

Hillsborough County Public Schools

Robles 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
3761	Robles Elementary School				\$317,820.00	

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.

- A full-time Parent Liaison Aide, funded by TSSSA (described below in Item 3), will support Robles' family and community engagement work. In addition to their parent engagement efforts described in Item 3, Parent Liaison Aide will also conduct community outreach activities supporting the community school model. Last year was the first year of the community school initiative at Robles, and they saw an increase in parent and community engagement.
- To build new community partnerships, Robles will complete an updated needs assessment to define levels of support, continue working with the community schools initiative, and provide students the support they need to address social-emotional well-being. In addition, the Parent Liaison Aide will build partnerships with organizations that provide services and supports that align with school, student, and family needs. They anticipate that work to continue, resulting in an increase in student learning.
- Many of the students and families attending Robles have economic hardships and would benefit from wrap around services. Robles would like to use TSSSA funds to provide a Health Care closet for students to access hygiene products. The school would provide students with soap, toothpaste and toothbrushes, combs, lice kits, deodorant, etc. Health Care items -- \$5,793.59.
- Finally, Robles would like to fund Feeding Tampa Bay again this year, using their TSSSA funds. Last year the school was approved for the Feeding Tampa Bay (FTB) program to support the school's families struggling to provide basic meals for their students. FTB also works with parents by providing job skills and personal finance services. The second-year will impact the school community even more now that the program is up and running. Volunteers are trained, and the infrastructure is built to maintain the year-long operation. The FTB \$25,000.00 annual fee (same as the quote submitted in 2020-2021 school year) will provide meals for another 12 months, providing roughly 25,000 pounds of food.
- Robles would like to use their TSSSA funds to provide each student (approximately 700 students) with at least one uniform shirt and the neediest students two shirts. The additional funds would be used to start a uniform closet with extra tops, bottoms, long pants, and sweatshirts that students can access throughout the year or when the weather gets colder. Uniform shirts and uniform closet - \$14,000.00

Academic and Character Standards

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

- Robles will keep their current RTI Resource Teacher, who will play a pivotal role at the school (funded by a different source). Serving on both the Leadership Team the RTI Resource Teacher will facilitate the Multi-Tiered Systems of Support-Response to Intervention (MTSS-Rtl) program on-site. Their time will be divided

relatively equally between paperwork/compliance, providing professional development through model lessons and job-embedded coaching, and small group instruction for students. They will continue to maintain the school's data wall updated after all major assessments, including unit assessments. They will work with the Leadership Team to analyze school and grade-level data to dive deep into individual student data to plan effective instruction and interventions according to student needs. The RTI Resource Teacher will lead a student-by-student, standard-by-standard data analysis to improve small group instruction delivered in Robles. To ensure that this position generates the expected return on investment, the RTI Resource Teacher will attend Monday Leadership Team Meetings and Thursday Coach Meetings. They will engage in weekly data chats and problem-solving.

- Robles will keep their current Aide, and the 2 full-time Assistant Teachers funded again by TSSSA.
 - o The Aide will continue to support teachers and students during academic instruction and provide educational and behavioral support in one-on-one and small group settings. They will also monitor students to enforce high expectations, help de-escalate mounting issues, and help students employ newly acquired calming strategies. The Leadership Team will monitor the Aide quarterly to provide feedback provided to address the school's needs. 1.0 FTE Aide @ \$27,627.69, which includes fringe.
 - o The two Assistant Teachers will continue their work to increase student engagement in academic instruction. They work as a team to provide behavioral modification support, overseeing the "calming room" for students, working on the PBIS implementation, coordinating PBIS activities, and communicating with staff and parents regarding all elements. The two Assistant Teachers will work closely with the Leadership Team by meeting with them regularly. Quarterly, the two Assistant Teachers and the Leadership Team will monitor progress and discuss ways to enhance student learning. (1.0 FTE Teacher Assistant @ \$33,743.42, which includes fringe; and 1.0 FTE Teacher Assistant @ \$33,073.73, which includes fringe).
- The current economic downturn has impacted families, making it difficult for them to purchase basic school supplies for their children. To ensure all students are prepared to learn every day, Robles would like to use TSSSA funds to buy basic school supplies for every student. The school will provide each student with general school supplies on the first day of school (pens, pencils, folders, binders, pencil pouch, markers, crayons) and additional items to create a supply closet that the roughly 700 students can access throughout the school year. These supplies will offset the financial burden placed on families and ensure all students are prepared for school every day. Supplies for students \$4,000.00.
- Teachers at the school need additional classroom supplies to deliver high-quality lessons and students to complete high-quality work. Teachers at low socio-economic schools often spend their own money to buy items for their classrooms. The 50 teachers will purchase supplies like pens, markers, paper, notecards, poster paper, construction paper, and other general classroom supplies. Teacher supplies - \$4,000.00 and technology related supplies - \$1,000.00.

Parental Involvement

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

- Robles will also continue implementing parent engagement strategies in support of TSSSA. Again, Robles will use TSSSA funds for a Parent Liaison Aide (1.0 FTE Parent Liaison Aide @ \$23,076.00, which includes fringe).
 - Specific parent engagement duties for the Parent Liaison Aide will include:
 - o provide and interpret information about school procedures and programs;
 - o assist with the facilitation of parental activities with feeder schools and the local community to generate a continuum for student success;
 - o maintain communication logs to document parent contact;
 - o develop rapport with key stakeholders in the interest of promoting the proper adjustment and progress of students;
 - o assist parents with access to educational resources; and
 - o cultivate parental interest in the school.

- The Parent Liaison Aide will also man the Family Resource Center. This dedicated space for parents offers a welcoming environment in which to seek support, tangible resources, information, and services that address a wide variety of emerging needs. It will be open in hours conducive to parent schedules.
- The school will also host a range of family events that promote engagement in children's education, celebrate the community, and increase specific skills for families to thrive. Many of these offerings, such as nutrition education and parenting classes, will be held in the Family Resource Center. The Parent Liaison Aide will be responsible for using parent surveys to plan and implement a monthly calendar of events tailored to needs and interests.

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.

To assist teachers in planning and delivering rigorous, standard-based lessons across all content areas, the school has assembled a strong team of instructional Coaches and Resource Teachers. This team includes two Reading Coaches, a Math Resource Teacher, a Science Resource Teacher, and an RTI Resource Teacher. Robles has strategically co-housed these faculty members to increase collaboration and cross-content planning. In addition to engaging heavily in weekly LT/RTI meetings, they will meet – as a team – each week to conduct weekly data chats and plan/monitor individualized support plans for each teacher. The Coaches and Resource Teachers will equip teachers with strategies and resources through various PD modalities, including inquiry cycles, demonstration classrooms, model lessons, job-embedded coaching with feedback, and more. They will also support PLCs as they disaggregate data, develop assessments, and plan lessons; while common planning time is embedded into the regular school, t-payroll will be given to those teachers who extended their day for planning purposes.

o Professional Development will be embedded throughout the school year for teachers of Reading and Writing. Teachers will have access to professional development opportunities, modeling, and book studies to build knowledge. The coaches and Resources Teachers will provide in-class practice of skills learned, in-class coaching modeling skills learned, and lesson development sessions to strengthen planning for instruction. Attendance, plans and implementation in the classroom will be monitored monthly by the leadership team through classroom observations.

-- PD stipends for 30 teachers X 3 hours/week for 30 weeks at \$16.25/hour (which includes fringe) = \$43,875.00, plus PD supplies \$1,500.00.

-- PD supplies include chart paper, note pads, highlighters, sticky notes, paper, and other typical PD

supplies.

· The school will keep its two current Reading Coaches. One will be fully funded under TSSSA again for 2021-2022 (1.0 FTE Reading Coach @ \$73,480.34, which includes fringe. The second Reading Coach is partially funded on TSSSA this year - Reading Coach .20 FTE @ 15,650.17, which includes fringe. HCPS has a pending carry forward amendment of \$59,010.25 to fund the remaining .80 FTE of the second Reading Coach for the 2021-2022 school year. From the district perspective, Reading Coaches are expected to maintain and monitor the implementation of the district's reading program, including professional development of classroom teachers to improve reading instruction and acquisition. The Reading Coaches at Robles will be assigned to specific teachers to support, model, and guide high-level instructional practice. Based on observational data, administrators will identify levels of support needed by each teacher and schedule resource staff as appropriate. In addition, the Reading Coaches will monitor student formative assessments and make adjustments throughout the year to provide teacher supports as necessary.

· Robles would like to use TSSSA funds to purchase online licenses for Nearpod, Penda Learning, Flocabulary, Discovery Education, Brain Pop, and Inner Explorer. All students will have access to the programs at school and online to reinforce concepts and practice critical skills. These programs will be used throughout the school year to enhance student learning. Each program will be monitored closely by the academic coaches, resource teachers and school leadership. 6 subscriptions X \$2,000 each = \$12,000. HCPS submitted quotes for these subscriptions 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.

The Reading Coach, Math Resource Teacher, and RtI Resource Teacher will all be expected to provide focused, small group instruction to improve student academic proficiency. Literacy intervention and writing supports will be embedded across all content areas. Data from i-Ready, district formative assessments, and the Florida Standards Assessment (FSA) will determine how students will be grouped and planned interventions. Efforts will focus primarily on standards mastery. The Reading Coach and Resource Teachers will assist with the necessary grouping, progress monitoring, and intervention planning.

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				\$44,793.59
	Function	Object	Budget Focus	Funding Source	FTE	2021-22
	5100	510-Supplies	3761 - Robles Elementary School	TSSSA		\$25,000.00
			Notes: Healthy meals and snacks for students and families in collaboration with Feeding Tampa Bay			
	5100	590-Other Materials and Supplies	3761 - Robles Elementary School	TSSSA		\$14,000.00
			Notes: Uniforms for students			

	5100	510-Supplies	3761 - Robles Elementary School	TSSSA		\$5,793.59
			Notes: Hygiene materials to provide wrap around services for students as part of Healthcare Closet			
2	III.2.	Academic and Character Standards				\$103,444.87
	Function	Object	Budget Focus	Funding Source	FTE	2021-22
	5100	150-Aides	3761 - Robles Elementary School	TSSSA	1.0	\$24,601.50
			Notes: Assistant Teacher BD Level Salary			
	5100	210-Retirement	3761 - Robles Elementary School	TSSSA		\$2,460.15
			Notes: Assistant Teacher BD Level Retirement (10%)			
	5100	220-Social Security	3761 - Robles Elementary School	TSSSA		\$1,525.29
			Notes: Assistant Teacher BD Level FICA (6.2%)			
	5100	220-Social Security	3761 - Robles Elementary School	TSSSA		\$356.72
			Notes: Assistant Teacher BD Level Medicare (1.45%)			
	5100	230-Group Insurance	3761 - Robles Elementary School	TSSSA		\$4,674.29
			Notes: Assistant Teacher BD Level Health and Life Insurance (19%)			
	5100	240-Workers Compensation	3761 - Robles Elementary School	TSSSA		\$125.47
			Notes: Assistant Teacher BD Level Workers Comp (.51%)			
	5100	150-Aides	3761 - Robles Elementary School	TSSSA	1.0	\$24,113.25
			Notes: Assistant Teacher BD Level Salary			
	5100	210-Retirement	3761 - Robles Elementary School	TSSSA		\$2,411.33
			Notes: Assistant Teacher BD Level Retirement (10%)			
	5100	220-Social Security	3761 - Robles Elementary School	TSSSA		\$1,495.02
			Notes: Assistant Teacher BD Level FICA (6.2%)			
	5100	220-Social Security	3761 - Robles Elementary School	TSSSA		\$349.64
			Notes: Assistant Teacher BD Level Medicare (1.45%)			
	5100	230-Group Insurance	3761 - Robles Elementary School	TSSSA		\$4,581.52
			Notes: Assistant Teacher BD Level Health and Life Insurance (19%)			
	5100	240-Workers Compensation	3761 - Robles Elementary School	TSSSA		\$122.98
			Notes: Assistant Teacher BD Level Workers Comp (.51%)			

	5100	150-Aides	3761 - Robles Elementary School	TSSSA	1.0	\$20,142.68
			Notes: Aide Salary			
	5100	210-Retirement	3761 - Robles Elementary School	TSSSA		\$2,014.27
			Notes: Aide Retirement (10%)			
	5100	220-Social Security	3761 - Robles Elementary School	TSSSA		\$1,248.85
			Notes: Aide FICA (6.2%)			
	5100	220-Social Security	3761 - Robles Elementary School	TSSSA		\$292.07
			Notes: Aide Medicare (1.45%)			
	5100	230-Group Insurance	3761 - Robles Elementary School	TSSSA		\$3,827.11
			Notes: Aide Health and Life Insurance (19%)			
	5100	240-Workers Compensation	3761 - Robles Elementary School	TSSSA		\$102.73
			Notes: Aide Workers Comp (.51%)			
	5100	510-Supplies	3761 - Robles Elementary School	TSSSA		\$8,000.00
			Notes: Instructional supplies for students and teachers (Paper, pens, construction paper)			
	5100	519-Technology-Related Supplies	3761 - Robles Elementary School	TSSSA		\$1,000.00
			Notes: Technology related supplies for teachers (Ink, Toner)			
3	III.3.	Parental Involvement				\$23,076.01
	Function	Object	Budget Focus	Funding Source	FTE	2021-22
	6150	150-Aides	3761 - Robles Elementary School	TSSSA	1.0	\$16,824.15
			Notes: Parent Liaison Salary			
	6150	210-Retirement	3761 - Robles Elementary School	TSSSA		\$1,682.42
			Notes: Parent Liaison Retirement (10%)			
	6150	220-Social Security	3761 - Robles Elementary School	TSSSA		\$1,043.10
			Notes: Parent Liaison FICA (6.2%)			
	6150	220-Social Security	3761 - Robles Elementary School	TSSSA		\$243.95
			Notes: Parent Liaison Medicare (1.45%)			
	6150	230-Group Insurance	3761 - Robles Elementary School	TSSSA		\$3,196.59
			Notes: Parent Liaison Health and Life Insurance (19%)			

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	6150	240-Workers Compensation	3761 - Robles Elementary School	TSSSA		\$85.80
			<i>Notes: Parent Liaison Workers Comp (.51%)</i>			
4	III.4.	Incentives for Instructional Personnel				\$0.00
5	III.5.	Professional Development				\$146,505.53
	Function	Object	Budget Focus	Funding Source	FTE	2021-22
	6400	130-Other Certified Instructional Personnel	3761 - Robles Elementary School	TSSSA	1.0	\$53,711.24
			<i>Notes: Reading Coach Salary</i>			
	6400	210-Retirement	3761 - Robles Elementary School	TSSSA		\$5,371.12
			<i>Notes: Reading Coach Retirement (10%)</i>			
	6400	220-Social Security	3761 - Robles Elementary School	TSSSA		\$3,330.10
			<i>Notes: Reading Coach FICA (6.2%)</i>			
	6400	220-Social Security	3761 - Robles Elementary School	TSSSA		\$778.81
			<i>Notes: Reading Coach Medicare (1.45%)</i>			
	6400	230-Group Insurance	3761 - Robles Elementary School	TSSSA		\$10,015.14
			<i>Notes: Reading Coach Health and Life Insurance (19%)</i>			
	6400	240-Workers Compensation	3761 - Robles Elementary School	TSSSA		\$273.93
			<i>Notes: Reading Coach Workers Comp (.51%)</i>			
	6400	130-Other Certified Instructional Personnel	3761 - Robles Elementary School	TSSSA	0.2	\$11,548.68
			<i>Notes: Reading Coach Salary</i>			
	6400	210-Retirement	3761 - Robles Elementary School	TSSSA		\$1,154.87
			<i>Notes: Reading Coach Retirement (10%)</i>			
	6400	220-Social Security	3761 - Robles Elementary School	TSSSA		\$716.02
			<i>Notes: Reading Coach FICA (6.2%)</i>			
	6400	220-Social Security	3761 - Robles Elementary School	TSSSA		\$167.46
			<i>Notes: Reading Coach Medicare (1.45%)</i>			
	6400	230-Group Insurance	3761 - Robles Elementary School	TSSSA		\$2,004.25
			<i>Notes: Reading Coach Health and Life Insurance (19%)</i>			
	6400	240-Workers Compensation	3761 - Robles Elementary School	TSSSA		\$58.90
			<i>Notes: Reading Coach Workers Comp (.51%)</i>			

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	5100	520-Textbooks	3761 - Robles Elementary School	TSSSA		\$12,000.00
			Notes: Renewal of six student subscriptions			
	6400	510-Supplies	3761 - Robles Elementary School	TSSSA		\$1,500.00
			Notes: Professional Development supplies for teachers (Paper, pens)			
	6400	120-Classroom Teachers	3761 - Robles Elementary School	TSSSA		\$37,131.86
			Notes: Professional Development Stipends for teachers			
	6400	210-Retirement	3761 - Robles Elementary School	TSSSA		\$3,713.19
			Notes: Professional Development Retirement (10%)			
	6400	220-Social Security	3761 - Robles Elementary School	TSSSA		\$2,302.18
			Notes: Professional Development FICA (6.2%)			
	6400	220-Social Security	3761 - Robles Elementary School	TSSSA		\$538.41
			Notes: Professional Development Medicare (1.45%)			
	6400	240-Workers Compensation	3761 - Robles Elementary School	TSSSA		\$189.37
			Notes: Professional Development Workers Comp (.51%)			
6	III.6.	Focused Instruction				\$0.00
					Total:	\$317,820.00