

# Philip O'Brien Elementary School



# 2021-22 TSSSA Plan

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## Table of Contents

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<b>Eligibility and Allocation</b>	<b>0</b>
<b>Plan Assurances</b>	<b>0</b>
<b>Plan Items</b>	<b>0</b>
<b>Budget</b>	<b>9</b>

## 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
0151	Philip O'Brien Elementary School				\$281,695.00	

## 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.

Philip O'Brien Elementary is going to establish comprehensive support services that develop family and community partnerships by:

- Providing mentorships by community organizations that include Big Brothers and Big Sisters and First United Methodist Church. We will continue our partnership with the Kiwanis Club and their "Bringing Up Grades" program to recognize students increasing their academic and/or behavior grades.
- We will continue to coordinate after school pick up and homework assistance with Parker Street Ministries to students in the immediate neighborhood.
- We will continue the clothes closet to assist students struggling with meeting the dress code requirements.
- We would like to purchase a license for the Remind app to provide another avenue of communication with parents regarding events, and more specifically, targeted text messages to students struggling with attendance.
- We would like to purchase the "Strive for Less than Five" materials from the district to promote improved attendance.
- We would like to purchase postage for the "Strive for Less than Five" postcards.
- Provide funding for twenty parent volunteers to have background checks conducted to enhance parent involvement through the volunteer program.
- Provide students with a replacement bookbag when needed

Cost: \$0 (all funded through community partnerships)

Clothes Closet: \$0 (purchased with 20-21 TSSSA funds)

Remind App: \$4,718.75

Strive for Less than Five materials: \$500

Postage for "Strive" materials: \$500

Background Checks for Volunteers: \$500

Bookbags: \$1,066.25

### **Academic and Character Standards**

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

We will implement the following to establish clearly define and measurable high academic and character standards:

- We will continue to implement Sanford Harmony to build a positive classroom culture to build relationships between teachers and students and student to student. This framework helps develop a sense of respect for oneself and others and an understanding of the differences between us.
- We will continue to implement PBIS and CHAMPS frameworks in daily instruction as well as in common areas throughout the campus.
- School administration and the content area coaches will continue to conduct daily classroom visits using a monitoring schedule to assist teachers with implementation of content and behavioral standards.
- We will continue to offer after school and Saturday professional learning opportunities for all staff to improve instructional strategies including how to increase instructional rigor, focusing on success criteria, and target-task alignment. These opportunities will embed PBIS and CHAMPS frameworks.
- Student recognition incentives for meeting specified growth in STAR Reading, Math, and district quarterly assessments.
- Continue to implement a data room for grades K-5 that include student data cards for each student indicating previous year FSA scores, scale score needed for growth, and ongoing progress monitoring assessment data.
- Continue administrator to teacher and administrator to student data chats for each teacher and student in grades 3 – 5.
- Continue to develop individual student data notebooks for students to set goals at the beginning of the year and monitor their progress throughout the year.
- We would like to hire a PBIS Interventionist to continue the implementation of strengthened tier one supports. In 2018 – 2019, we had 520 office discipline referrals and 139 out of school suspensions. In the 2019 – 2020 school year, we had 603 office discipline referrals and 260 out of school suspensions. In the 2020 – 2021 school year, we had 488 office discipline referrals and 192 out of school suspensions. We feel that a PBIS interventionist would help us continue to strengthen tier one supports across the campus to reduce office discipline referrals and suspensions while increasing student attendance. This would also allow our Behavior Interventionist (funded through Title One) to focus more heavily on students receiving tier two and three behavior interventions and supports.
- Purchase the “school-wide” PBIS package (poster boards, placards, hallway locator signs, circulator locators, wall banner, portable sign holders, double-sided school flag, chevron banners, matrix wall display, custom table throw) to promote school-wide expectations across the campus in a uniform manner.
- Recognize students who earn a level five on FSA, level four on FSAA, or who show an increase in their proficiency level on FSA or FSAA from one year to the next through a yard sign delivered by administration and school staff.
- Participate in a school-wide book study on improving classroom culture and staff-student relationships. I Wish My Teacher Knew
- Participate in a school-wide book study on increasing student engagement, boosting teacher

creativity, and transforming lives as an educator. Teach Like a Pirate

Costs: Incentives for Growth: \$0 (funded by community partnerships)

Data room supplies: \$0 (already purchased with 20-21 TSSSA funds)

Individual data notebooks: \$0 (already purchased with 20-21 TSSSA funds)

PBIS Interventionist - \$73,000 (salary and benefits)

School-Wide PBIS Package: \$4,200

Yard signs: \$2,500

I Wish My Teacher Knew books for culture book study: \$1,600

Teach Like a Pirate books for book study: \$1,900

### **Parental Involvement**

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

Philip O'Brien Elementary will continue to implement the following to increase parental involvement and engagement in their child's education:

- Host quarterly report card conference and family dinner nights to share baseline and updated data throughout the year. Interpreters will be provided.
- Host FSA/FSAA parent information nights by grade level to cover assessment expectations in content areas.
- Provide school bus transportation for parent nights for those parents/guardians who need transportation services.
- Distributing advertisements of upcoming events with continuous reminders via social media, school Web site, labels in agendas, fliers sent home with students in the Wednesday folder, mailers to the home, monthly newsletter, and information placed on the school marquee. Advertisements will be translated into the home languages present at Philip O'Brien Elementary.
- Increase SAC and PTO membership
- Postcards from each teacher to each student prior to the beginning of school
- Home visits for students who are habitually absent or tardy
- Volunteer recruiting to encourage parents to be involved on campus and in school events

Costs: Quarterly report card conference and family dinner night: \$0 (paid through Title One funding)

Interpreters for report card conference and family dinner night: \$0 (carryover from 2020 - 2021 TSSSA funding)

FSA/FSAA parent information nights: \$0 (paid through Title One funding)

School bus transportation: \$0 (carryover from 2020 - 2021 TSSSA funding)

Paper and ink for advertising: \$0 (carryover from 2020 - 2021 TSSSA funding)

### 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.

Philip O'Brien Elementary will implement the following to identify, recruit, retain, and reward instructional personnel:

#### Recruitment:

- Advertise vacancies on the district Web site
- Coordinate with the Office of Teacher Recruitment to gather information and contact persons who've reached out to the office about teaching in Polk County.
- Ensure a warm and friendly interview team with interviewees to share the positives about POBE

#### Retention:

- New teachers are assigned to a mentor (seasoned teacher)
- Academic support from literacy, mathematics, and science coaches
- Classroom management support from the behavior interventionist, school counselor, and administration
- "Chat & Chew" connection conversations between administration and staff members new to teaching or the school
- Support for teachers via the Campus Induction Coordinator and Teacher Engagement Ambassador

#### Reward:

- Recognition of positives noted in weekly staff newsletter
- "Compliment and a Coke" for all who exhibit look fors during the week
- E/HE teachers may receive bonuses based on MOU between the district and PEA
- Periodic morale booster incentives to staff to enhance the school culture
- Monthly potlucks on campus to recognize the diversity of our staff and celebrate recognized holidays
- Expand the social committee to enhance staff to staff relationships on and off campus
- Provide Oxford and Polo shirts to staff to build school pride on and off campus and have school PTO pay for monogramming with school name and logo

Costs: "Chat & Chew" - \$0 (food costs covered by administration)

Coca-Colas: \$0 (covered by administration)

Morale Incentives: \$0 (covered by administration and/or PTO)

Monthly Potlucks: \$0 (covered by staff participation and/or PTO)

Oxford and Polo Shirts: \$5,500 (need a contract or quote)

### **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.

Philip O'Brien Elementary will implement the following to provide professional development that focuses on academic rigor, direct instruction, and creating high academic and character standards:

- Academic boot camps (reading, writing, math, science) conducted by the academic coaches to serve as a model of best practices and intense, concentrated instruction on Early Dismissal Days.
- We will continue to offer after school and Saturday professional learning opportunities for all staff to improve instructional strategies including how to increase instructional rigor, focusing on success criteria, and target-task alignment. These opportunities will embed PBIS and CHAMPS frameworks.
- Provide Merge Cubes to enhance engagement and learning in hands-on lessons for science and STEM.
- Provide Document Cameras to enhance teaching and learning.
- Provide Lightspeed Sound System for classrooms to replace Lightspeed Microphones in the classrooms to enhance auditory presentation and student engagement.

Costs: Copy paper for academic boot camps - \$1,000

Ink to prepare/copy materials for academic boot camps - \$1,000

After school/Saturday professional learning opportunities: \$0 (carryover from previous TSSSA funding)

Printing of BEST Standards support booklet from district: \$455

Merge Cubes: \$300

### **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.

Philip O'Brien Elementary will implement the following to provide focused instruction to improve student academic proficiency:

- Contract with Learning Resource Center (LRC) of Polk County to provide extended learning opportunities for students in grades K – 5
- Provide Saturday extended learning opportunities for enrichment and acceleration
- Provide school bus transportation for extended learning opportunities
- Hire an additional Math Interventionist to increase math proficiency through small group or 1:1 instruction. As evidenced by the April 2021 STAR Math data, students are making learning



gains in Math but are not reaching adequate proficiency levels. (3rd grade: 37%, 4th grade: 24% proficient, 5th grade: 40% proficient)

- Hire an additional reading interventionist para and math interventionist para to provide support in primary and intermediate grade levels.
- Purchase site license for Reflex Math to enhance mathematics fluency across all grade levels.

Cost: LRC Tutoring - \$24,960

Supplies for Saturday extended learning opportunities (paper, ink, folders, notebooks): \$1,000

Payroll for teachers involved in Saturday extended learning: \$5,000

School bus transportation for extended learning opportunities: \$2,000

Math Interventionist: \$73,000 (salary plus benefits)

Reflex Math: \$3,295

Reading Interventionist Para: \$25,000

Math Interventionist Para: \$25,000

Attendance Interventionist Para: \$25,000

### 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				\$7,317.26
	Function	Object	Budget Focus	Funding Source	FTE	2021-22
	5100	369-Technology-Related Rentals	0151 - Philip O'Brien Elementary School	TSSSA		\$4,718.75
			Notes: We would like to purchase a license for the Remind app to provide another avenue of communication with parents regarding events, and more specifically, targeted text messages to students struggling with attendance.			
	5100	370-Communications	0151 - Philip O'Brien Elementary School	TSSSA		\$532.26
			Notes: We would like to purchase the "Strive for Less than Five" materials from the district to promote improved attendance.			
	6150	370-Communications	0151 - Philip O'Brien Elementary School	TSSSA		\$500.00
			Notes: We would like to purchase postage for the "Strive for Less than Five" postcards.			

**Polk - 0151 - Philip O'Brien Elementary School - FDOE TSSSA 2021-22**  
*Philip O'Brien Elementary School*

	6150	510-Supplies	0151 - Philip O'Brien Elementary School	TSSSA		\$1,066.25
			<i>Notes: Provide students with a replacement bookbag when needed</i>			
	5100	730-Dues and Fees	0151 - Philip O'Brien Elementary School	TSSSA		\$500.00
			<i>Notes: Provide funding for twenty parent volunteers to have background checks conducted to enhance parent involvement through the volunteer program.</i>			
<b>2</b>	<b>III.2.</b>	<b>Academic and Character Standards</b>				<b>\$84,278.75</b>
	Function	Object	Budget Focus	Funding Source	FTE	2021-22
	6300	510-Supplies	0151 - Philip O'Brien Elementary School			\$1,583.12
			<i>Notes: Participate in a school-wide book study on improving classroom culture and staff-student relationships. I Wish My Teacher Knew - 88 books at \$17.99 each</i>			
	6300	510-Supplies	0151 - Philip O'Brien Elementary School			\$1,885.80
			<i>Notes: Participate in a school-wide book study on increasing student engagement, boosting teacher creativity, and transforming lives as an educator. Teach Like a Pirate - 84 books @ \$22.45 each</i>			
	5100	130-Other Certified Instructional Personnel	0151 - Philip O'Brien Elementary School	TSSSA		\$53,045.00
			<i>Notes: We would like to hire a PBIS Interventionist to continue the implementation of strengthened tier one supports. In 2018 - 2019, we had 520 office discipline referrals and 139 out of school suspensions. In the 2019 - 2020 school year, we had 603 office discipline referrals and 260 out of school suspensions. In the 2020 - 2021 school year, we had 488 office discipline referrals and 192 out of school suspensions. We feel that a PBIS interventionist would help us continue to strengthen tier one supports across the campus to reduce office discipline referrals and suspensions while increasing student attendance. This would also allow our Behavior Interventionist (funded through Title One) to focus more heavily on students receiving tier two and three behavior interventions and supports.</i>			
	5100	510-Supplies	0151 - Philip O'Brien Elementary School	TSSSA		\$4,200.00
			<i>Notes: Purchase the "school-wide" PBIS package (poster boards, placards, hallway locator signs, circulator locators, wall banner, portable sign holders, double-sided school flag, chevron banners, matrix wall display, custom table throw) to promote school-wide expectations across the campus in a uniform manner.</i>			
	6150	510-Supplies	0151 - Philip O'Brien Elementary School	TSSSA		\$2,500.00
			<i>Notes: Recognize students who earn a level five on FSA, level four on FSAA, or who show an increase in their proficiency level on FSA or FSAA from one year to the next through a yard sign delivered by administration and school staff.</i>			
	5100	210-Retirement	0151 - Philip O'Brien Elementary School	TSSSA		\$5,304.50
			<i>Notes: PBIS Interventionist</i>			
	5100	220-Social Security	0151 - Philip O'Brien Elementary School	TSSSA		\$4,057.94
			<i>Notes: PBIS Interventionist</i>			

**Polk - 0151 - Philip O'Brien Elementary School - FDOE TSSSA 2021-22**  
*Philip O'Brien Elementary School*

	5100	231-Health and Hospitalization	0151 - Philip O'Brien Elementary School	TSSSA		\$9,288.00
			<i>Notes: PBIS Interventionist</i>			
	5100	232-Life Insurance	0151 - Philip O'Brien Elementary School	TSSSA		\$21.60
			<i>Notes: PBIS Interventionist</i>			
	5100	240-Workers Compensation	0151 - Philip O'Brien Elementary School	TSSSA		\$100.79
			<i>Notes: PBIS Interventionist</i>			
	5100	610-Library Books	0151 - Philip O'Brien Elementary School	TSSSA		\$2,292.00
			<i>Notes: Purchase library books for the media center to enhance our currently supply of books on the BEST Standards list.</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>\$5,500.00</b>
	Function	Object	Budget Focus	Funding Source	FTE	2021-22
	5100	510-Supplies	0151 - Philip O'Brien Elementary School	TSSSA		\$5,500.00
			<i>Notes: Provide Oxford and Polo shirts to staff to build school pride on and off campus. PTO will pay for monogramming with school name and logo.</i>			
<b>5</b>	<b>III.5.</b>	<b>Professional Development</b>				<b>\$28,555.00</b>
	Function	Object	Budget Focus	Funding Source	FTE	2021-22
	5100	510-Supplies	0151 - Philip O'Brien Elementary School	TSSSA		\$1,000.00
			<i>Notes: Copy paper for academic boot camps (reading, writing, math, science) conducted by the academic coaches to serve as a model of best practices and intense, concentrated instruction on Early Dismissal Days.</i>			
	5100	510-Supplies	0151 - Philip O'Brien Elementary School	TSSSA		\$1,000.00
			<i>Notes: Ink to prepare/copy materials for academic boot camps</i>			
	5100	510-Supplies	0151 - Philip O'Brien Elementary School	TSSSA		\$455.00
			<i>Notes: Printing of BEST Standards support booklet from district</i>			
	5100	519-Technology-Related Supplies	0151 - Philip O'Brien Elementary School	TSSSA		\$1,000.00
			<i>Notes: Provide Merge Cubes to enhance engagement and learning in hands-on lessons for science and STEM.</i>			
	5100	519-Technology-Related Supplies	0151 - Philip O'Brien Elementary School	TSSSA		\$1,100.00
			<i>Notes: Provide Document Cameras to enhance teaching and learning.</i>			
	5100	519-Technology-Related Supplies	0151 - Philip O'Brien Elementary School	TSSSA		\$23,000.00

**Polk - 0151 - Philip O'Brien Elementary School - FDOE TSSSA 2021-22**  
*Philip O'Brien Elementary School*

			<i>Notes: Provide Lightspeed Sound System for classrooms to replace Lightspeed microphones in the classroom.</i>			
	5100	510-Supplies	0151 - Philip O'Brien Elementary School	TSSSA		\$1,000.00
			<i>Notes: Supplies for academic boot camps (reading, writing, math, science) conducted by the academic coaches to serve as a model of best practices and intense, concentrated instruction on Early Dismissal Days.300</i>			
<b>6</b>	<b>III.6.</b>	<b>Focused Instruction</b>				<b>\$156,043.99</b>
	Function	Object	Budget Focus	Funding Source	FTE	2021-22
	5100	510-Supplies	0151 - Philip O'Brien Elementary School	TSSSA		\$2,000.00
			<i>Notes: Provide Saturday extended learning opportunities for enrichment and acceleration. Supplies for Saturday extended learning opportunities (paper, ink, folders, notebooks)</i>			
	5100	120-Classroom Teachers	0151 - Philip O'Brien Elementary School	TSSSA		\$5,000.00
			<i>Notes: Payroll for teachers involved in Saturday extended learning</i>			
	5100	330-Travel	0151 - Philip O'Brien Elementary School	TSSSA		\$2,000.00
			<i>Notes: Provide school bus transportation for extended learning opportunities</i>			
	5100	130-Other Certified Instructional Personnel	0151 - Philip O'Brien Elementary School	TSSSA		\$53,045.00
			<i>Notes: Hire an additional Math Interventionist to increase math proficiency through small group or 1:1 instruction. As evidenced by the April 2021 STAR Math data, students are making learning gains in Math but are not reaching adequate proficiency levels. (3rd grade: 37%, 4th grade: 24% proficient, 5th grade: 40% proficient)</i>			
	5100	210-Retirement	0151 - Philip O'Brien Elementary School	TSSSA		\$5,304.50
			<i>Notes: Math Interventionist Teacher</i>			
	5100	220-Social Security	0151 - Philip O'Brien Elementary School	TSSSA		\$4,057.94
			<i>Notes: Math Interventionist Teacher</i>			
	5100	231-Health and Hospitalization	0151 - Philip O'Brien Elementary School	TSSSA		\$9,288.00
			<i>Notes: Math Interventionist Teacher</i>			
	5100	232-Life Insurance	0151 - Philip O'Brien Elementary School	TSSSA		\$21.60
			<i>Notes: Math Interventionist Teacher</i>			
	5100	240-Workers Compensation	0151 - Philip O'Brien Elementary School	TSSSA		\$100.79
			<i>Notes: Math Interventionist Teacher</i>			
	5100	369-Technology-Related Rentals	0151 - Philip O'Brien Elementary School	TSSSA		\$3,295.00
			<i>Notes: Reflex Math</i>			

**Polk - 0151 - Philip O'Brien Elementary School - FDOE TSSSA 2021-22**  
*Philip O'Brien Elementary School*

	5100	150-Aides	0151 - Philip O'Brien Elementary School	TSSSA		\$13,791.70
			<i>Notes: Reading Interventionist Para</i>			
	5100	210-Retirement	0151 - Philip O'Brien Elementary School	TSSSA		\$1,085.13
			<i>Notes: Reading Interventionist Para</i>			
	5100	220-Social Security	0151 - Philip O'Brien Elementary School	TSSSA		\$830.13
			<i>Notes: Reading Interventionist Para</i>			
	5100	231-Health and Hospitalization	0151 - Philip O'Brien Elementary School	TSSSA		\$7,740.00
			<i>Notes: Reading Interventionist Para</i>			
	5100	232-Life Insurance	0151 - Philip O'Brien Elementary School	TSSSA		\$18.00
			<i>Notes: Reading Interventionist Para</i>			
	5100	240-Workers Compensation	0151 - Philip O'Brien Elementary School	TSSSA		\$20.62
			<i>Notes: Reading Interventionist Para</i>			
	5100	150-Aides	0151 - Philip O'Brien Elementary School	TSSSA		\$13,791.70
			<i>Notes: Math Interventionist Para</i>			
	5100	210-Retirement	0151 - Philip O'Brien Elementary School	TSSSA		\$1,085.13
			<i>Notes: Math Interventionist Para</i>			
	5100	220-Social Security	0151 - Philip O'Brien Elementary School	TSSSA		\$830.13
			<i>Notes: Math Interventionist Para</i>			
	5100	231-Health and Hospitalization	0151 - Philip O'Brien Elementary School	TSSSA		\$7,740.00
			<i>Notes: Math Interventionist Para</i>			
	5100	232-Life Insurance	0151 - Philip O'Brien Elementary School	TSSSA		\$18.00
			<i>Notes: Math Interventionist Para</i>			
	5100	240-Workers Compensation	0151 - Philip O'Brien Elementary School	TSSSA		\$20.62
			<i>Notes: Math Interventionist Para</i>			
	5100	310-Professional and Technical Services	0151 - Philip O'Brien Elementary School	TSSSA		\$24,960.00
			<i>Notes: Contract with Learning Resource Center (LRC) of Polk County to provide extended learning opportunities for students in grades K - 5</i>			
<b>Total:</b>						<b>\$281,695.00</b>