

Duval County Public Schools

# Hyde 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
0771	Hyde Park Elementary School			Y	\$121,140.00	

## 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 ensure that Hyde Park will implement strategies to increase family and community involvement, a Parent and Family Liaison is needed. Our liaison will work along side Hyde Park to:

- 1) Ensure our parents and families have a person to connect to at the school. A parent liaison will be beneficial to make phone calls and be an avenue of communication with the school for parents and families. Parents will receive monthly newsletters and weekly communication through Class Dojo and school messenger as needed.
- 2) In an effort to assure wrap-around services, the parent liaison can communicate with business and community stakeholders to meet the needs of families. The parent liaison will play a key role in assisting our parents and families with obtaining pertinent information regarding workshops and training.
- 3) Our Parent Liaison will assist with connecting parents to needed resources for their children. He/She will assist with checking out educational games and informational resources needed.

### **Academic and Character Standards**

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

Hyde Park Elementary School strives for full implementation and focus on the 5 foundational elements that make a successful school: Effective Leaders, Collaborative Teachers, Involved Families; Supportive Environments and Ambitious Instruction. Information obtained from the 5 Essentials survey reveals a need to improve the involvement of parents and families and supportive environment. The strategies that Hyde Park Elementary will implement are as follows:

#### **Academic Standards**

- 1) To ensure academic progress for all students, Hyde Park Elementary will facilitate standards based professional development.
- 2) To ensure standards alignment schoolwide, administration will conduct frequent walk-throughs and provide immediate feedback with actionable, specific next steps.

#### **Character Standards**

- 1) When addressing the are of Supportive Environments, we will utilize our Positive Behavior Intervention Support (PBIS) team to ensure that systems are in place to ensure the safety of all students.

2) We will work with our district school culture and climate team to provide targeted professional development to provide strategies and support to teachers in the areas of student-teacher trust.

### **Parental Involvement**

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

Hyde Park Elementary will implement the following strategies in order to increase the involvement of our parents and families:

- 1) Provide consistent and timely communication to parents and families to ensure they are aware of the events and resources available at the school. Communication will be provided by newsletter, flyer, School Messenger, Class Dojo, and the school marquee.
- 2) Increase parent and family support will be recruited through invitations to all school events, PTA, Home School Connection etc.
- 3) Parent workshops will be offered throughout the year to provide parents opportunities to learn researched based strategies to use with their children in order to increase academic achievement and build stronger relationships at home, and at school.

### **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.

Incentives for instructional personnel

To ensure that Hyde Park implements strategies that identify, recruit, retain, and reward instructional personnel, we will implement the following:

- 1) Novice teachers will be provided a mentor.
- 2) The hospitality committee will provide monthly birthday treats for all staff members who have a birthday in that month.
- 3) Positive Paw Incentive – we will pass a paw for teachers to hang outside their door for the teacher who has been utilizing AVID strategies in their 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.

The following strategies will be implemented to provide professional development that focuses on academic rigor, direct instruction, and creating high academic and character standards at Hyde Park Elementary:

- 1) Provide on-going coaching support to teachers in their content areas during frequent common planning sessions.
- 2) Provide teachers the opportunity to grow professionally and become school leaders by participating in and leading Growth Mindset sessions.
- 3) Facilitating and participating in AVID lead PD and strategy sessions.
- 4) Giving teachers the opportunity to participate voluntarily in bi-weekly Professional Development sessions after school led by our Reading and Math Coach. These sessions will be planned based on teacher needs as gathered in walk-throughs and through teacher surveys.

### **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.

#### **\*Math Interventionist**

To ensure the students get an additional layer, the math interventionist will work directly with students for Tier II and Tier III instruction. Based on data, the math interventionist will work with the teacher to ensure students who need any additional layer of mathematical support are seen. The math interventionist will also keep a progress monitoring log of student progress toward standard mastery. The interventionist will pull small groups throughout the school day based on students' differentiated needs.

#### **\*Tutoring**

To ensure focused instruction to improve student academic proficiency occurs beyond the normal school day or school year, we would like to have tutoring after school by content specific math, science, and language arts teachers to provide targeted tutoring to students in need of remediation. Tutoring will assist our students with acquiring the fundamental knowledge and skills needed in the core content areas to accelerate their learning. The tutoring pay ranges from \$18 an hour to \$24 an hour + benefits. We would have a total of 7 teachers for our 3rd - 5th grade. There will be a Math and ELA teacher to support each grade level, along with an additional teacher for 5th grade Science. They would tutor a total of 168 hours, 2 days per week, one hour per day. The tutoring services breakdown will be in the budget narrative section of this line item.

#### **\*Supplementary Materials and Supplies**

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.

- 1) Lab Materials will be ordered to improve and build our science lab such as lab trays, strainers, sand paper, modeling clay, stop watches, potting soil, coffee filters etc.
- 2) Generation Genius site license will be purchased which will include online science videos, lesson plans discussion questions etc. which will assist with standards that are weak.
- 3) We will purchase Florida Coach science books to assist with after-school tutoring groups and small groups.
- 4) Additional storeroom supplies will be purchased to support academic instruction such as copy paper, ink, pencils, sheet protectors, markers etc.

#### **\*General Education Paraprofessional**

The general education paraprofessional will expand our support service strategies to improve student academic proficiency and access to differentiated instruction. The general education paraprofessional will

work directly with students by pushing in or pulling out to work with small groups of students at a time on their area of need. This paraprofessional will support in the areas of reading and math.

### 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				\$86,809.12
	Function	Object	Budget Focus	Funding Source	FTE	2020-21
	5100	120-Classroom Teachers	0771 - Hyde Park Elementary School	TSSSA	1.0	\$44,170.08
			<i>Notes: Math Interventionist- This line item will be used to work with all grade levels in our school. Specifically, the Lowest Performing Quartile students in each grade level. Due to home learning for 2-3 months during the 2019-2020 school year, we will need to push-in and pull-out students form small group instruction. This position's qualifications are: Education - Bachelor's degree from an accredited college or university. Experience: Three years of continuous teaching experience in mathematics. Experience working with at-risk students. Salary is based on verified years of teaching experience. Certifications &amp; Licenses: Florida Department of Education Certification in Elementary Education K-6 for Elementary interventionist; This is a content specific instructional support positions that will provide the opportunity to provide students the needed intervention on mastery of objectives. Identify students will receive assistance in reaching proficient common core skills. If approved, the candidate who was with us last year, will continue to fulfill the duties above.</i>			
	5100	210-Retirement	0771 - Hyde Park Elementary School	TSSSA		\$4,417.01
			<i>Notes: Math Interventionist Retirement Benefits @ 10.00%</i>			
	5100	220-Social Security	0771 - Hyde Park Elementary School	TSSSA		\$3,379.01
			<i>Notes: Math Interventionist Social Security Benefits @ 7.65%</i>			
	5100	231-Health and Hospitalization	0771 - Hyde Park Elementary School	TSSSA		\$7,747.43
			<i>Notes: Math Interventionist Hospitalization Benefits @ 17.54%</i>			
	5100	232-Life Insurance	0771 - Hyde Park Elementary School	TSSSA		\$8.83
			<i>Notes: Math Interventionist Life Insurance Benefits @ 0.02%</i>			
	5100	240-Workers Compensation	0771 - Hyde Park Elementary School	TSSSA		\$415.20
			<i>Notes: Math Interventionist Workers Compensation Benefits @ .94%</i>			
	5100	290-Other Employee Benefits	0771 - Hyde Park Elementary School	TSSSA		\$238.52
			<i>Notes: Math Interventionist Flex Medical Benefits @ 0.54%</i>			
	6100	130-Other Certified Instructional Personnel	0771 - Hyde Park Elementary School	TSSSA	0.1	\$19,044.28

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			<i>Notes: Three Content Specialist, Elementary split among seven schools - To ensure the teachers and students receive the academic support needed in Reading/ELA, Math, and Science, the school will utilize the supplemental content specialist to support classroom instruction, both whole-group and small group. The supplemental content specialist will support the high academic standards set to ensure every learning experience is aligned to standard-based instruction.</i>			
	6100	210-Retirement	0771 - Hyde Park Elementary School	TSSSA		\$1,904.43
			<i>Notes: Three Content Specialist, Elementary Benefits Retirement at 10.00%</i>			
	6100	220-Social Security	0771 - Hyde Park Elementary School	TSSSA		\$1,456.89
			<i>Notes: Three Content Specialist, Elementary Benefits Social Security at 7.65%</i>			
	6100	231-Health and Hospitalization	0771 - Hyde Park Elementary School	TSSSA		\$3,340.36
			<i>Notes: Three Content Specialist, Elementary Benefits Group Health at 17.54%</i>			
	6100	232-Life Insurance	0771 - Hyde Park Elementary School	TSSSA		\$3.81
			<i>Notes: Three Content Specialist, Elementary Benefits Life Insurance at .02%</i>			
	6100	240-Workers Compensation	0771 - Hyde Park Elementary School	TSSSA		\$179.02
			<i>Notes: Three Content Specialist, Elementary Benefits Workers Compensation at .94%</i>			
	6100	290-Other Employee Benefits	0771 - Hyde Park Elementary School	TSSSA		\$102.84
			<i>Notes: Three Content Specialist, Elementary Benefits Benefits Flex Medical at .54%</i>			
	5100	510-Supplies	0771 - Hyde Park Elementary School	TSSSA		\$101.41
			<i>Notes: 23" Standard Poster Printer Paper - Black on Red will allow the school to continue implementing AVID strategies as well as signage for PBIS strategies for the common areas. When students return, there will be new expectations to follow for safety and behavior.</i>			
	6100	330-Travel	0771 - Hyde Park Elementary School	TSSSA		\$300.00
			<i>Notes: In County Travel for the three content specialist</i>			
<b>3</b>	<b>III.3.</b>	<b>Parental Involvement</b>				<b>\$6,964.20</b>
	Function	Object	Budget Focus	Funding Source	FTE	2020-21
	6100	160-Other Support Personnel	0771 - Hyde Park Elementary School	TSSSA	0.5	\$5,872.50
			<i>Notes: Parent Liaison- This line item will be used to keep in close contact with all of our students' parents and guardians. This position is needed to ensure we provide wrap-around services for our families. Our goal is to use our Early warning indicators to help prevent numbers from increasing. The parent liaison position requires a High School Diploma and one (1) year experience in developing and presenting workshops to/for parents and working with family's/community groups. The applicant should have knowledge of community parent/family education and/or resources; school parent involvement plan, school improvement plan, and strong training development and delivery skills. The candidate we had in 2019-2020 will remain in this position if approved. This position will be funded by TSSSA (50%) and SOH (50%).</i>			
	6100	210-Retirement	0771 - Hyde Park Elementary School	TSSSA		\$587.25
			<i>Notes: Parent Liaison Retirement Benefits @ 10.00%</i>			



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	6100	220-Social Security	0771 - Hyde Park Elementary School	TSSSA		\$449.25
			<i>Notes: Parent Liaison Social Security Benefits @ 7.65%</i>			
	6100	240-Workers Compensation	0771 - Hyde Park Elementary School	TSSSA		\$55.20
			<i>Notes: Parent Liaison Workers Compensation Benefits @ .94%</i>			
<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>\$0.00</b>
<b>6</b>	<b>III.6.</b>	<b>Focused Instruction</b>				<b>\$27,366.68</b>
	Function	Object	Budget Focus	Funding Source	FTE	2020-21
	5100	640-Furniture, Fixtures and Equipment	0771 - Hyde Park Elementary School	TSSSA		\$7,308.00
			<i>Notes: Student Laptops 12 qty @ \$609 each - this line item is needed to ensure some classrooms have an additional 1-2 computers for blended learning during center rotation.</i>			
	5100	510-Supplies	0771 - Hyde Park Elementary School	TSSSA		\$29.48
			<i>Notes: 4 hold punch machines \$7.37 each - This line item is needed to allow students to organize their assignments in binders. We have been implementing AVID strategies and this will allow students and teachers to organize data and paperwork.</i>			
	5100	519-Technology-Related Supplies	0771 - Hyde Park Elementary School	TSSSA		\$178.99
			<i>Notes: Toner for print release printers 1 qty - This line item is needed to print various student sheets, data, and parent communication.</i>			
	5100	510-Supplies	0771 - Hyde Park Elementary School	TSSSA		\$129.82
			<i>Notes: Project Display boards, binder clips, binders, label maker needed for AVID and small group instruction. All grade levels will benefit.</i>			
	5100	510-Supplies	0771 - Hyde Park Elementary School	TSSSA		\$167.04
			<i>Notes: File folders holder to organize and separate documents needed for AVID and small group instruction. All grade levels will benefit.</i>			
	5100	519-Technology-Related Supplies	0771 - Hyde Park Elementary School	TSSSA		\$549.92
			<i>Notes: Toner 2 complete sets of color ink plus black - This line item is needed to print various student sheets, data, and parent communication.</i>			
	5900	120-Classroom Teachers	0771 - Hyde Park Elementary School	TSSSA		\$4,320.00
			<i>Notes: Tutoring \$24 per hour for certificated teachers 180 hours before school (up to 3 teachers at 51 hours each), after school, or Saturdays. The grade levels will be in grades 3-5, ELA, Math, and Science. The estimated dates would be Sept. 30th - Jan. 30th. There are additional tutoring funds to add more hours.</i>			
	5900	210-Retirement	0771 - Hyde Park Elementary School	TSSSA		\$432.00
			<i>Notes: Tutoring Benefits Retirement at 10.00%</i>			
	5900	220-Social Security	0771 - Hyde Park Elementary School	TSSSA		\$330.48
			<i>Notes: Tutoring Benefits Social Security at 7.65%</i>			

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	5900	240-Workers Compensation	0771 - Hyde Park Elementary School	TSSSA		\$40.61
			<i>Notes: Tutoring Benefits Workers Compensation at .94%</i>			
	5100	150-Aides	0771 - Hyde Park Elementary School	TSSSA	0.5	\$7,091.55
			<i>Notes: Paraprofessional split funded with Schools of Hope - his line item will be used to support students in all grade levels who need both academic and behavioral support. General Education Paraprofessionals work directly under the supervision of a classroom teacher. \$8.87 - \$9.65 / Per Hour; Kind of Work + benefits @ 17.6%. The Instructional, Paraprofessional (Regular Needs) is assigned for at least 80% of the workday the responsibility for assisting classroom teachers with instruction and the maintenance of discipline in general education instructional situations. Responsibilities for most of the time must be spent on small group tutoring or instruction of children and grading papers under the supervision of the teacher and with other classroom duties assigned by the teacher. Other responsibilities such as additional related classroom clerical duties, cafeteria duty, etc. may be assigned for a minor portion of the workday by the site administrator/designee. If approved, the candidate who was with us last year, will continue to fulfill the duties above.</i>			
	5100	210-Retirement	0771 - Hyde Park Elementary School	TSSSA		\$709.16
			<i>Notes: Paraprofessional Benefits Retirement at 10.00%</i>			
	5100	220-Social Security	0771 - Hyde Park Elementary School	TSSSA		\$542.50
			<i>Notes: Paraprofessional Benefits Social Security at 7.65%</i>			
	5100	231-Health and Hospitalization	0771 - Hyde Park Elementary School	TSSSA		\$3,191.91
			<i>Notes: Paraprofessional Benefits Group Health at 45.01%</i>			
	5100	232-Life Insurance	0771 - Hyde Park Elementary School	TSSSA		\$4.25
			<i>Notes: Paraprofessional Benefits Life Insurance at .06%</i>			
	5100	240-Workers Compensation	0771 - Hyde Park Elementary School	TSSSA		\$66.66
			<i>Notes: Paraprofessional Benefits Workers Compensation at .94%</i>			
	5100	240-Workers Compensation	0771 - Hyde Park Elementary School	TSSSA		\$98.57
			<i>Notes: Paraprofessional Benefits Benefits Flex Medical at 1.39%</i>			
	5100	510-Supplies	0771 - Hyde Park Elementary School	TSSSA		\$2,175.74
			<i>Notes: Storeroom supplies, color paper, pencils, poster board, copy paper, staple removers, dry erase markers and erasers, index cards, tape, tape dispensers, memo pads, legal pads,</i>			
<b>Total:</b>						<b>\$121,140.00</b>