

# UNISIG APPLICATION

36 - Lee



Dr. Greg Adkins, Superintendent

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## Table of Contents

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<b>Purpose and Outline of the UniSIG Application</b>	<b>3</b>
<b>Part I: Eligibility and Program Requirements</b>	<b>4</b>
Eligible Schools and Allocations	4
Assurances	4
Supports for School Improvement	5
<b>Part II: Needs Assessment</b>	<b>0</b>
Problem Identification	0
Problem Analysis	0
<b>Part III: District Problem Solving</b>	<b>0</b>
Goals Summary	0
Goals Detail	0
Action Plan for Improvement	0
Implementation Timeline	0
Professional Development Summary	0
Technical Assistance Summary	0
<b>Part IV: Budget</b>	<b>0</b>

## Purpose and Outline of the UniSIG Proposal

Under section 1003 of Title I of the Every Student Succeeds Act, Public Law No. 114-95, each state educational agency (SEAs) shall reserve funds for school improvement, no less than 95 percent of which shall be used to make grants to local educational agencies (LEAs) on a formula or competitive basis, to serve schools implementing comprehensive support and improvement activities or targeted support and improvement activities under section 1111(d).

For 2017-18, Unified School Improvement Grants (UniSIG) will be awarded on a formula basis. Eligible applicants are local educational agencies (LEAs) with funded Title I schools identified for comprehensive or targeted support and improvement, as well as LEAs with high schools, Title I or non-Title I, that have a four-year adjusted cohort graduation rate of 67 percent or less, regardless of the school grade earned.

### Part I: Eligibility and Program Requirements

The district reviews the list of eligible schools and allocations and ensures the requirements of UniSIG are met by providing assurances and summaries as applicable.

### Part II: Needs Assessment

For each eligible school, the district demonstrates it has completed a thorough analysis of state-, district-, and school-level data (qualitative and quantitative) in order to identify points of strength and opportunities for growth to inform strategic goal formulation.

### Part III: District Problem Solving

The district documents one or more strategic goals for improving the identified schools, anticipates barriers to the goals, identifies strategies to reduce or eliminate the barriers, and creates an implementation plan for each strategy to include both action steps and monitoring activities.

### Part IV: Budget

The district incorporates a budget that indicates the amount of UniSIG funds the district will use in each eligible school. Each budget line item, except indirect costs, is directly tied to an action step identified in Part III.

## LEA Eligibility and Program Requirements

### Eligible LEA and Allocations

#### LEA Assurances

##### **Request for Applications**

We have read the Request for Applications (RFA) in its entirety and understand the intent and requirements of the Unified School Improvement Grant (UniSIG) program.

YES

##### **General Terms, Assurances, and Conditions**

We understand the LEA must have a signed statement by the agency head certifying applicant adherence to FDOE's General Terms, Assurances, and Conditions for Participation in Federal and State Programs.

YES

##### **Risk Analysis**

We understand the LEA must have a Risk Analysis (DOE 610) on file with the Florida Department of Education in order to apply for UniSIG.

YES

##### **Supplement, not Supplant**

We understand that each school the LEA will serve must receive all of the state and local funds it would have received in the absence of UniSIG funds.

YES

##### **Allocation to Schools**

We understand the LEA must allocate 100 percent of funds (less indirect costs) generated under UniSIG to the eligible schools.

YES

##### **Alignment of Strategies**

We understand strategies to be implemented under this program must be aligned with Florida's State Board of Education Strategic Plan.

YES

##### **Alignment of School Improvement Plans (SIP)**

We understand each strategy to be funded under this program must be identified as an **Activity** (within the Standard SIP) or an **Area of Focus** (within the Pilot SIP), with associated budget lines for each school to be served.

YES

##### **Greatest Need**

We understand programs, activities, or strategies to be implemented must specifically address the academic achievement of schools and students that demonstrate the greatest need.

YES

### **Instructional Programs**

We understand evidence-based instructional programs must be implemented.

YES

### **Extended Learning Time**

We understand that extended learning time activities required of an elementary school designated as one of Florida's lowest performing must not be funded through UniSIG.

YES

### **Deliverables and Monitoring**

We understand deliverables will be monitored quarterly by the LEA for each school site funded through UniSIG. The LEA must monitor deliverables and be prepared to submit them to the Bureau of School Improvement (BSI) upon request. BSI reserves the right to do desktop or on-site monitoring of each school site and LEA.

YES

## **Supports for School Improvement**

### **Improvement Planning**

Describe how the LEA will support each school identified as comprehensive support and improvement (CS&I) and/or targeted support and improvement (TS&I) in developing and implementing a school improvement plan (SIP).

The School District of Lee County has worked with East Lee County High School in developing a comprehensive School Improvement Plan which addresses targeted activities in order to meet the needs of its students. Included in the SIP are specific data points, intervention and support tasks, and high yield strategies developed in collaboration with the district Academic Services Team. Monitoring of the SIP will be an ongoing task shared between ELCHS and the Academic Team.

The School District of Lee County has worked with and will continue to work diligently with East Lee County High School to provide individualized support both for school staff and students. The school SIP specifically contains actionable items designed to provide differentiated intervention strategies which will assist East Lee County High School exit DA status.

### **Alignment of Resources**

Describe the process through which the LEA identifies and aligns all district resources (e.g., personnel, instructional, curricular, policy) in order to meet the needs of all students and maximize desired student outcomes. Include the methodology for coordinating and supplementing federal, state and local funds, services and programs to align to interventions in comprehensive support and improvement (CS&I) and targeted support and improvement (TS&I) schools. Provide the person(s) responsible, frequency of meetings, how an inventory of resources is maintained, and any problem-solving activities used to determine how to apply resources for the highest impact.

The School District of Lee County in collaboration with the school administration team analyzed district data in order to determine areas of strength and opportunities for improvement. In addition, past years school performance was reviewed to establish baseline data. The East Lee County High School administrative team will provide various differentiated professional development activities for teachers which will support best teaching strategies and practices. Included in these strategies are specific activities to support and increase teacher-student relationships.

East Lee County High School has identified 7 specific activities, detailed in their School Improvement Plan, which the school will focus upon. Along with these activities, detailed action steps provide a guiding map for the school to follow as it transitions in continuous improvement.

The School District of Lee County Academic Services Team has identified a Director for School Transformation to provide support to East Lee County High School. Additional members of the Academic Services team which will provide ongoing support and resources are: Chief Academic Officer, Executive Director School Development Secondary, Executive Director School Development Elementary, Director Positive Interventions, Director Psychological & Social Work Services, Director ESE, Director Secondary Teaching and Learning, Director Accountability Research & Assessment, Director ESOL, and various secondary coordinators. Other District supports include the Chief Human Resource Officer, Chief Finance Officer, Chief Information Officer, Chief Operations Officer and their respective Teams.

The Director for School Transformation will dedicate one day weekly to East Lee County High School to systemically and strategically work alongside the principal. The goal is to determine trends in the teaching and learning process, to facilitate honest and authentic communication for all school stakeholders, and to identify and provide resources to the school.

The Academic Services Team, along with the Director for School Transformation, will conduct weekly learning walks. A differentiated and tiered support plan will be implemented for the 2018-2019 school year. Academic Cabinet members in teams of 3-5 members with expertise in the school's area of growth/need will conduct weekly learning walks lasting between 1-2 hours in length. The Learning Walk Team will visit classrooms, PLC meetings, Content Area Common Planning meetings, etc. The Learning Walk Team will use an electronic Learning Walk Form to collect and analyze the data. Teachers will receive a note from the individual team member who visited the classroom. The principal will receive actionable feedback the same day as the visit with celebrations and growth opportunities. The Learning Walk Team Lead will provide needed follow-up within 48 hours regarding supports.

The Academic Cabinet and the School Administrative Team will review needed resources that will have the most impact on student achievement. Local, State and Federal Funds will be allocated to ensure the school is allocated at a higher per pupil spending formula. Student growth will continuously be tracked with SRA Reading Mastery, System 44, or Read 180. Each is an adaptive technology program that supports Reading and will be used districtwide to optimize instruction and maximize acceleration of at risk students. The school will be utilizing various software programs such as Suite 360, USA Test Prep, Math Nation, Triumph Learning, EdPuzzle, NewsELA, and History Alive, among others, to provide additional differentiated and individualized support to meet student needs. Additionally the District will be using in all schools, K-12, STAR 360 for Progress Monitoring with Reading and Math. This will allow focused assessment and targeted intervention based on both growth and proficiency. However, these programs will NOT be used as a replacement for engaging and rigorous instruction.

All District staff realize the importance and urgency in providing the necessary support to increase student and staff achievement at East Lee County High School.

### **District Policies and Practices**

Identify specific policies and practices the LEA shall seek to add, modify, or remove in order to establish or strengthen systems that support school-based leadership teams to implement interventions. Provide the rationale for the proposed changes and the steps required to make the modifications, including person(s) responsible for implementation and follow-up.

The School District of Lee County has developed targeted instructional supports, policies and procedures for the 2018-2019 school year which will ensure students are progressing to proficiency, achievement gaps are closing and the graduation rate is increasing. More specifically, The Academic Services Team has developed a Tiered Approach to School Support. This support matrix was developed using various district data and calculations. East Lee County High School will be provided with intense

and targeted supports. Learning walks will focus on the rigor of instruction along with the teaching and learning occurring inside the classroom. Quarterly progress monitoring data will be shared at the DATA FORCE meetings and will drive instruction. Strategic Planning Meetings will occur after each DATA FORCE session in order to drive next steps in the support provided to the school. School Data entered into the early warning system will be key to identifying students on track for graduation. The graduation committee that is in place will be monitoring and providing interventions to students lacking credits for on time graduation. The goal is to identify and eliminate the risk factors which will lead to an increase in the graduation rate for ELCHS.

Additional specific policies and practices to support schools and increase student achievement are either in place or will be implemented during the 2018-2019 school year.

The policies and procedures for the 2018-2019 school year are as follows:

- \* Provide incentives to highly effective teachers who teach at East Lee County High School
- \* Ensure that no classroom teaching vacancies will occur at East Lee County High School
- \* Change the Choice system to one batch to help distribute students to under-filled schools. (less opportunity to have schools limited in socio-economic diversity)
- \* Provide monetary supplement to Principal of East Lee County High School
- \* Provide additional staff beyond allocations for East Lee County High School
- \* Work Collaboratively with the two School Improvement Specialists assigned by the Florida Department of Education
- \* Provide continuing support by the Director of School Transformation on a weekly basis
- \* Secondary Content Support Specialists (ELA, Math, Science and Social Studies) will teach 20% of the time and provide job embedded content through professional development
- \* Peer Collaborative Teachers will teach 50% of the time at ELCHS and provide coaching to teachers in the school the other 50% of the time
- \* STAR 360 will be used as the Progress Monitoring tool in Reading and Math for all students
- \* COMPASS will be used to support students needing intervention with skills or standards.
- \* COMPASS partners with STAR 360 and provides differentiated lessons for students
- \* System 44, or Read 180 data will be tracked at districtwide to monitor at risk students and optimize instruction.
- \* Principals and Assistant Principals at ELHS will participate (on a rotating schedule) in NISL-National Institute School Leaders

### **Operational Flexibility**

Provide the LEA's definition of "operational flexibility" provided to comprehensive support and improvement (CS&I) and targets support and improvement (TS&I) schools to enable full and effective implementation of the school improvement plan (SIP).

Schools will continue to have "operational flexibility" in scheduling, budgeting, hiring, teacher, subject and grade assignment. East Lee County High School will work directly with the Director for School Transformation and the rest of the Academic Services Team to collaboratively agree on best teaching practices and to waive or adopt specific instructional practices which will have the greatest positive impact for all students. East Lee County High School will have autonomy in hiring practices with guidance from the Academic Services Team. However, the school must complete a comprehensive School Improvement Plan which includes a Professional Development Plan, Title I Plan and Title II Plan. The School Improvement Plan (SIP) that will be presented to the School Board for full adoption.

**External Partners**

Describe the LEA's rigorous review process to recruit, screen, select, and evaluate any external partners with whom the LEA will partner.

The School District of Lee County has been and will continue to be involved with the National Institute for School Leadership (NISL) since 2015. Many principals and assistant principals have participated and will continue to refine their instructional skills while involved with NISL. Assistant Principals at East Lee County High School have either attended or will be attending this leadership program.

**Dissemination**

Provide the methods for dissemination of this application to stakeholders (i.e., students, families, school staff and leadership, and local businesses and organizations) and describe the methods and timelines for reporting student progress, including how communication is provided in a parent-friendly, understandable format, and in multiple languages, if necessary.

East Lee County High School's school improvement plan (SIP) will be reviewed for board members in October. The school will share the SIP and this grant with the School Advisory Council in September/October and subsequently publish it on their website. The school will send an electronic parent message indicating the plans are available for review and instructions for how to access the information. In addition, the school will be responsible to provide the necessary translation for the various stakeholders as necessary.