

Escambia County School District

# Warrington 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
0551	Warrington Elementary School				\$146,710.00	

## 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.

The district will be contracting with Children's Home Society to provide a social worker 5 days a week to Warrington Elementary School. The purpose of the social worker (which the school will call Navigators) will be to identify and assess family needs; to guide and inform families of available community resources; and to coordinate access to health and human services, educational and other family support systems (i.e. Food Stamps, financial assistance, etc.). The Navigator's job functions will include, but are not limited to, focusing on family needs while conducting intake screenings and assessments to determine appropriate services, facilitate the family's ability to adequately navigate health and human services, educational, and other family support systems, and conduct outreach to community service providers. The Navigator will be on campus 5 days a week and will collaborate with Navigators at other TSSSA and UniSIG schools to make sure families continue to receive services if they move to another TSSSA/UniSIG school that has a Navigator. Due to the high demand of needs of the family and home life, a Navigator will help decrease the non-academic issues that negatively impact student learning, including attendance. Therefore, with support from a social worker, students and families will have higher success at focusing on the academic performance and increase the student's learning.

The School Social Worker may arrange transport for clients in order to assist with securing outside services. In addition, this position will assist with the coordination of Thanksgiving/Christmas family donations from our Partners in Education.

Warrington Elementary School maintains a clothing closet and a food pantry for students to help support families in need. The purpose of the clothing closet is to provide new and gently worn, clean clothes for students, including new underwear, socks, and shoes, to students in need as identified by the Navigator and/or other school staff. The food pantry will provide food for families identified through the school's administration, teachers, and Navigator. The school will use TSSSA funds to purchase some of the clothing for the clothing closet. They will also be creating partnerships with local businesses like Walmart and Target for clothing donations. This partnership will allow the clothing closet and food pantry to be sustainable beyond the TSSSA allocation. The school will also use TSSSA funds to provide transportation to families for medical, dental, and academic appointments.

The school will provide mental health services and guidance services 5 days a week. The counselors will be working with students one on one and in small groups to provide counseling and mental health support. They will also be able to facilitate and assist families with parenting skills, family support, understanding child and adolescent development, and setting home conditions that support learning at each age and grade level.

Warrington Elementary School also has the support of several area partners. Domino's Pizza provides a pizza lunch for students who are recognized as our students of the month in each class. Students are

selected by their teachers as being role models and positive examples throughout the school with their consistent adherence to school and classroom expectations. Warrington Methodist Church provides the teachers with a back-to-school breakfast on the first day of the school year. They also provide all students with new books throughout the year. Olive Baptist Church, Warrington Campus, provides supplies for teachers and donations for student snacks during state testing. Hillcrest Baptist Church partners with the school for beautification projects.

### **Academic and Character Standards**

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

The school will conduct bi-monthly data review meetings with the leadership team and district staff. These meetings will focus on reviewing progress monitoring data by teacher, grade, and school level. During the data review, topics of discussion will focus around trends supported by data, teacher needs, SIP strategy implementation, and next steps for support from the district. The data that will be reviewed will include district created standard assessments, STAR 360, i-Ready, student/teacher attendance, and behavioral data. Student attendance data will be checked weekly and reviewed with the Navigator and teachers.

Teachers and students will work together to set goals for STAR, myON, Reflex Math, Accelerated Reader, and i-Ready to increase student motivation and academic performance. The teacher and students will meet to discuss performance on current diagnostic tests and from there a new goal will be set for the next diagnostic.

Warrington Elementary School will recognize our Better and Brighter scholars following STAR 360 ELA and math assessments 2, 3, and 4 with an ice cream sundae celebration and recognition on the morning news. Students meeting and/or exceeding their academic targets will be invited, along with their parents, to the celebration.

Warrington Elementary School also recognizes students who earn a 100% on daily i-Ready assignments. The principal randomly picks a day to run a report on i-Ready Math or Reading and rewards any student, K-5, who has earned a 100% on that day with a prize/snack provided by our community partners.

Each month, all classroom teachers select a student of the month based on good citizenship. This student is a role model for his or her peers and along with the title of Student of the Month, earns a pizza lunch with the Principal. One of the school's partners, Dominos, provides the pizzas for this monthly event.

Warrington Elementary School will utilize Suite 360 for character education. Through the use of Suite 360 teachers and students will work on lessons that help set goals of behavior and give them the tools to work through conflict resolution. Students will engage in behavioral role play, highlighting appropriate and inappropriate behaviors. The PBIS coach will also work with small groups of students to work on behavior goals in and out of the classroom. Warrington Elementary School will also continue to implement a structured PBIS plan that will be monitored through PBIS Rewards, RtIB, and FOCUS student information system. Behavior data is monitored by the administration, guidance, and PBIS coach and team. The goal of Suite 360 character education and PBIS is to help students meet their personal behavior goals, improve academic performance and meet their academic goals.

### **Parental Involvement**

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

The school will conduct bi-monthly data review meetings with the leadership team and district staff. These meetings will focus on reviewing progress monitoring data by teacher, grade, and school level. During the

data review, topics of discussion will focus around trends supported by data, teacher needs, SIP strategy implementation, and next steps for support from the district. The data that will be reviewed will include district created standard assessments, STAR 360, i-Ready, student/teacher attendance, and behavioral data. Student data will be reviewed weekly and the information will be shared with the Navigator and teachers. The principal will address attendance with parents through a monthly newsletter.

The teacher, parents, and students will meet to discuss performance on current diagnostic tests and from there a new goal will be set for the next diagnostic.

Warrington Elementary School will recognize our Better and Brighter scholars following STAR 360 ELA and math assessments 2, 3, and 4 with an ice cream sundae celebration and recognition on the morning news. Students meeting and/or exceeding their academic targets will be invited, along with their parents, to the celebration.

Each month, all classroom teachers select a student of the month based on good citizenship. This student is a role model for his or her peers and along with the title of Student of the Month, earns a pizza lunch with the Principal. One of the school's partners, Dominos, provides the pizzas for this monthly event.

Warrington Elementary will host 3 Family Nights that will provide parent training in ELA, math, and STEM so that families can support their children in academics. During the first Family Night, there will be a rotation for parents of 3rd, 4th, and 5th grade students to meet with administration to review data and goals for their child. Teachers who coordinate / assist with activities during Family Night will be paid for 2 hours of planning per event.

### **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 help retain teachers, Warrington Elementary will provide instructional support for new and veteran teachers to feel supported to stay at Warrington Elementary School. All new teachers will receive the collaboration and support from a START teacher funded partially by Title II funds. This START teacher will develop and build the capacity of both content and pedagogy. They will focus on all areas of the Danielson Framework used to evaluate teacher performance.

New and veteran teachers in ELA, math and science will also receive the support of instructional coaches, content area specialists and an administrator on special assignment funded with Title I Title II funds. The district specialists will help build capacity in teachers around the instructional standards and classroom implementation. They will follow the coaching cycle to meet with identified teachers, help determine needs, model/co-teach, and give feedback on instruction. They will also guide teachers on the process of planning standards-based lessons and aligning resources and assignments to match the rigor and DOK of the content standards. Newer and struggling teachers will also have mentoring support from a veteran teacher within the content area. This will provide additional support in deepening their knowledge of standards and content. Teachers will be paid for additional planning time outside the classroom for collaboration with

teachers and the district content specialists. Through the use of the START teachers, instructional coaches, district content support, paying teachers to plan, and developing PLC's, the school is building the capacity of the teachers to be successful in instructional implementation therefore leading to increased student success. This will lead to teachers wanting to remain at the school and continue to help students achieve increased performance. Teachers will receive 3 hours of paid planning time weekly. Planning will be a K-5 collaboration, with support from district specialist and TSAs for ELA, math, and science.

Teacher reward systems will be through the hospitality committee, Teacher Appreciation Week, and community sponsors. Warrington Elementary School will continue to implement monthly staff shout-out events to identify the hard work and dedication shown by our teachers. The intent is for the teachers and staff to feel they are a part of the collective community and culture at Warrington Elementary. Teacher recognition will also be implemented multiple times during the school year. Some examples would be weekly i-Ready board updates, pictures of best practice spotlighted in the Warrington Weekly newsletter, and shout outs during grade level professional development and faculty meetings. Implementing these components will help create a positive work environment that leads to retention of teachers.

The District Recruiting Team will continue to travel to colleges and universities across the country to recruit excellent teaching candidates. Although there are still vacant positions, especially in math and special education, these efforts have been successful in not only securing promising teacher candidates for Warrington Elementary but also other struggling schools in the ECSD. Warrington Elementary School and other struggling schools were given priority in hiring for the 2021-2022 school year. The district will continue to hold teacher recruitment fairs during the year and recruit teachers from both in and out of Florida to help fill vacancies.

Escambia School District has implemented the state's annual recruitment and retention allocation as an incentive to attract teachers within the district with highly effective or effective VAM ratings to teach at Warrington Elementary.

### **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.

Warrington Elementary will enlist the support of district level program/curriculum specialists to offer instruction that will deepen teacher understanding of the strategies and methods that will yield the highest academic results. Teachers will learn to use individual student data to refine their instruction so that they are able to meet individual student needs.

Warrington Elementary School will provide instructional support for new and veteran teachers. Teachers will receive the collaboration and support from a START teacher, instructional coaches, and district content specialists. Teachers will be involved in professional learning communities. The Professional Learning Communities (PLC) will emphasize the teamwork of principals, teachers, and staff to identify school goals, improve curriculum and instruction, reduce teachers' isolation, assess student progress, and increase the effectiveness of school programs. PLC's will meet at least once a month either before school, after school or during common planning. PLC leaders will meet and report to the Leadership team at quarterly meetings. Lead teachers will also coordinate small group in-service training for teachers by subject area.

All K-5 classroom based teachers and ESE Inclusion Support teachers at Warrington Elementary School (21 total) will also receive additional pay for planning outside of contracted hours. This additional planning will allow teachers to work collaboratively outside normal contracted hours with remedial teachers, Instructional Coach, START teachers, and district content area specialists. This planning is to design specific and targeted instruction for students based on current data from i-Ready, classroom assessments, Accelerated Reader, and STAR 360. Teachers also receive additional pay through Title I for meeting

outside of contracted hours to review and plan with STAR assessment data following STAR AP 1 and AP 3.

Warrington Elementary School will use Title 1 funds to pay for Reflex Math licenses. These funds will also pay for teachers to receive continuing PD for Reflex Math. The goal of this PD is to help teachers deepen their understanding of how to use the Reflex Math reports, instructional tools, and student goals to guide their standard-based instruction.

### 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.

Warrington Elementary will utilize AR, i-Ready, myON, and Reflex math to help supplement student learning. The programs are online standards-based programs to support classroom instruction. Students will have access to these programs in and out of class to work on these topics. Teachers will monitor academic progress of students and conduct student conferences and provide incentives based on student performance. TSSSA funds will be used to purchase ink so that digital instructional materials can be printed for students.

Warrington Elementary will use TSSSA funds to hire 2 additional full time Teacher Assistant Specials to work with ESE Inclusion support teachers and provide additional small group ELA and Math support, including SRA small groups, to Students with Disabilities in Inclusion classroom settings.

Warrington Elementary School will use TSSSA funds to purchase rich text to support the schoolwide reading initiatives. The school will also use TSSSA funds to purchase class sets of the 2022 Sunshine State Readers for all 3-5 classrooms, as well as Math Literacy Books for all K-5 classrooms.

## 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.

<b>1</b>	<b>III.1.</b>	<b>Family and Community Partnerships</b>				<b>\$1,550.00</b>
	Function	Object	Budget Focus	Funding Source	FTE	2021-22
	9100	510-Supplies	0551 - Warrington Elementary School	TSSSA	1.0	\$800.00
			<i>Notes: Warrington ES TSSSA: Domain 1: Family and Community Partnership: Clothing Closet supplies (clothes, shoes, and sanitary items) for students.</i>			
	9100	510-Supplies	0551 - Warrington Elementary School	TSSSA	1.0	\$500.00
			<i>Notes: Warrington ES TSSSA: Domain 1: Family and Community Partnerships: Food Pantry (Non-perishable food items for families in need)</i>			
	9100	390-Other Purchased Services	0551 - Warrington Elementary School	TSSSA	1.0	\$250.00
			<i>Notes: Warrington ES TSSSA: Domain 1: Family and Community: Transportation through Z-Trip for children and families to attend data chats/conferences/visits, medical and dental appointments, and school events.</i>			
<b>2</b>	<b>III.2.</b>	<b>Academic and Character Standards</b>				<b>\$0.00</b>

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<b>3</b>	<b>III.3.</b>	<b>Parental Involvement</b>				<b>\$3,855.67</b>
	Function	Object	Budget Focus	Funding Source	FTE	2021-22
	6300	100-Salaries	0551 - Warrington Elementary School	TSSSA	1.0	\$3,221.10
			<i>Notes: Warrington ES TSSSA: Domain 3: Parental Involvement: Hourly rate of pay for teachers to plan 3 academic family nights (STEM, Math, Reading) to support student learning by helping parents learn different student learning strategies to utilize at home with their student. (2 hours of planning x 3 nights x 15 teachers x \$35.79)</i>			
	6300	210-Retirement	0551 - Warrington Elementary School	TSSSA	1.0	\$349.49
			<i>Notes: Warrington ES TSSSA: Domain 4: Parental Involvement: Retirement for teacher planning stipends for academic family nights. (3221.10 x .1085)</i>			
	6300	220-Social Security	0551 - Warrington Elementary School	TSSSA	1.0	\$246.42
			<i>Notes: Warrington ES TSSSA: Domain 4: Parental Involvement: FICA for teacher planning stipends for academic family nights. (3221.10 x .0765)</i>			
	6300	240-Workers Compensation	0551 - Warrington Elementary School	TSSSA	1.0	\$38.66
			<i>Notes: Warrington ES TSSSA: Domain 4: Parental Involvement: Workers Comp for teacher planning stipends for academic family nights. (3221.10 x .012)</i>			
<b>4</b>	<b>III.4.</b>	<b>Incentives for Instructional Personnel</b>				<b>\$97,162.59</b>
	Function	Object	Budget Focus	Funding Source	FTE	2021-22
	6300	100-Salaries	0551 - Warrington Elementary School	TSSSA	1.0	\$81,171.72
			<i>Notes: Warrington ES TSSSA: Domain 4: Incentives for Instructional Personnel: Hourly Rate of pay for teacher stipends for after school CORE teachers standards-based planning with administration, external operator, academic coaches and district content specialists (21 teaches x 3 hours per week x 36 weeks x \$35.79 per hour)</i>			
	6300	210-Retirement	0551 - Warrington Elementary School	TSSSA	1.0	\$8,807.13
			<i>Notes: Warrington ES TSSSA: Domain 4: Incentives for Instructional Personnel: Retirement for teacher planning (811171.72 x .1085)</i>			
	6300	220-Social Security	0551 - Warrington Elementary School	TSSSA	1.0	\$6,209.64
			<i>Notes: Warrington ES TSSSA: Domain 4: Incentives for Instructional Personnel: FICA for teacher planning (811171.72 x .0765)</i>			
	6300	240-Workers Compensation	0551 - Warrington Elementary School	TSSSA	1.0	\$974.10
			<i>Notes: Warrington ES TSSSA: Domain 4: Incentives for Instructional Personnel: Workers Comp for teacher planning (811171.72 x .012)</i>			
<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>\$44,141.74</b>
	Function	Object	Budget Focus	Funding Source	FTE	2021-22
	5200	100-Salaries	0551 - Warrington Elementary School	TSSSA	1.0	\$13,691.00
			<i>Notes: Warrington ES TSSSA: Domain 6: Focused Instruction: 2 teacher assistant specials to work with SWD students in the general education classroom for extra small group</i>			

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			<i>instructional support (20-21 TSSSA roll forward to pay for 63% portion of salary, 20-21 TSSSA budget to pay for 37% portion of salary) (2 TAS x \$28,505)</i>			
	5200	210-Retirement	0551 - Warrington Elementary School	TSSSA	1.0	\$1,481.00
			<i>Notes: Warrington ES TSSSA: Domain 6: Focused Instruction: Retirement for 2 teacher assistant specials</i>			
	5200	220-Social Security	0551 - Warrington Elementary School	TSSSA	1.0	\$1,047.00
			<i>Notes: Warrington ES TSSSA: Domain 6: Focused Instruction: FICA for 2 teacher assistant specials</i>			
	5200	230-Group Insurance	0551 - Warrington Elementary School	TSSSA	1.0	\$230.00
			<i>Notes: Warrington ES TSSSA: Domain 6: Focused Instruction: Dental for 2 teacher assistant specials</i>			
	5200	231-Health and Hospitalization	0551 - Warrington Elementary School	TSSSA	1.0	\$4,834.00
			<i>Notes: Warrington ES TSSSA: Domain 6: Focused Instruction: Health for 2 teacher assistant specials</i>			
	5200	232-Life Insurance	0551 - Warrington Elementary School	TSSSA	1.0	\$35.00
			<i>Notes: Warrington ES TSSSA: Domain 6: Focused Instruction: Life for 2 teacher assistant specials</i>			
	5200	240-Workers Compensation	0551 - Warrington Elementary School	TSSSA	1.0	\$164.00
			<i>Notes: Warrington ES TSSSA: Domain 6: Focused Instruction: Workers Comp for 2 teacher assistant specials</i>			
	5100	510-Supplies	0551 - Warrington Elementary School	TSSSA	1.0	\$7,920.00
			<i>Notes: Warrington ES TSSSA: Domain 6: Focused Instruction: Independent reading books to support schoolwide reading initiatives.</i>			
	5100	510-Supplies	0551 - Warrington Elementary School	TSSSA	1.0	\$1,367.96
			<i>Notes: Warrington ES TSSSA: Domain 6: Focused Instruction: Math literacy books to support standard-based instruction within math. K-3 Math Matters- Time, Money, and Measurement (1 set x \$77.50 x 4 teachers) K-3 Math Matters- Geometry, Data, Graphing (1 set x \$49.50 x 4 teachers) 3-5 Math Literature: Fractions (1 set x \$83.95 x 4 teachers) 3-5 Math Literature: Number Sense (1 set x \$99.95 x 4 teachers) Shipping: 10%</i>			
	5100	510-Supplies	0551 - Warrington Elementary School	TSSSA	1.0	\$1,394.01
			<i>Notes: Warrington ES TSSSA: Domain 6: Sunshine State Reader books for students (9 sets (15 books per set) x \$154.89 per set)</i>			
	5100	519-Technology-Related Supplies	0551 - Warrington Elementary School	TSSSA	1.0	\$2,258.39
			<i>Notes: Warrington ES TSSSA: Domain 6: Focused Instruction: Ink cartridges for classroom printers to print out student standard-based resources for classroom and home learning (16 cartridges x \$137.99 +shipping )</i>			
	5100	644-Computer Hardware Non-Capitalized	0551 - Warrington Elementary School	TSSSA	1.0	\$6,468.00
			<i>Notes: Warrington ES TSSSA: Domain 6: Focused Instruction: IPADS for small group instruction in the 3rd-5th grade classroom. (22 IPADS x \$294)</i>			

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	5100	519-Technology-Related Supplies	0551 - Warrington Elementary School	TSSSA	1.0	\$2,618.00
			<i>Notes: Warrington ES TSSSA: Domain 6: Focused Instruction: Apple pencils to use with IPADS for small group instruction in the 3rd-5th grade classroom. (22 x \$119)</i>			
	5100	519-Technology-Related Supplies	0551 - Warrington Elementary School	TSSSA	1.0	\$512.38
			<i>Notes: Warrington ES TSSSA: Domain 6: Focused Instruction: IPAD Cases to use with IPADS for small group instruction in the 3rd-5th grade classroom. (22 x \$23.29)</i>			
	5100	369-Technology-Related Rentals	0551 - Warrington Elementary School	TSSSA	1.0	\$121.00
			<i>Notes: Warrington ES TSSSA: Domain 6: Focused Instruction: Security Software to use with IPADS for small group instruction in the 3rd-5th grade classroom. (22 x \$55.50)</i>			
<b>Total:</b>						<b>\$146,710.00</b>