

Hillsborough County Public Schools

Giunta Middle 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
0052	Giunta Middle School				\$387,100.00	

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.

- Giunta Middle School is a Title I school; 90% of its students receive free- or reduced-price meals. In addition to many support services provided by Giunta, continuing to establish comprehensive support services through family and community partnerships will be essential to meeting student and family needs. The school's Community Resource Map is a living document that includes current community partners; new partners will be added as commitments are garnered. This map is provided to families and staff members at Giunta to help connect families in need with the community resources. The following table describes the community partners and providers that will be connected to Giunta Middle School.
 - o Metropolitan Ministries - will provide support services to homeless families
 - o Alpha House - will provide support services to homeless families with a focus on pregnant teens and adults
 - o Girl Scouts (Afterschool) - will provide SEL education and summer programs for female students at Giunta
 - o Children's Crisis Center- will provide crisis/emergency assistance and prevention
 - o Mobile Crisis Unit- will provide crisis/emergency assistance and prevention
 - o Family Justice Center- will provide crisis/emergency assistance and prevention
 - o Family Promise of Greater Brandon, Inc. -will provide crisis/emergency assistance and prevention
 - o The Spring - will provide crisis/emergency assistance and prevention specifically for domestic violence
 - o Emergency Care Health Organization (ECHO) - will provide emergency intervention services for families and students in need
 - o Gracepoint - will provide student/family assistance
 - o Center for Autism and Related Disorders (CARD) - will provide student/family assistance for students with Autism and Related Disorders
 - o Goodwill Brandon Superstore - will provide volunteers/outreach
 - o Success 4 Kids and Families - will provide volunteers/outreach
 - o North Brandon Family YMCA - will provide volunteers/outreach
 - o Family Services Center, Brandon - will provide volunteers/outreach
- Giunta would like to use TSSSA to purchase uniforms for their students. With over 90% of the students receiving free or reduced lunch, families often struggle to purchase uniforms for their children. The school 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 would like to create a uniform closet with additional uniform tops, bottoms, long pants and shirts, and sweatshirts that students can access throughout the school year or when the weather gets colder. Uniforms and uniform closet - \$16,000.00
- Giunta would like to use their TSSSA funds to create a food pantry. The funds will allow families to have access to healthy food throughout the week. The neighborhoods that feed into the school are referred to as "food deserts" or areas with limited access to traditional grocery stores. Families are often forced to shop at

convenience stores, fast-food restaurants, or discount stores, which do not sell fresh fruits and vegetables. The school would purchase fresh fruits, healthy snacks, and other nutritional food products for students and their families. Food Pantry \$15,500.00

- Giunta 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. Middle school students often need hygiene products that are not covered by other government assistance programs. Families would have access to shampoo, combs, dental supplies, feminine products, soap, deodorant, and other products that ensure healthy body care. Healthcare Closet - \$6,100.00

Academic and Character Standards

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

- To help develop and establish clearly defined and measurable high academic and character standards for at-risk students at Giunta, they will keep their Student Success Coach (1.0 FTE Success Coach @73,450.86, which includes fringe). In HCPS, Student Success Coaches aid in the school's efforts to improve graduation rates, close achievement gaps, reduce suspensions, and improve attendance by providing targeted support for select students. The Student Success Coach at Giunta will work with a caseload of 100-150 students who have been identified as having two or more high-risk indicators to provide interventions and supports to help students reach their goals.
- Giunta Middle would like to use TSSSA funds to purchase Thinking Core (\$5,000.00) materials for students (HCPS has submitted a quote for Thinking Core with its Title I application):
 - o Word Compass cards displaying two-tier academic vocabulary words that support students when thinking, speaking, and writing about complex texts in a college and career-ready manner
 - o The Standards Decoded Teacher's Reference book uses schematics, tables, and practical examples to help unpack the standards
 - o Standards-Based Graphic Organizers to help guide thinking with various diagrams and visual displays
- Giunta would like to use TSSSA funds to purchase USA Test Prep (5,000.00). HCPS has submitted a quote for USA Test Prep with its Title I application. USA Testprep, a web-based program used for support of mastery of civics standards through remediation. The program will be used weekly by civics teachers and in small group pullouts for assessment purposes. All civics students will use USA Test Prep for baseline assessment, midyear and end of the year before EOC. Data will be monitored weekly by RTI, civics teachers, the principal, and assigned AP.
- The school would like to use its TSSSA funds to purchase PENDA (HCPS submitted similar quotes for PENDA in its Title I application). Penda Learning would supplement core science instruction and be utilized as a pre-instruction tool to build content knowledge. When necessary, the program will fill learning gaps in instruction. The leadership team and academic coach will progress monitor the usage to ensure it impacts learning. They will conduct walkthroughs, review available data, and develop an intervention plan to support students who do not meet expectations. PENDA \$5,000.00.
- Giunta would like to use TSSSA funds to purchase classroom supplies to enhance learning.
 - o Classroom supplies will ensure all students are prepared for school – (\$6,505.36 supplies and \$4,000 technology related supplies). Schools will purchase pens, paper, folders, toner, poster paper, notecards, and other generic items to ensure all students are prepared for class every day.
 - o Science lab resources will be used in all 8th-grade science classes to bring the textbook content to life (Bunsen burners and lab equipment \$998.51).
- Giunta would like to use TSSSA funds to purchase classroom library books to increase reading by students. By increasing the number of books students have access to and various topics, students will be more likely to read on campus and at home (Classroom library books \$4,000.00). The school would

purchase books that connect to middle school students, including current bestsellers, SEL topics, and other highly read young reader novels.

- Giunta will promote high academic standards by ensuring that staff can have common planning time in all subject areas. In addition, they will use common district assessments to assess students' progress better and identify students who may need additional academic supports. Resource Teachers, who will be discussed more in Item 5, will be provided in the areas of reading, math, and science to help ensure that teachers are appropriately trained and supported to, in turn, ensure the academic success of students.

Parental Involvement

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

- Parent involvement and engagement are essential to the success of students at Giunta. Giunta will communicate high expectations to parents with increased parent involvement and engagement, and with more parent help at home, Giunta expects to see more student learning gains. In HCPS, the Parent Liaison Aide (funded by another source) empowers parents and promotes 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. At Giunta, the Parent Liaison will work in the school's parent resource room and ensure parent resources are stocked and available. They will also participate in all parent engagement events, including ELL parent night, academic parent nights, the fall/spring festivals, the honor roll breakfast, awards night, sports banquet, and National Junior Honors Society night. The Parent Liaison Aide will also be bilingual to increase communication and involvement with parents in the school's Hispanic population. To monitor this position, the principal's secretary will meet with the Parent Liaison weekly, and they will also collect parent event sign-in sheets to monitor the expected increased participation.

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.

o Giunta wants to keep its Resource Teacher using TSSSA funds again this year (1.0 FTE Resource Teacher @ \$69,128.81, which includes fringe). The role of the Resource Teacher is to maintain and monitor

the implementation of the science program and work directly with classroom teachers to improve student learning in the area of STEM. They may conduct data-driven, small group instruction with students as well. This teacher will also work with Response to Intervention (RtI). They will assist in providing instructional strategies and resources. They will also provide interventions to small groups of students. The Resource Teacher will oversee PENDA (mentioned in Item 2) and report to the Resource Team and the Administration.

- Giunta Middle School would like to use its TSSSA funds to keep its current Resource Teacher, who will work exclusively with students. The Resource Teacher would be funded by TSSSA again this year (1.0 FTE Resource Teacher @ \$67,546.08, which includes fringe) and will work with level 1 and 2 students on the bubble moving to the next level. The Resource Teacher will pull out students and push them into classrooms to work with these students daily based on their needs assessment of reading/writing standards that are not mastered with a benchmark of 70% or higher. The Resource Teacher will also meet weekly with the principal regarding the progress of students. Students will score at level or above the district on formative and semester assessments.

- o The Resource Teacher will monitor the data generated by Ready LAFS. The school would like to use TSSSA funds to purchase Ready LAFS (\$10,107.00). HCPS submitted a quote for Ready LAFS with its Title I application. Ready LAFS is a reading curriculum used for small group pullouts. The Resource Teacher will concentrate on level 2 and bottom quartile students. The assessment data from the program will be monitored weekly by the Resource Team, principal, and assigned AP.

- The third Resource Teacher (funded by a different source) will monitor the data provided by Math Nation. The school would like to use TSSSA funds to purchase Math Nation (\$9,440.00). See attached quote. Math Nation will be used with Algebra 1 Resource students and is a web-based program used to remediate standards for mastery. Students will use the program daily in class. Teachers will rotate students between small groups with the teacher and independent practice. The Resource Teacher will also monitor student data provided by Everglades Math. Giunta would like to use their TSSSA funds to purchase the Everglades Math for grades 6-8 (Everglades Math 12,000.00). This program aligns with Florida Standards for middle school math and Algebra I. The program reinforces lessons covered in class and provides students with additional practice to ensure mastery. The Students' progress will be monitored weekly by the teacher, Resource Teacher, principal, and assigned AP.

- Frameworks curriculum and consultant services will be used for the SEL program. SEL will be incorporated school-wide during homeroom daily. The focus will be team-building and building student self-efficacy. The administration will conduct weekly walkthroughs to make sure SEL is being implemented school-wide. Surveys will be conducted to determine the impact of the program on students. Also, discipline data should reflect the effect of the program on student behavior. Giunta would like TSSSA to fund the Professional Development services from Frameworks for \$11,886.13 to train the faculty and staff on the SEL curriculum, implementation of the program, and support throughout the school year. HCPS submitted a quote for Frameworks with its Title I application.

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.

- Giunta's method to provide focused instruction to improve academic proficiency is through Extended Learning Program (ELP) tutoring. ELP tutoring will be offered either before-school or after-school based on student need. Giunta will use formative student data and performance indicators to help provide additional supports to students identified as scoring in lower quartiles. The Resource Team and the Administration will use the data to create small groups and to progress monitor. Afterschool tutoring 13 teachers X 2 hours/ week X 30 weeks at \$36.75/ hour (which includes fringe) = \$28,665.00.

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				\$37,600.00
	Function	Object	Budget Focus	Funding Source	FTE	2021-22
	5100	590-Other Materials and Supplies	0052 - Giunta Middle School	TSSSA		\$16,000.00
			<i>Notes: Uniforms for students</i>			
	5100	510-Supplies	0052 - Giunta Middle School	TSSSA		\$15,500.00
			<i>Notes: Healthy meals and snacks for students and families</i>			
	5100	510-Supplies	0052 - Giunta Middle School	TSSSA		\$6,100.00
			<i>Notes: Health care supplies for students and families</i>			
2	III.2.	Academic and Character Standards				\$101,113.19
	Function	Object	Budget Focus	Funding Source	FTE	2021-22
	5100	520-Textbooks	0052 - Giunta Middle School	TSSSA		\$5,000.00
			<i>Notes: Thinking Core instructional materials</i>			
	5100	520-Textbooks	0052 - Giunta Middle School	TSSSA		\$5,000.00
			<i>Notes: USA TestPrep</i>			
	5100	520-Textbooks	0052 - Giunta Middle School	TSSSA		\$5,000.00
			<i>Notes: PENDA Learning</i>			
	5100	510-Supplies	0052 - Giunta Middle School	TSSSA		\$3,391.49
			<i>Notes: Instructional supplies for students and teachers (Paper, pens, construction paper)</i>			
	5100	519-Technology-Related Supplies	0052 - Giunta Middle School	TSSSA		\$4,000.00
			<i>Notes: Technology related supplies for teachers (Ink, Toner)</i>			
	5100	510-Supplies	0052 - Giunta Middle School	TSSSA		\$998.51
			<i>Notes: Science supplies for students and teachers (Bunsen Burners, Beakers)</i>			
	5100	520-Textbooks	0052 - Giunta Middle School	TSSSA		\$4,272.34
			<i>Notes: Classroom Libraries</i>			
	6120	130-Other Certified Instructional Personnel	0052 - Giunta Middle School	TSSSA	1.0	\$53,551.22
			<i>Notes: Student Success Coach Salary</i>			
	6120	210-Retirement	0052 - Giunta Middle School	TSSSA		\$5,355.12
			<i>Notes: Student Success Coach Retirement (10%)</i>			
	6120	220-Social Security	0052 - Giunta Middle School	TSSSA		\$3,320.18

			Notes: Student Success Coach FICA (6.2%)			
	6120	220-Social Security	0052 - Giunta Middle School	TSSSA		\$776.49
			Notes: Student Success Coach Medicare (1.45%)			
	6120	230-Group Insurance	0052 - Giunta Middle School	TSSSA		\$10,174.73
			Notes: Student Success Coach Health and Life Insurance (19%)			
	6120	240-Workers Compensation	0052 - Giunta Middle School	TSSSA		\$273.11
			Notes: Student Success Coach Workers Comp (.51%)			
3	III.3.	Parental Involvement				\$0.00
4	III.4.	Incentives for Instructional Personnel				\$0.00
5	III.5.	Professional Development				\$216,607.94
	Function	Object	Budget Focus	Funding Source	FTE	2021-22
	5100	120-Classroom Teachers	0052 - Giunta Middle School	TSSSA	0.5	\$26,611.20
			Notes: Resource Teacher Salary			
	5100	210-Retirement	0052 - Giunta Middle School	TSSSA		\$2,661.12
			Notes: Resource Teacher Retirement (10%)			
	5100	220-Social Security	0052 - Giunta Middle School	TSSSA		\$1,649.89
			Notes: Resource Teacher FICA (6.2%)			
	5100	220-Social Security	0052 - Giunta Middle School	TSSSA		\$385.86
			Notes: Resource Teacher Medicare (1.45%)			
	5100	230-Group Insurance	0052 - Giunta Middle School	TSSSA		\$5,056.13
			Notes: Resource Teacher Health and Life Insurance (19%)			
	5100	240-Workers Compensation	0052 - Giunta Middle School	TSSSA		\$135.72
			Notes: Resource Teacher Workers Comp (.51%)			
	5100	120-Classroom Teachers	0052 - Giunta Middle School	TSSSA	1.0	\$49,246.20
			Notes: Resource Teacher Salary			
	5100	210-Retirement	0052 - Giunta Middle School	TSSSA		\$4,924.62
			Notes: Resource Teacher Retirement (10%)			
	5100	220-Social Security	0052 - Giunta Middle School	TSSSA		\$3,053.26
			Notes: Resource Teacher FICA (6.2%)			
	5100	220-Social Security	0052 - Giunta Middle School	TSSSA		\$714.07
			Notes: Resource Teacher Medicare (1.45%)			
	5100	230-Group Insurance	0052 - Giunta Middle School	TSSSA		\$9,356.78
			Notes: Resource Teacher Health and Life Insurance (19%)			
	5100	240-Workers Compensation	0052 - Giunta Middle School	TSSSA		\$251.16
			Notes: Resource Teacher Workers Comp (.51%)			
	5100	120-Classroom Teachers	0052 - Giunta Middle School	TSSSA	1.0	\$50,400.12
			Notes: Resource Teacher Salary			

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	5100	210-Retirement	0052 - Giunta Middle School	TSSSA		\$5,040.01
			Notes: Resource Teacher Retirement (10%)			
	5100	220-Social Security	0052 - Giunta Middle School	TSSSA		\$3,124.81
			Notes: Resource Teacher FICA (6.2%)			
	5100	220-Social Security	0052 - Giunta Middle School	TSSSA		\$730.80
			Notes: Resource Teacher Medicare (1.45%)			
	5100	230-Group Insurance	0052 - Giunta Middle School	TSSSA		\$9,576.02
			Notes: Resource Teacher Health and Life Insurance (19%)			
	5100	240-Workers Compensation	0052 - Giunta Middle School	TSSSA		\$257.04
			Notes: Resource Teacher Workers Comp (.51%)			
	6400	310-Professional and Technical Services	0052 - Giunta Middle School	TSSSA		\$11,886.13
			Notes: SEL Consultant Services			
	5100	520-Textbooks	0052 - Giunta Middle School	TSSSA		\$9,440.00
			Notes: Math Nation			
	5100	520-Textbooks	0052 - Giunta Middle School	TSSSA		\$10,107.00
			Notes: Ready LAFS			
	5100	520-Textbooks	0052 - Giunta Middle School	TSSSA		\$12,000.00
			Notes: Everglades Math			
6	III.6.	Focused Instruction				\$28,665.00
	Function	Object	Budget Focus	Funding Source	FTE	2021-22
	5100	120-Classroom Teachers	0052 - Giunta Middle School	TSSSA		\$24,259.48
			Notes: Tutorial TPay Salary			
	5100	210-Retirement	0052 - Giunta Middle School	TSSSA		\$2,425.95
			Notes: Tutorial TPay Retirement (10%)			
	5100	220-Social Security	0052 - Giunta Middle School	TSSSA		\$1,504.09
			Notes: Tutorial TPay FICA (6.2%)			
	5100	220-Social Security	0052 - Giunta Middle School	TSSSA		\$351.76
			Notes: Tutorial TPay Medicare (1.45%)			
	5100	240-Workers Compensation	0052 - Giunta Middle School	TSSSA		\$123.72
			Notes: Tutorial TPay Workers Comp (.51%)			
					Total:	\$383,986.13