



---

## Table of Contents

---

<b>Eligibility and Allocation</b>	<b>0</b>
<b>Plan Assurances</b>	<b>0</b>
<b>Plan Items</b>	<b>0</b>
<b>Budget</b>	<b>8</b>

## 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
3951	Shaw Elementary School				\$312,850.00	

## 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.

Shaw Elementary has roughly 95% of its students receiving free and reduced lunch, so the school has built a comprehensive support program designed to provide needed assistance to families, develop new community partnerships, and enhance existing community partnerships. The school counselor, social worker, RTI teachers, and school psychologist who make up the school's student services team lead these efforts. These student service supports include:

- Food Pantry – Shaw's community partner, Metropolitan Ministries Heart Felt Program, works together with the school to provide food for families in need. On Friday (or on the last school day of the week), students are given a bag(s) of food to take home. To expand on the program established by Metropolitan Ministries, Shaw would like to use their TSSSA funds to create a food pantry. The funds will allow families to have access to healthy food throughout the week. The neighborhoods that feed into the school are referred to as "food deserts" or areas with limited access to traditional grocery stores. Families are often forced to shop at convenience stores, fast-food restaurants, or discount stores, which do not sell fresh fruits and vegetables. Food Pantry \$18,000.00
- Wrap-Around Services – These services are provided to Shaw students and families through community partnerships with two local organizations: SEEDS of Hope and Success 4 Kids & Families. Both organizations work with students and families determined to be eligible for their services by the student services team. Services provided include tutoring for students behind grade level in Reading and/or Math and counseling services. Shaw would like to add to this program by adding a Health Care Closet for students to access hygiene products. The school would provide students with soap, toothpaste and toothbrushes, combs, lice kits, deodorant, shampoo and other items to ensure children arrive at school clean and ready to learn. Healthcare Closet - \$8,340.07
- Holiday Assistance – Community partners work with the student services team to provide families in need with assistance during the holidays. The school's community partners, SEEDS of Hope and Success 4 Kids & Families, combined efforts to offer dozens of families with food and gifts for the Christmas holiday. Shaw anticipates this support will continue.
- Mentor Programs – Shaw Elementary has partnered with Big Brothers/Big Sisters, who serve as mentors to students in need. The Big Brothers/Big Sisters mentors schedule time with school leaders to come to the school and have lunch with their mentees once a week. The success of this program has created a demand to expand the program again this school year. The school counselor is working with the Big Brothers/Big Sisters organization to secure additional mentors to allow the program to serve the needs of additional students.
- Uniform Assistance – Shaw would like to use their TSSSA funds to provide all 625 students with at least one uniform shirt and the neediest students two shirts. The school will create a uniform closet using TSSSA funds and stock it with additional uniform tops, bottoms, long pants and sweatshirts that students can access year round. Uniform shirts and uniform closet - \$12,250 or approximately \$14 per student.

## Academic and Character Standards

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

The school's structure for the development, implementation, and monitoring includes an RTI Teacher, two Reading Coaches, two Resource Teachers, two Teacher Leaders, and an aide. HCPS has clearly defined roles for all coaches and resource teachers. The district-defined roles of each support position are:

- Rtl Teacher— The RTI Teacher will facilitate the MTSS-Rtl process at the school site. The RTI will also assist the school with data analysis of individual students to provide the most effective instruction and intervention according to the student's needs. The RTI will play an integral role in building relationships with all stakeholders involved in students' support plans and offer instruction/intervention for large groups, small groups, and individual students. The Rtl Teacher will provide continued support throughout the school year as a member of the PSLT. Shaw would like TSSSA to fund their RTI Teacher again this year .35 FTE RTI Teacher @ \$28,137.08, which includes fringe. HCPS has a pending carry forward amendment for this budget line of \$52,254.57 to fund the other .65 FTE of the RTI Teacher for the total amount of the RTI position for the 2021-2022 school year.
- Resource Teacher (1.0 FTE Resource Teacher @ \$102,656.03). The Resource Teacher, funded through TSSSA for the first time in 2021-2022, will maintain and monitor the implementation of the mathematics program and work directly with classroom teachers to improve student learning in the area of STEM. They will assist teachers in planning for and implementing standards-based instruction and assessment, providing just in time, job-embedded coaching utilizing a solid knowledge base of mathematics content and pedagogy. The Resource Teacher will conduct PD for classroom teachers and school leadership regarding instructional strategies, best practices, materials, and effective teaching techniques. The Resource Teacher may also conduct data-driven, small group instruction with students as well.
- Reading Coach – Reading Coaches (funded through a different source) maintain and monitor the implementation of the district's K-12 reading program, including professional development (PD) of classroom teachers to improve reading instruction and acquisition. Reading coaches focus on enhancing teachers' literacy instruction through job-embedded PD and coaching throughout the school year. Reading coaches provide support through collaborative standards-based lesson planning, modeling best practices in reading instruction, classroom-based demonstrations, and reflective teaching. They assist teachers in disaggregating data for interpretation and planning for instruction. The position requires a strong communicator and leader who will advocate for the literacy development of all students through regular meetings with building administrators and stakeholders—funded through a different source.
- The current economic downturn has impacted families, making it difficult for them to purchase basic school supplies for their children. Each teacher will receive basic classroom supplies to distribute to students like pencils, paper, folders, and other basic supplies at the beginning of the school year. Teachers will provide additional supplies to students throughout the school year, to ensure all students have the needed materials to be successful. Supplies and supply closets for 50 teachers and 625 students \$14,000.00 and technology related supplies \$1,345.00.
- To enhance the work of the Reading Coach, Shaw would like to use its TSSSA funds to purchase classroom libraries. Classroom libraries are the backbone of classroom activity. Classroom libraries support literacy instruction, encourages students to learn and explore books, provide teachers with a range of titles and subjects to share with students, and allow students to interact with books. (Classroom libraries - \$18,675.00 see quote)
- Shaw would like to use their TSSSA funds to purchase each student a Scholastic News subscription. Scholastic Classroom Magazines combine engaging print magazines with powerful digital resources to build knowledge, skills, and excitement on all grade levels. The subscription includes subject-specific content, SEL resources, access from home, and teacher support. Scholastic News for 625 students \$5,000.00. HCPS submitted a quote for Scholastic News with its Title I application.
- Immersing children in music can help boost their brainpower. Music stimulates the parts of the brain associated with academic achievements, such as Reading and math, and emotional development. Research has shown that participation in music at an early age can help improve memory. Exposing children to music in early development helps them learn word sounds and meanings. Children's brains

develop faster with music, particularly in areas associated with language acquisition and reading skills. Music items are metallophones, jingle bells, xylophones, sheet music, and music books. Music items - \$6,712.93 (see quote).

### **Parental Involvement**

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

Shaw Elementary will keep their current Parent Involvement Aide (funded by a different source). The Parent Involvement Aide's responsibility is to support school efforts to increase parental involvement and engagement and build community partnerships by planning and implementing parent nights, themed family engagement nights, and multi-cultural reading nights. The Parent Involvement Aide will reach out to parents through various avenues (i.e., community events, phone contacts, social media platforms, and information sent home through student planners). The Parent Involvement Aide will also act as a liaison between the school and district initiatives addressing parent involvement. Shaw Elementary is a Title I school and thus receives support through Title I parent and community engagement efforts. The Parent Involvement Aide will be an active part of these activities, serving as the school's Title I parent involvement contact. In addition, the Parent Involvement Aide will assist the principal in PTA/SAC meetings and activities.

- Increased attendance at school-sponsored events, parent and community volunteer hours logged, increased participation in PTA and SAC, and parent survey outcomes will determine the effectiveness of these activities. They will also assist in monitoring and measuring the success of the Parent Involvement Aide's efforts.
- Other activities and resources at Shaw Elementary that increase parental engagement and involvement will not require additional funding. Tools to increase attendance are the publication of a monthly newsletter to inform parents of school events, regular updating of the school marquee, and Parentlink (automated phone messaging system) to keep parents informed of upcoming events/announcements.

### **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 1 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.

Shaw Elementary School will use a multi-pronged approach to providing professional development (PD) that focuses on academic rigor, direct instruction, and creating high academic and character standards. The delivery methods will combine whole faculty training, model classrooms, job-embedded training, and collaborative training in Professional Learning Community (PLC) meetings.

- For the 2021-2022 school year, Shaw would like TSSSA to fund a Teacher Leader (.50 FTE @ \$43,279.79, which includes fringe). A Teacher Leader is a hybrid-coaching role that allows the Teacher Leader to remain in the classroom providing direct instruction to students for half of the school day (funded by another source) and then support site-based efforts to improve instructional practices for the other half of the day (to be funded by TSSSA). This model provides more students access to highly effective teachers and increases the Teacher Leader's relevance and skills when working with colleagues. The Teacher Leader will plan, model, and co-teach standards-based lessons and provide job-embedded coaching and feedback on a range of topics such as instructional strategies, pedagogy, technology integration, content curriculums, and data-driven planning.
- Shaw Elementary's Academic Coaches and Resource Teachers will conduct ongoing training, classroom walk-throughs, and modeling throughout the school year. The following outlines each academic coach and resource teacher's responsibilities and supports/services they will provide to classroom teachers to facilitate their growth as professional educators:
  - Evaluation and measurement of the effectiveness of the PD activities will be ongoing throughout the school year. School leadership and classroom teachers will use formative and summative testing data along with student work to measure improvements in student academic work.
  - They will monitor and evaluate school behavior reports to evaluate the impact the training has on creating high-character students. Research stresses that providing ongoing, relevant classroom embedded PD with feedback for teachers is the best method of delivering support that produces positive results.

### 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.

Shaw Elementary the Reading Coaches, two Resource Teachers, Teacher Leader, and Rtl Teacher will provide training and modeled instruction for classroom teachers to improve focused education for students who are not proficient. Areas supported by the coaches and resource teachers include Math and Reading, but the benefits spread across all curriculum areas. The team will identify students in grades 3-5 that are struggling academically. Students will be invited to attend an academically focused afterschool tutoring program to close learning gaps from the past year. This program will be funded through a different source.

Shaw would like to use its TSSSA funds to hire an Assistant Teacher. This new position would work with small groups in grades 3-5. The Resource Team, Reading Coach, and the Administration will use data to determine which students need additional instruction. Data will be used to monitor progress and ensure students are making strides. The Assistant Teacher will report to the Resource Team. 1.0 FTE Assistant Teacher BD Level \$54,006.75, which includes fringe.

## 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				\$39,037.44
	Function	Object	Budget Focus	Funding Source	FTE	2021-22
	5100	590-Other Materials and Supplies	3951 - Shaw Elementary School	TSSSA		\$12,250.00
<i>Notes: Uniforms</i>						

Hillsborough - 3951 - Shaw Elementary School - FDOE TSSSA 2021-22  
Shaw Elementary School

	5100	510-Supplies	3951 - Shaw Elementary School	TSSSA		\$8,340.07
			<i>Notes: Health care closet materials and hygiene items</i>			
	5100	510-Supplies	3951 - Shaw Elementary School	TSSSA		\$18,447.37
			<i>Notes: Food pantry items</i>			
<b>2</b>	<b>III.2.</b>	<b>Academic and Character Standards</b>				<b>\$176,526.04</b>
	Function	Object	Budget Focus	Funding Source	FTE	2021-22
	5100	120-Classroom Teachers	3951 - Shaw Elementary School	TSSSA	1.0	\$74,844.00
			<i>Notes: Resource Teacher</i>			
	5100	210-Retirement	3951 - Shaw Elementary School	TSSSA		\$7,484.40
			<i>Notes: Retirement benefits (10%) for Resource Teacher</i>			
	5100	220-Social Security	3951 - Shaw Elementary School	TSSSA		\$4,640.33
			<i>Notes: Social Security benefits (6.20%) for Resource Teacher</i>			
	5100	220-Social Security	3951 - Shaw Elementary School	TSSSA		\$1,085.24
			<i>Notes: Medicare benefits (1.45%) for Resource Teacher</i>			
	5100	230-Group Insurance	3951 - Shaw Elementary School	TSSSA		\$14,220.36
			<i>Notes: Life and Health Insurance benefits (19%) for Resource Teacher</i>			
	5100	240-Workers Compensation	3951 - Shaw Elementary School	TSSSA		\$381.70
			<i>Notes: Workers Comp benefits (.51%) for Resource Teacher</i>			
	5100	120-Classroom Teachers	3951 - Shaw Elementary School	TSSSA	0.35	\$20,562.54
			<i>Notes: RTI (Response to Intervention) Resource Teacher</i>			
	5100	210-Retirement	3951 - Shaw Elementary School	TSSSA		\$2,056.25
			<i>Notes: Retirement benefits (10%) for RTI (Response to Intervention) Resource Teacher</i>			
	5100	220-Social Security	3951 - Shaw Elementary School	TSSSA		\$1,274.88
			<i>Notes: Social Security benefits (6.20%) for RTI (Response to Intervention) Resource Teacher</i>			
	5100	220-Social Security	3951 - Shaw Elementary School	TSSSA		\$298.16
			<i>Notes: Medicare benefits (1.45%) for RTI (Response to Intervention) Resource Teacher</i>			
	5100	230-Group Insurance	3951 - Shaw Elementary School	TSSSA		\$3,840.38
			<i>Notes: Life and Health Insurance benefits (19%) for RTI (Response to Intervention) Resource Teacher</i>			

**Hillsborough - 3951 - Shaw Elementary School - FDOE TSSSA 2021-22**  
*Shaw Elementary School*

	5100	240-Workers Compensation	3951 - Shaw Elementary School	TSSSA		\$104.87
			<i>Notes: Workers Comp benefits (.51%) for RTI (Response to Intervention) Resource Teacher</i>			
	5100	520-Textbooks	3951 - Shaw Elementary School	TSSSA		\$18,675.00
			<i>Notes: Books for classroom libraries</i>			
	5100	539-Technology-Related Periodicals	3951 - Shaw Elementary School	TSSSA		\$5,000.00
			<i>Notes: Scholastic News</i>			
	5100	642-Furniture, Fixtures and Equipment Non-Capitalized	3951 - Shaw Elementary School	TSSSA		\$6,712.93
			<i>Notes: Music instruments to promote more students being able to participate in music programs</i>			
	5100	510-Supplies	3951 - Shaw Elementary School	TSSSA		\$14,000.00
			<i>Notes: Instructional materials for teachers to support student classroom learning (\$17 per student or 17x875)</i>			
	5100	519-Technology-Related Supplies	3951 - Shaw Elementary School	TSSSA		\$1,345.00
			<i>Notes: Technology related Instructional materials for teachers to support student classroom learning</i>			
<b>3</b>	<b>III.3.</b>	<b>Parental Involvement</b>				<b>\$0.00</b>
<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>\$43,279.77</b>
	Function	Object	Budget Focus	Funding Source	FTE	2021-22
	5100	120-Classroom Teachers	3951 - Shaw Elementary School	TSSSA	0.5	\$31,900.54
			<i>Notes: Teacher Leader to provide support to teachers and students and promote high quality classroom instruction</i>			
	5100	210-Retirement	3951 - Shaw Elementary School	TSSSA		\$3,190.05
			<i>Notes: Retirement benefits (10%) for Teacher Leader to provide support to teachers and students and promote high quality classroom instruction</i>			
	5100	220-Social Security	3951 - Shaw Elementary School	TSSSA		\$1,977.83
			<i>Notes: Social Security benefits (6.20%) for Teacher Leader to provide support to teachers and students and promote high quality classroom instruction</i>			
	5100	220-Social Security	3951 - Shaw Elementary School	TSSSA		\$462.56
			<i>Notes: Medicare benefits (1.45%) for Teacher Leader to provide support to teachers and students and promote high quality classroom instruction</i>			
	5100	230-Group Insurance	3951 - Shaw Elementary School	TSSSA		\$5,586.10
			<i>Notes: Life and Health insurance benefits (19%) for Teacher Leader to provide support to teachers and students and promote high quality classroom instruction</i>			

Hillsborough - 3951 - Shaw Elementary School - FDOE TSSSA 2021-22  
 Shaw Elementary School

	5100	240-Workers Compensation	3951 - Shaw Elementary School	TSSSA		\$162.69
			<i>Notes: Workers Comp benefits (.51%) for Teacher Leader to provide support to teachers and students and promote high quality classroom instruction</i>			
<b>6</b>	<b>III.6.</b>	<b>Focused Instruction</b>				<b>\$54,006.75</b>
	Function	Object	Budget Focus	Funding Source	FTE	2021-22
	5100	150-Aides	3951 - Shaw Elementary School	TSSSA	1.0	\$39,375.00
			<i>Notes: Assistant Teacher BD</i>			
	5100	210-Retirement	3951 - Shaw Elementary School	TSSSA		\$3,937.50
			<i>Notes: Retirement benefits (10%) for Assistant Teacher BD</i>			
	5100	220-Social Security	3951 - Shaw Elementary School	TSSSA		\$2,441.25
			<i>Notes: Social Security benefits (6.20%) for Assistant Teacher BD</i>			
	5100	220-Social Security	3951 - Shaw Elementary School	TSSSA		\$570.94
			<i>Notes: Medicare benefits (1.45%) for Assistant Teacher BD</i>			
	5100	230-Group Insurance	3951 - Shaw Elementary School	TSSSA		\$7,481.25
			<i>Notes: Life and Health Insurance benefits (19%) for Assistant Teacher BD</i>			
	5100	240-Workers Compensation	3951 - Shaw Elementary School	TSSSA		\$200.81
			<i>Notes: Workers comp benefits (.51%) for Assistant Teacher BD</i>			
					<b>Total:</b>	<b>\$312,850.00</b>