

Polk County Public Schools

# Griffin 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
1231	Griffin Elementary School				\$163,090.00	

## 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.

Our Griffin Elementary Leadership Team will schedule one-on-one conferences with each of our families during the 1st and 3rd 9 week periods of the school year. During the conferences, we will provide all parents/guardians with each of our methods of communication such as our school's website, Facebook, Instagram, ClassDoJo, and Remind platforms, and we will provide the parents information on how to use Parent Portal.

Our leadership team will post weekly updates for parents, our teachers will update grades at least twice per week, and our leadership team and teachers will review attendance, behavior, and academic areas weekly, contacting parents/guardians if there are any concerns. Our teachers will also provide positive feedback to parents on a regular basis.

In addition, the Leadership team will each be designated a grade level/team to work with. This will provide teachers an opportunity to have two-way-communication with a member of the leadership team on a regular basis. This team will include the school's administration, guidance counselor, LEA, School Psychologist, Academic Coaches and Interventionists, as well as work with the school's social worker, so services can be initiated quickly as they are needed.

We will encourage our parents to take an active part of their child's education through being able to directly contact a member of the leadership team assigned to their child's grade level if they have any concerns, issues, or need information.

Our leadership team will also have a member designated to reach out to local businesses to provide support for our students for academic rewards and for personal needs, as well as provide for the needs of our campus.

### **Academic and Character Standards**

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

Our first strategy will be to implement weekly assessments in ELA, Math, and Science (Grade 4-5). To start this process, members of our Leadership Team will meet with the Office of Accountability in June to determine how we can best utilize the Performance Matters Platform for weekly data monitoring and Star Data Reports for the quarterly assessments. From there, our reading and math coaches, along with the district coaches, will work with our instructional teachers to develop weekly assessments, with results being put in Performance Matters. With the data provided weekly, we will then be able to use our reading and math interventionists to target the students that are not mastering the standards and provide immediate intervention. In addition, our SWD resource teachers and all instructional paras will work with students who

need assistance. The students for intervention will adjust weekly based on the results of the assessment.

We will also monitor the effectiveness of the classroom instructional strategies based on student performance from these assessments. Coaches and teachers can use this data for cooperative planning to develop effective strategies for teaching each part of the lesson and assist teachers whose students are struggling with their performance.

### **Parental Involvement**

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

As stated in Family and Community partnerships, we will conference and communicate with all parents. Each parent will have a direct contact email for the leadership team member working with their child's class, as well as the emails for administration. There will be a communication log kept and monitored so that the Administrative team can follow up with all individual needs.

The school will also continue to hold parent nights such as "Hallow-Read" Literacy night, Science Project Night, and Math Engagement Night. We also plan to hold after school parent/teacher meetings as needed.

### **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.

Each member of the staff will have a Leadership Team Coach. This leadership member will provide a two-way communication link for the staff. We will also have a Teacher Ambassador who will assist all new staff in their daily needs. In addition, we will have a Campus Induction coordinator who will work as a member of the leadership staff to be sure all staff are comfortable in their new environment. We will continue our staff member of the week by the Principal, "shout-outs" on the intercom for good things happening, recognition of birthdays, special occasions, and celebrating school-wide small accomplishments as we work toward our overall goal. We will also recognize our teachers/staff during Teacher Appreciation Week.

We will work to ensure that our teachers have the supplies they need for their classrooms, are updating the available technology for our classrooms, and have added instructional paraprofessionals to support the teachers instruction in the classroom.

### **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.

In June 2021, members of the leadership team will participate in training with our District Assessment Office to improve data collection and measurement of progress. The administration will also attend training on the

BEST standards.

In July, the administrators and coaches will attend the DA conference.

All instructional staff will be provided an opportunity to participate in four-days of instructional training prior to the beginning of the school year.

As the school year begins, we will do weekly assessments to monitor student progress on the standards in reading, math, and science. Based on the results, the coaches/interventionists will provide coaching support through small group sessions to assist the teacher in developing strategies and interventions in the classroom. Administration will also be actively involved with these individual or small group sessions.

Student scheduling will provide immediate access to extra academic support for students in the classroom and/or through pull-out small groups.

Staff will participate in professional development opportunities during the school day and after school to work on continuous school improvement coaching and planning.

We anticipate providing one two-hour session per month for each teacher to work with their team on instructional planning, as well as providing substitutes once per month for a 2-hour block of instructional planning during the day.

#### **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 use of common graphic organizers across the school, as well as common reading and writing strategies in all subjects, will be implemented. Coaches will model the use of these common tools in order to ensure that all instructional staff members have an understanding of their purpose.

Weekly data reflections will allow all instructional staff members to be utilized in the most high yield capacities. Students who are not showing progress or are regressing will be targeted by interventionist and resource personnel both in class and in pull out scenarios. Strategic scheduling will allow more students to be targeted at the same time. This will allow instructional paraprofessionals to also deliver services to students we identify during data reflections. Students will be exposed to grade level standards as well as receiving work that is at their instructional level.

After school tutoring by Learning Resource will be a component adding another tier of support for students. Students will be identified for intervention, as well as for acceleration, in both reading and math. I-Ready materials will be used during this tutoring program.

### **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				\$1,000.00
	Function	Object	Budget Focus	Funding Source	FTE	2021-22

**Polk - 1231 - Griffin Elementary School - FDOE TSSSA 2021-22**  
Griffin Elementary School

	6150	370-Communications	1231 - Griffin Elementary School	TSSSA		\$1,000.00
			Notes: Postage for written communication for parents to keep them informed of school events and student needs.			
<b>2</b>	<b>III.2.</b>	<b>Academic and Character Standards</b>				<b>\$4,855.24</b>
	Function	Object	Budget Focus	Funding Source	FTE	2021-22
	5100	644-Computer Hardware Non-Capitalized	1231 - Griffin Elementary School	TSSSA		\$4,193.82
			Notes: A copier will be purchased to allow for materials to be printed for weekly assessments, extra intervention materials, and for providing hard copy printouts for parents regarding student progress, as well as providing materials for parents to work at home with students.			
	5100	519-Technology-Related Supplies	1231 - Griffin Elementary School	TSSSA		\$151.40
			Notes: Toner for Copier \$37.85 x 4			
	5100	519-Technology-Related Supplies	1231 - Griffin Elementary School	TSSSA		\$510.02
			Notes: Konica-Minolta 450i Developer			
<b>3</b>	<b>III.3.</b>	<b>Parental Involvement</b>				<b>\$102.52</b>
	Function	Object	Budget Focus	Funding Source	FTE	2021-22
	6150	510-Supplies	1231 - Griffin Elementary School	TSSSA		\$102.52
			Notes: Envelopes - 1000447 9 x 12 10.61 Box (5) 53.05 Paper - 1000678 Blue 3.77 RM 1000679 Ivory 3.77 RM 1000680 Goldenrod 3.77 RM 1000681 Canary 3.78 RM 1000682 Green 3.79 RM 1000683 Pink 3.79 RM 1000690 Fluorescent Red 6.70 RM 1000691 Fluorescent Pink 6.70 RM 1000692 Fluorescent Lime Green 2@6.70 RM			
<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>\$22,740.62</b>
	Function	Object	Budget Focus	Funding Source	FTE	2021-22
	6400	310-Professional and Technical Services	1231 - Griffin Elementary School	TSSSA		\$6,963.20
			Notes: Summary of Cost: Substitutes for Professional development/ planning sessions for all staff members -4 days for 2 substitutes for a total of 8 days per months of September to April (2-3 hours PD sessions) (\$108.80/ per day for substitute x 8 days per month x 8 months)			
	6400	120-Classroom Teachers	1231 - Griffin Elementary School	TSSSA		\$8,450.00
			Notes: Teachers (Estimated: 35 teachers will participate in four quarterly sessions at three hours each with an estimated pay rate of \$19.42/hour) (Administrators and coaches will facilitate the professional development.)			
	6400	210-Retirement	1231 - Griffin Elementary School	TSSSA		\$845.00
			Notes: Retirement for Teachers (Estimated: 35 teachers will participate in four quarterly sessions at three hours each with an estimated pay rate of \$19.42/hour) (Administrators and coaches will facilitate the professional development.)			
	6400	220-Social Security	1231 - Griffin Elementary School	TSSSA		\$646.43



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			<i>Notes: Social Security for Teachers (Estimated: 35 teachers will participate in four quarterly sessions at three hours each with an estimated pay rate of \$19.42/hour) (Administrators and coaches will facilitate the professional development.)</i>			
	6400	240-Workers Compensation	1231 - Griffin Elementary School	TSSSA		\$22.99
			<i>Notes: Workers Compensation for Teachers (Estimated: 35 teachers will participate in four quarterly sessions at three hours each with an estimated pay rate of \$19.42/hour) (Administrators and coaches will facilitate the professional development.)</i>			
	6400	130-Other Certified Instructional Personnel	1231 - Griffin Elementary School	TSSSA		\$3,100.00
			<i>Notes: Coaches (Estimated: 3 instructional coaches will participate/facilitate four quarterly professional development sessions at three hours each with an estimated pay rate of \$19.42/hour)</i>			
	6400	210-Retirement	1231 - Griffin Elementary School	TSSSA		\$310.00
			<i>Notes: Retirement for Coaches (Estimated: 3 instructional coaches will participate/facilitate four quarterly professional development sessions at three hours each with an estimated pay rate of \$19.42/hour)</i>			
	6400	220-Social Security	1231 - Griffin Elementary School	TSSSA		\$403.00
			<i>Notes: Social Security for Coaches (Estimated: 3 instructional coaches will participate/facilitate four quarterly professional development sessions at three hours each with an estimated pay rate of \$19.42/hour)</i>			
	6400	140-Substitute Teachers	1231 - Griffin Elementary School	TSSSA		\$2,000.00
			<i>Notes: Provisional Teachers (Estimated: 2 provisional teachers will participate in four quarterly professional development sessions at three hours each with an estimated pay rate of \$12/hour)</i>			
<b>6</b>	<b>III.6.</b>	<b>Focused Instruction</b>				<b>\$134,390.81</b>
	Function	Object	Budget Focus	Funding Source	FTE	2021-22
	5100		1231 - Griffin Elementary School			\$349.50
			<i>Notes: iPad cases without keyboards 5th/6th generation (1) 10 pack To secure the care of iPads being used to enhance instruction and learning in classrooms-</i>			
	5900	310-Professional and Technical Services	1231 - Griffin Elementary School	TSSSA		\$25,000.00
			<i>Notes: "Contract for LRC to provide supplemental academic instructional tutoring services after school for Grade K- 5 students (approximately 50 students in grades K-5, 12.5 hours per student, at a hourly rate of \$40.00 for approximately 20 weeks). Students will be selected based on their STAR performance scores to improve grade level proficiency and standards mastery. Approximately 10-15 students will be selected per grade level. " Learning Resource After School Tutoring for Intervention and for Acceleration will be offered 2 days per week from September to April.</i>			
	5100	130-Other Certified Instructional Personnel	1231 - Griffin Elementary School	TSSSA	1.0	\$54,590.00
			<i>Notes: Salary for a reading interventionist will be hired to support the work with ELA data monitoring and providing needed interventions.</i>			
	5100	150-Aides	1231 - Griffin Elementary School	TSSSA		\$13,101.60
			<i>Notes: Salary for an instructional paraprofessional will be hired to provide instructional support for interventions in math, science, or reading.</i>			



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	5100		1231 - Griffin Elementary School	TSSSA		\$7,880.00
			<i>Notes: iPad 128GB 8th generation 2 (10 pack) \$3940.00x2 To enhance instruction and learning in classrooms-</i>			
	5100	210-Retirement	1231 - Griffin Elementary School	TSSSA		\$5,906.64
			<i>Notes: Retirement for a reading interventionist will be hired to support the work with ELA data monitoring and providing needed interventions.</i>			
	5100	220-Social Security	1231 - Griffin Elementary School	TSSSA		\$4,176.14
			<i>Notes: Social Security for a reading interventionist will be hired to support the work with ELA data monitoring and providing needed interventions.</i>			
	5100	231-Health and Hospitalization	1231 - Griffin Elementary School	TSSSA		\$8,514.00
			<i>Notes: Health Insurance for a reading interventionist will be hired to support the work with ELA data monitoring and providing needed interventions.</i>			
	5100	232-Life Insurance	1231 - Griffin Elementary School	TSSSA		\$19.80
			<i>Notes: Life Insurance for a reading interventionist will be hired to support the work with ELA data monitoring and providing needed interventions.</i>			
	5100	240-Workers Compensation	1231 - Griffin Elementary School	TSSSA		\$103.72
			<i>Notes: Worker's Compensation for a reading interventionist will be hired to support the work with ELA data monitoring and providing needed interventions.</i>			
	5100	210-Retirement	1231 - Griffin Elementary School	TSSSA		\$1,417.59
			<i>Notes: Retirement for an instructional paraprofessional will be hired to provide instructional support for interventions in math, science, or reading.</i>			
	5100	220-Social Security	1231 - Griffin Elementary School	TSSSA		\$1,002.27
			<i>Notes: Social Security for an instructional paraprofessional will be hired to provide instructional support for interventions in math, science, or reading.</i>			
	5100	231-Health and Hospitalization	1231 - Griffin Elementary School	TSSSA		\$8,514.00
			<i>Notes: Health Insurance for an instructional paraprofessional will be hired to provide instructional support for interventions in math, science, or reading.</i>			
	5100	232-Life Insurance	1231 - Griffin Elementary School	TSSSA		\$19.80
			<i>Notes: Life Insurance for an instructional paraprofessional will be hired to provide instructional support for interventions in math, science, or reading.</i>			
	5100	240-Workers Compensation	1231 - Griffin Elementary School	TSSSA		\$24.89
			<i>Notes: Worker's Compensation for an instructional paraprofessional will be hired to provide instructional support for interventions in math, science, or reading.</i>			
	5100		1231 - Griffin Elementary School	TSSSA		\$2,098.95
			<i>Notes: iPad cases 8th generation with keyboard \$99.95x21 To secure the care of iPads being used to enhance instruction and learning in classrooms-</i>			

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	5100		1231 - Griffin Elementary School	TSSSA		\$1,671.91
			<i>Notes: Anytime IPad cart \$1,671.91x1 To safely secure, sync, and charge IPads used to enhance instruction and learning in classrooms-</i>			
<b>Total:</b>						<b>\$163,089.19</b>