Duval County Public Schools

George Washington Carver Elementary

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
1581	George Washington Carver Elementary				$130,305.00	

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.

To further expand the support and strategies which will increase and develop family and community partnerships, our school will utilize the provided mental health resources by the district.

1. George Washington Carver's administration and the school counselor will collaborate with Full-Service Schools and the established partnership with Celebration Church to sustain the plan for wrap-around services that develop family and community partnerships. Students and families will be receive a meal each week. In addition, school counselor will provide students and parents will connect families with local agencies who provide mental and financial support such as Lutheran Services, Full Service Medical Clinics for those lacking insurance, etc.

2. We will provide social services that will empower our students to better deal with social development barriers that impact student learning. Based on school discipline and academic data a pre-identified group of students will receive social services based on individual social development needs. School Counselor will complete Full Service referrals.

3. George Washington Carver school will host several parent engagement activities, and parent academy courses (during the day and evening) utilizing DCPS Parent Academy district staff. The school will host the following events/parent academy courses: Supporting Your K-2 Reader at Home, Tips for a Successful Transition to Kindergarten, Attendance Matters, Building a Successful Family, Building and Rebuilding Your Credit, Managing Money, Why Is Reading Important (Literacy Event), and How to Create a FOCUS Account.

4. To ensure our schools adds an additional layer of parent connectedness and support, a truancy officer will help make phone calls and home visits to ensure our students have what they need and encourage the students to come to school everyday.

5. George Washington Carver will continue to develop faith-based partnerships who are working to establish mentors. The mentors will serve as role models, assist with developing an on-campus job fair, and contribute to organizing clothing donation drives.

6. During School Advisory Council (SAC) Meetings, the school will communicate with community stakeholders and design opportunities to create and maintain partnerships that promote education and student achievement. Administration will develop business partnerships with local companies to support

school Literacy Day (guest speakers), Career Fair for parents and students. These types of activities can make learning more relevant by
providing real-world examples.

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

The strategies George Washington Carver will implement to establish clearly defined and measurable high academic and character standards are as follows:

1. Math Interventionist (TSSSA): To ensure the students get an additional layer, the math and reading interventionist will work directly with students for Tier II and Tier III instruction. Based on data, the math and reading interventionist will plan and work with the teacher to ensure students who need any additional layer of support are seen daily. The math and reading interventionist will also keep a progress monitoring log of student progress toward standards mastery.

2. Prescribed Professional Development for teachers based on observations, walk-throughs, teacher needs surveys. Once a month, administration will host a "Terrific Tuesday" professional development for teachers who need a refresher or quick professional development session on a specific topic identified from teacher professional development survey.

3. Vertical common planning to ensure standards mastery and to improve instruction

4. Administration will monitor data weekly providing staff a data analysis for I-Ready (Reading and Math), District Assigned Technology. Students will be recognized for achievement.

5. Teachers will monitor student attendance weekly and report absences to Truancy Officer and School Counselor. PBIS Team along with Truancy Officer, school counselor, and administration will monitor student attendance monthly for Truancy Report. Truancy Officer will set up a daily attendance board for parents.

6. School counselor will utilize resources (Sanford Harmony) to teach students appropriate character skills surrounding a monthly value.

7. PBIS Team will develop School-wide guidelines for Success to strengthen school learning environment through behavior management systems.

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

To assure that the school will implement strategies to increase parental involvement and engagement in the child's education, George Washington Carver will:

1. Increase Parent Involvement and support by consistently communicating with families so that they are aware of what is happening at the school and how they can be involved. Parents will receive a monthly school newsletter. In addition, we will become a ClassDojo school to increase home-to-school communication.

2. Parent support will be solicited through face to face invites during assemblies and school events such as Back-to-School Orientation, Open House, In-School Parent Conference Days, SAC, PTA, Literacy and

Math Night, and monthly Home-School Parent Connection (Parent Tips on how to improve academic achievement, Nurture kindness, respect, and responsibility, boost motivation, and support homework and study habits.

3. The school will follow up using the school messenger automated calling system. We will post parent involvement activities on the school's website and marquee, social media, and in the school newsletter. After each meeting, parents will complete an exit ticket or survey to provide feedback on the event/activities. The information will be used to make adjustments as needed.

4. Parent workshops will be offered throughout the year to provide parents with opportunities to learn researched based strategies to use with their children in order to increase student achievement. We will host monthly school wide events that will allow our families to engage in activities that support increasing student academic achievement.

5. We will share volunteer opportunities with the parents, so that they are aware of the many ways that they can volunteer in the school.

6. School will partner with TEAM-Up to develop family programs and opportunities for families to support students in the area of arts.

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.

To assure that the school will implement strategies to identify, recruit, retain, and reward instructional personnel, George Washington Carver will:

1. Providing teachers with the opportunity to grow professionally through giving teachers meaningful opportunities to become school leaders in areas during Terrific Tuesday professional development such as: Growth Mindset, Student Progress Monitoring using Technology, reading and math instructional strategies.

2. Teacher shout outs will go out weekly in the G.W. Carver Wildcat Gazette. Teachers will be recognized when they are going above and beyond to ensure students are successful. For example: morning and after school tutoring, facilitating parent meetings, and Implementing academic programs for students.

3. Monthly the Sunshine Committee/PBIS Team will issue rewards monthly to students, faculty, and staff, and schedule teacher morale events.

4. On-going coaching support will be provided to all teachers in the ELA, math, and science content. The on-site instructional coaches and district specialists will create a culture of learning and facilitate a growth mindset for teachers. Administration, coaches, and interventionist will meet regularly with teachers to develop their skills and give one-on-one coaching when needed.

5. The state has instituted bonuses, supplements, and other incentives to attract and retain teachers in under-performing schools.

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.

To 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, George Washington Carver will:

1. As a result of a professional development survey, administration identified that the teachers need more professional development to increase content knowledge, practice aligning curriculum and student task to Florida item specifications and Achievement Level Descriptors which will assist in increasing academic rigor, develop skills in direct instruction and deliver high academic standards.

2. The following professional development strategies have been established for the school using the Florida Continuous Improvement Model (FCIM):

*Weekly common planning with Administration and coaches in ELA, math and science.
*Review student work using EQUIP Protocol
*Bi-monthly training (TDE) and planning data-driven lessons, small group instruction, progress monitoring using Florida Achievement Level Descriptors for grades 3rd - 5th); unpacking standards (K-2).
*Vertical Articulation planning per nine weeks.
*Establish Terrific Tuesday professional Development - quick professional development to sharpen best practices, ways to engage students in the learning process.

3. Coaching Cycles: Based on weekly observations/walk-throughs, the Reading and Math coach implement coaching cycles to assist teachers with developing rigorous lessons to increase student engagement, promote higher level thinking, and align instruction to Florida state standards. The coaches plan and co-teach lessons with teachers to implement the focus agreed upon. Coaching Cycles include, but are not limited to: rigorous questioning, student engagement, using student data to focus student instruction, and developing data-based
small group instruction.

4. Teachers and leaders are surveyed after each professional learning session to better understand their needs and revisions are made based on feedback. The survey results and revisions made are communicated to the participants at the beginning of the next session. This process ensures transparency and helps create a safe learning environment for staff.

5. Administration, Coaches, and Teachers will participate in school-wide book study What Great Teachers Do Differently, The Will to Lead, The Skill to Teach, and Ten-Minute Inservice: 40 Quick Training Sessions That Build Teacher Effectiveness by Todd Whitaker.

6. Develop year- long PD plan that addresses identified 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.

To assure that the school will implement strategies to provide focused instruction to improve student academic proficiency, George Washington Carver will:

1. Student Laptops - This line item will be used to support all grade levels. The laptops and charging cart will be used for blended learning platforms such as iReady, FRECKLE, Achieve 3000, ACALETICS.

2. To support tutoring outside of the instructional day as well as supplies, we will need to purchase these items to be an added layer of support for students to master all grade level standards:
*Students in grades K-2 will complete Foundational lessons using ABC Mouse and FRECKLE to build and develop readers and mathematicians. FRECKLE will be used to bridge the areas that hinder students from reading, writing, adding or subtracting. Tablets will be ordered to create another technology center that's focused on targeted areas of need (phonics) designed to build readers. Use of the tablets will help students navigate through website.

Supplemental Materials
*Also, aligning reading center activities based on the standards to ensure any standards which are not mastered will be remediated. 3rd thru 5th grade students will utilize iReady, Florida Coach, LAFS Rehearsal Plus, and Reading Mastery books.
*In math, teachers will use Ready Florida, Florida Coach, and MAFS Rehearsal Plus math books to remediate the appropriate standards below current grade levels to ensure students background knowledge deficits are met.
Through this practice, students who have a grade level deficit will receive remediation of past grade level work to ensure they have the background to be successful on future standards taught.

Supplies
The line item will be used to support reading, writing, and math. The supplies are needed to support teachers and tutors in their efforts to enhance and support differentiated small group instruction; As there are many types of learners, these supplies will help teachers keep the students engaged during instruction. These supplies will also assist students with keeping organized with the subject areas. George Washington Carver will sustain teachers' abilities to provide content rich background knowledge through continuing to monitor use of Standard Focus Boards, monitoring student work, and professional development.

Field Trips - To enhance student's learning experiences, we will find field trips that directly align with standards.

Instructional Coach
The district is providing (.5) of an instructional coach to our school. We would like to use TSSSA funding to fund (.45) and Title I (.5). The Instructional Coach will support students and teachers with all standard-aligned instruction.

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**				**$32,122.15**
	Function	Object	Budget Focus	Funding Source	FTE	2021-22
	6100	160-Other Support Personnel	1581 - George Washington Carver Elem.	TSSSA	1.0	$23,500.00

			Notes: Truancy Officer - To ensure our school adds an additional layer of parent connectedness and support, a truancy officer will help make phone calls and home visits to ensure our students have what they need and encourage the students to come to school every day.			
	6100	210-Retirement	1581 - George Washington Carver Elem.	TSSSA		$2,542.70
			Notes: Truancy officer Retirement Benefits @ 10.82%			
	6100	220-Social Security	1581 - George Washington Carver Elem.	TSSSA		$1,797.75
			Notes: Truancy officer Social Security Benefits @ 7.65%			
	6100	231-Health and Hospitalization	1581 - George Washington Carver Elem.	TSSSA		$3,767.05
			Notes: Truancy officer Hospitalization Benefits @ 16.03%			
	6100	232-Life Insurance	1581 - George Washington Carver Elem.	TSSSA		$4.70
			Notes: Truancy officer Life Insurance Benefits @ .02%			
	6100	240-Workers Compensation	1581 - George Washington Carver Elem.	TSSSA		$387.75
			Notes: Truancy officer Workers Compensation Benefits @ 1.65%			
	6100	290-Other Employee Benefits	1581 - George Washington Carver Elem.	TSSSA		$122.20
			Notes: Truancy officer Flex Medical Benefits @ .52%			
2	**III.2.**	**Academic and Character Standards**				**$65,611.20**
	Function	Object	Budget Focus	Funding Source	FTE	2021-22
	5100	120-Classroom Teachers	1581 - George Washington Carver Elem.	TSSSA	1.0	$48,000.00
			Notes: Math Interventionist- This is not a new position. Last year, this position was approved and funded using TSSSA. This line item will be used to ensure the students get an additional layer, the math interventionist will work directly with students for Tier II and Tier II instruction. Based on data, the math interventionist will work with the teacher to ensure students who need any additional layer of support are seen. The math interventionist will also keep a progress monitoring log of student progress toward standard mastery.			
	5100	210-Retirement	1581 - George Washington Carver Elem.	TSSSA		$5,193.60
			Notes: Math Interventionist Retirement Benefits @ 10.82%			
	5100	220-Social Security	1581 - George Washington Carver Elem.	TSSSA		$3,672.00
			Notes: Math Interventionist Social Security Benefits @ 7.65%			
	5100	231-Health and Hospitalization	1581 - George Washington Carver Elem.	TSSSA		$7,694.40
			Notes: Math Interventionist Hospitalization Benefits @ 16.03%			
	5100	232-Life Insurance	1581 - George Washington Carver Elem.	TSSSA		$9.60
			Notes: Math Interventionist Life Insurance Benefits @ .02%			
	5100	240-Workers Compensation	1581 - George Washington Carver Elem.	TSSSA		$792.00

			Notes: Math Interventionist Workers Compensation Benefits @ 1.65%			
	5100	290-Other Employee Benefits	1581 - George Washington Carver Elem.	TSSSA		$249.60
			Notes: Math Interventionist Flex Medical Benefits @ .52%			
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**				**$32,571.65**
	Function	Object	Budget Focus	Funding Source	FTE	2021-22
	5100	510-Supplies	1581 - George Washington Carver Elem.	TSSSA		$2,093.00
			Notes: Supplemental materials LAFS Rehearsal books grades 3-5 This line will be used to support students receiving intensified interventions in reading.			
	5100	510-Supplies	1581 - George Washington Carver Elem.	TSSSA		$953.61
			Notes: Supplies classroom instructional, paper, pencils, composition books, envelopes, file folders, crayons			
	5100	120-Classroom Teachers	1581 - George Washington Carver Elem.	TSSSA	0.45	$21,600.00
			Notes: Supplemental Instructional Coach - This is a new position at the school. The district is funding .5, the school is requesting TSSSA fund .45 and Title I to fund .5. The instructional coach will support student and teachers with standard aligned instruction. The minimum qualifications are Education: Bachelor's degree from an accredited college or university. Experience: Three (3) years teaching experience with background in planning, organizing and conducting in-service training/professional growth activities. Exceptionally skilled in writing, with experience in developing multi-media presentations and communications dissemination. Must have the ability to manage projects, facilitate groups, and analyze data. Certifications & Licenses: Florida Department of Education Certification in appropriate subject area.			
	5100	210-Retirement	1581 - George Washington Carver Elem.	TSSSA		$2,160.00
			Notes: Supplemental Instructional Coach - Retirement at 10%			
	5100	220-Social Security	1581 - George Washington Carver Elem.	TSSSA		$1,652.40
			Notes: Supplemental Instructional Coach - Social Security Benefits @ 7.65%			
	5100	231-Health and Hospitalization	1581 - George Washington Carver Elem.	TSSSA		$3,788.64
			Notes: Supplemental Instructional Coach - Hospitalization Benefits @ 17.54%			
	5100	232-Life Insurance	1581 - George Washington Carver Elem.	TSSSA		$4.32
			Notes: Supplemental Instructional Coach Life Insurance Benefits @ .02%			
	5100	240-Workers Compensation	1581 - George Washington Carver Elem.	TSSSA		$203.04
			Notes: Supplemental Instructional Coach Workers Compensation Benefits @ .94%			
	5100	290-Other Employee Benefits	1581 - George Washington Carver Elem.	TSSSA		$116.64

	Notes: Supplemental Instructional Coach Medical Benefits @ .54%	
	Total:	**$130,305.00**