSSSA		\$511.59
			<i>Notes: Social Security (6.20%) for Stipends for teachers to engage in professional learning</i>			
	6400	220-Social Security	3041 - Miles Elementary School	TSSSA		\$119.65
			<i>Notes: Medicare (1.45%) for Stipends for teachers to engage in professional learning</i>			
	6400	240-Workers Compensation	3041 - Miles Elementary School	TSSSA		\$42.08
			<i>Notes: Workers Comp (.51%) for Stipends for teachers to engage in professional learning</i>			
	6400	510-Supplies	3041 - Miles Elementary School	TSSSA		\$150.00
			<i>Notes: Supplies to support teachers in their professional learning</i>			
	5100	120-Classroom Teachers	3041 - Miles Elementary School	TSSSA	3.65	\$242,844.18
			<i>Notes: Resource Teachers to support students in mastering standards</i>			
	5100	210-Retirement	3041 - Miles Elementary School	TSSSA		\$24,284.42
			<i>Notes: Retirement (10%) for Resource Teachers to support students in mastering standards</i>			
	5100	220-Social Security	3041 - Miles Elementary School	TSSSA		\$15,056.34
			<i>Notes: Social Security (6.20%) for Resource Teachers to support students in mastering standards</i>			
	5100	220-Social Security	3041 - Miles Elementary School	TSSSA		\$3,521.24
			<i>Notes: Medicare (1.45%) for Resource Teachers to support students in mastering standards</i>			
	5100	230-Group Insurance	3041 - Miles Elementary School	TSSSA		\$46,140.16
			<i>Notes: Life and Health Insurance (19%) for Resource Teachers to support students in mastering standards</i>			
	5100	240-Workers Compensation	3041 - Miles Elementary School	TSSSA		\$1,238.51

**Hillsborough - 3041 - Miles Elementary School - FDOE TSSSA 2021-22**  
*Miles Elementary School*

			<i>Notes: Workers Comp (.51%) for Resource Teachers to support students in mastering standards</i>			
<b>6</b>	<b>III.6.</b>	<b>Focused Instruction</b>				<b>\$5,512.50</b>
	Function	Object	Budget Focus	Funding Source	FTE	2021-22
	5100	120-Classroom Teachers	3041 - Miles Elementary School	TSSSA		\$4,665.28
			<i>Notes: Stipends for after school tutoring</i>			
	5100	210-Retirement	3041 - Miles Elementary School	TSSSA		\$466.53
			<i>Notes: Retirement (10%) for tutoring stipends</i>			
	5100	220-Social Security	3041 - Miles Elementary School	TSSSA		\$289.25
			<i>Notes: Social Security (6.20%) for tutoring stipends</i>			
	5100	220-Social Security	3041 - Miles Elementary School	TSSSA		\$67.65
			<i>Notes: Medicare (1.45%) for tutoring stipends</i>			
	5100	240-Workers Compensation	3041 - Miles Elementary School	TSSSA		\$23.79
			<i>Notes: Workers Comp (.51%) for Tutoring stipends</i>			
					<b>Total:</b>	<b>\$396,820.00</b>