Pinellas County Schools

Fairmount Park Elementary School



2020-21 TSSSA Plan

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Eligibility and Allocation

Eligibility
Eligibility for 2020-21 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
1211	Fairmount Park Elementary School			Y	$257,215.00	

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.

Fairmount Park Elementary will develop family and community partnerships by leveraging the numerous resources provided through the district's Office of Strategic Partnerships, Family & Community Relations. Parent Toolkits will be available to support learning at home, including projects, learning games, suggested daily routines, and resources for virtual learning environments. Parent Academy Power Hour webinars will be offered to provide flexibility and adaptability for families' schedules. Teacher resources and tips to enhance family engagement will be provided and periodically updated. Mentoring and tutoring programs will be implemented to engage business and community partners. Parent Advocacy programs will facilitate positive, collaborative communications to resolve conflicts between students, families, and the community.

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

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

Fairmount Park Elementary will establish and implement clearly defined and measurable high academic standards by providing support for teachers to plan collaboratively each week, with guidance from instructional coaches, to ensure that lessons are designed to engage scholars in higher-order thinking and promote scholars' deeper understanding of the core content. Professional development to deepen teachers' understanding of ELA/Math standards will be provided by Achievement Network. Through job-embedded, timely and relevant coaching, Achievement Network will support teachers with aligning their instruction to the cognitive complexity of the grade level standards. As a result, they will be more adept at adapting and aligning instruction to learning progressions, providing accessed and scaffolded support for each learner at the entry point of their grade-level standards. To support instruction and build student efficacy, a description of lesson-specific teaching standards, with learning scales and/

or rubrics, will be posted for scholars to reference and monitor their own learning. Demonstrated progress toward mastery of standards will be celebrated to encourage continued growth.

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

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

Fairmount Park Elementary will increase parental involvement and engagement by utilizing the Dual Capacity-Building Framework for Family School Partnerships (Mapp & Kuttner, 2014). Specifically, family engagement activities will be designed and delivered based on the five process conditions for authentic partnership. Activities will be:
1) linked to learning, so parents are aware of school-wide, classroom, and individual learning and achievement goals for their children
2) relational, so the positive, respectful relationships in the classroom extend to families of all scholars
3) developmental, to build knowledge and capacity of families to support learning at home and advocate for their children's academic success
4) collaborative, to foster the social capital families and promote networking opportunities; and
5) interactive, so families have hands-on opportunities to practice and apply new learning

Promising practices, such as Academic Parent Teacher Teams and Parent Teacher Home Visits will be used as models.

Incentives for Instructional Personnel
Explain the strategies the school will implement to identify, recruit, retain, and reward instructional personnel.

As referenced in the **K-12 ESEA Common Program Guidance**, Recruitment, retention and reward incentives must be based on a three-year aggregate state value-added model (VAM) score. If state VAM is not available, another student growth model may be proposed. The student growth model must be fair and reliable. The LEA must submit the model demonstrating the classification and distribution of non-state VAM teacher scores for approval. Incentives can be part of a structured pay system or a Memorandum of Understanding (MOU); however, the above criteria shall apply. Incentives for attendance and non-instructional personnel are not allowable. Recruitment incentives for teachers with less than one year of experience or for hard to staff positions will be considered on a case by case basis.

The district's Talent Acquisition Team will support Fairmount Park Elementary to identify, recruit, retain, and reward instructional personnel through targeted recruitment efforts for educators who demonstrate a disposition, passion, and commitment to working in a turnaround school. All teachers receive a salary supplement through a county-supported

referendum. Additional recruitment, retention, and performance incentives will be provided using state and local funds. Teachers will have the benefit of full-time, embedded instructional coaches, as well as opportunities to participate in other high-quality professional workshops and conferences.

Professional Development
Explain the strategies the school will implement to provide professional development that focuses on academic rigor, direct instruction, and creating high academic and character standards.

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

Focused Instruction
Explain the strategies the school will implement to provide focused instruction to improve student academic proficiency, which may include additional instruction time beyond the normal school day or school year.

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

A variety of high-quality instructional materials will be provided for teachers to differentiate instruction while still teaching to high academic standards. Daily classroom schedules will be developed to ensure sufficient, dedicated blocks of time each day for instruction in all core subjects. An extended school day will be implemented, to increase instructional time by 30 minutes for focused re-teaching, acceleration and enrichment. Additional out-of-school learning time will be provided through daily extended learning programs beyond the regular school day and school year, including 24/7 access to virtual learning resources through the district's digital platforms.

TSSSA will support providing the following supplemental staff who will help improve student achievement and improve instructional quality across the different subject areas: two instructional coaches, one math coach, one reading literacy coach, and four reading recovery teachers.

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**	**$0.00**
2	**III.2.**	**Academic and Character Standards**	**$0.00**
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**	**$257,215.00**

	Function	Object	Budget Focus	Funding Source	FTE	2020-21
	5100	130-Other Certified Instructional Personnel	1211 - Fairmount Park Elementary Schl	TSSSA	1.0	$26,310.63
			Notes: Salary for Instructional Coach (U. Davis) - Jan 18, 2021 to June 10, 2021. Worked in this position last school year. Was paid under Title 1, but moved into TSSSA due to the reduction in funding with Title 1.			
	5100	210-Retirement	1211 - Fairmount Park Elementary Schl	TSSSA	1.0	$2,631.06
			Notes: Retirement for Instructional Coach (U. Davis).			
	5100	220-Social Security	1211 - Fairmount Park Elementary Schl	TSSSA	1.0	$2,012.76
			Notes: social Security & Medicare for Instructional Coach (U. Davis).			
	5100	230-Group Insurance	1211 - Fairmount Park Elementary Schl	TSSSA	1.0	$933.05
			Notes: Health and Life Group Insurance for Instructional Coach (U. Davis).			
	5100	130-Other Certified Instructional Personnel	1211 - Fairmount Park Elementary Schl	TSSSA	1.0	$26,572.92
			Notes: Salary for Math Coach (C. Bartlett) - Jan 18, 2021 to June 10, 2021. The position was paid under Title 1, but moving to TSSSA due to reduction in Title 1 funding.			
	5100	220-Social Security	1211 - Fairmount Park Elementary Schl	TSSSA	1.0	$2,032.83
			Notes: Social Security & Medicare for Math Coach (C. Bartlett).			
	5100	210-Retirement	1211 - Fairmount Park Elementary Schl	TSSSA	1.0	$2,657.29
			Notes: Retirement for Math Coach (C. Bartlett).			
	5100	230-Group Insurance	1211 - Fairmount Park Elementary Schl	TSSSA	1.0	$3,509.10

			Notes: Health & Life Group Insurance for Math Coach (C. Bartlett).			
	5100	130-Other Certified Instructional Personnel	1211 - Fairmount Park Elementary Schl	TSSSA	1.0	$25,200.00
			Notes: Salary for Reading/Literacy Coach (C. King) - Jan 18, 2021 to June 10, 2021.The position was paid under Title 1, but moving to TSSSA due to reduction in Title 1 funding.			
	5100	220-Social Security	1211 - Fairmount Park Elementary Schl	TSSSA	1.0	$1,927.80
			Notes: Social Security & Medicare for Reading/Literacy Coach (C. King).			
	5100	230-Group Insurance	1211 - Fairmount Park Elementary Schl	TSSSA	1.0	$3,501.12
			Notes: Health & Life Group Insurance Reading/Literacy Coach (C. King).			
	5100	120-Classroom Teachers	1211 - Fairmount Park Elementary Schl	TSSSA	0.92	$7,777.88
			Notes: Salary for Reading Recovery Teachers (L. Beatty) - Jan 18, 2021 to June 10, 2021. The position was paid under Title 1, but moving to TSSSA due to reduction in Title 1 funding. The district's operating budget will cover the remainder.			
	5100	220-Social Security	1211 - Fairmount Park Elementary Schl	TSSSA	0.92	$595.01
			Notes: Social Security & Medicare for Reading Recovery Teacher (L. Beatty).			
	5100	230-Group Insurance	1211 - Fairmount Park Elementary Schl	TSSSA	0.92	$1,440.01
			Notes: Health & Life Group Insurance for Reading Recovery Teacher (L. Beatty).			
	5100	120-Classroom Teachers	1211 - Fairmount Park Elementary Schl	TSSSA	1.0	$17,182.68
			Notes: Salary for Reading Recovery Teachers (J. Roualet) - Jan 18, 2021 to June 10, 2021. Worked in this position last school year. The position was paid under Title 1, but moved into TSSSA due to the reduction in funding with Title 1.			
	5100	220-Social Security	1211 - Fairmount Park Elementary Schl	TSSSA	1.0	$1,314.47
			Notes: Social Security & Medicare for Reading Recovery Teacher (J. Roualet).			
	5100	210-Retirement	1211 - Fairmount Park Elementary Schl	TSSSA	1.0	$1,718.27
			Notes: Retirement for Reading Recovery Teacher (J. Roualet).			
	5100	230-Group Insurance	1211 - Fairmount Park Elementary Schl	TSSSA	1.0	$9,298.38
			Notes: Health & Group Life Insurance for Reading Recovery Teacher (J. Roualet).			
	5100	120-Classroom Teachers	1211 - Fairmount Park Elementary Schl	TSSSA	1.0	$16,527.32
			Notes: Salary for Reading Recovery Teachers (M. Mallory) - Jan 18, 2021 to June 10, 2021. The position was paid under Title 1, but moving to TSSSA due to reduction in Title 1 funding.			
	5100	220-Social Security	1211 - Fairmount Park Elementary Schl	TSSSA	1.0	$1,264.34
			Notes: Social Security & Medicare for Reading Recovery Teacher (M. Mallory).			

	5100	210-Retirement	1211 - Fairmount Park Elementary Schl	TSSSA	1.0	$1,652.73
			Notes: Retirement for Reading Recovery Teacher (M. Mallory).			
	5100	230-Group Insurance	1211 - Fairmount Park Elementary Schl	TSSSA	1.0	$9,336.90
			Notes: Health & Life Group Insurance for Reading Recovery Teacher (M. Mallory).			
	5100	130-Other Certified Instructional Personnel	1211 - Fairmount Park Elementary Schl	TSSSA	1.0	$37,776.34
			Notes: Salary for Instructional Coach (K. Foley) - Jan 18, 2021 to June 10, 2021. Worked in this position last school year. The Position was paid under Title 1, but moved into TSSSA due to the reduction in funding with Title 1.			
	5100	220-Social Security	1211 - Fairmount Park Elementary Schl	TSSSA	1.0	$2,889.89
			Notes: Social Security & Medicare for Instructional Coach (K. Foley)			
	5100	210-Retirement	1211 - Fairmount Park Elementary Schl	TSSSA	1.0	$3,777.63
			Notes: Retirement for Instructional Coach (K. Foley)			
	5100	230-Group Insurance	1211 - Fairmount Park Elementary Schl	TSSSA	1.0	$3,525.12
			Notes: Health & Group Life Insurance for Instructional Coach (K. Foley)			
	5100	120-Classroom Teachers	1211 - Fairmount Park Elementary Schl	TSSSA	1.0	$26,530.01
			Notes: Salary for Reading Recovery Teachers (S. Hitchens) - Jan 18, 2021 to June 10, 2021. Worked in this position last school year. The position was paid under Title 1, but moved into TSSSA due to the reduction in funding with Title 1.			
	5100	220-Social Security	1211 - Fairmount Park Elementary Schl	TSSSA	1.0	$2,029.55
			Notes: Social Security & Medicare for Reading Recovery Teachers (S. Hitchens).			
	5100	210-Retirement	1211 - Fairmount Park Elementary Schl	TSSSA	1.0	$2,653.00
			Notes: Retirement for Reading Recovery Teachers (S. Hitchens).			
	5100	230-Group Insurance	1211 - Fairmount Park Elementary Schl	TSSSA	1.0	$9,339.12
			Notes: Health & Group Life Insurance for Reading Recovery Teachers (S. Hitchens).			
	5100	210-Retirement	1211 - Fairmount Park Elementary Schl	TSSSA	1.0	$2,520.00
			Notes: Retirement for Reading/Literacy Coach (C. King).			
	5100	210-Retirement	1211 - Fairmount Park Elementary Schl	TSSSA	0.92	$777.79
			Notes: Retirement for Reading Recovery Teacher (L. Beatty).			
					Total:	**$257,215.00**