

Dr. Gilbert L. Porter Elementary School

15851 SW 112TH ST, Miami, FL 33196

<http://glpsod.dade.k12.fl.us/>

School Demographics

School Type	2014-15 Title I School	2015-16 Economically Disadvantaged (FRL) Rate (As Reported on Survey 2)
Elementary	No	71%

Alternative/ESE Center	Charter School	2015-16 Minority Rate (Reported as Non-white on Survey 2)
No	No	94%

School Grades History

Year	2014-15	2013-14	2012-13	2011-12
Grade	A*	C	B	A

**Preliminary Informational Baseline School Grade*

Note: The school grades calculation was revised substantially for the 2014-15 school year to implement statutory changes made by the 2014 Legislature and incorporate the new Florida Standards Assessments. The 2014-15 school grades serve as informational baseline data that schools can use to improve in future years.

School Board Approval

This plan is pending approval by the Dade County School Board.

SIP Authority and Template

Section 1001.42(18), Florida Statutes, requires district school boards to annually approve and require implementation of a school improvement plan (SIP) for each school in the district.

The Florida Department of Education (FDOE) SIP template meets all statutory and rule requirements for traditional public schools and incorporates all components required for schools receiving Title I funds. This template is required by State Board of Education Rule 6A-1.099811, Florida Administrative Code, for all non-charter schools with a current grade of D or F, or with a grade of F within the prior two years. For all other schools, the district may use a template of its choosing. All districts must submit annual assurances that their plans meet statutory requirements.

This document was prepared by school and district leadership using the Florida Department of Education's school improvement planning web application located at <https://www.floridaCIMS.org>.

Table of Contents

Purpose and Outline of the SIP	4
Differentiated Accountability	5
Current School Status	8
8-Step Planning and Problem Solving Implementation	21
Goals Summary	21
Goals Detail	21
Action Plan for Improvement	23
Appendix 1: Implementation Timeline	24
Appendix 2: Professional Development and Technical Assistance Outlines	25
Professional Development Opportunities	26
Technical Assistance Items	27
Appendix 3: Budget to Support Goals	0

Purpose and Outline of the SIP

The SIP is intended to be the primary artifact used by every school with stakeholders to review data, set goals, create an action plan and monitor progress. A corollary at the district level is the District Improvement and Assistance Plan (DIAP), designed to help district leadership make the necessary connections between school and district goals in order to align resources. The Florida Department of Education encourages schools to use the SIP as a “living document” by continually updating, refining and using the plan to guide their work throughout the year. This printed version represents the SIP as of the “Date Modified” listed in the footer.

Part I: Current School Status

Part I organizes the current status of the school around five domains inspired by the 5Essentials framework: Supportive Environment, Family and Community Involvement, Effective Leadership, Public and Collaborative Teaching, and Ambitious Instruction and Learning. Questions regarding the school’s Multi-Tiered System of Supports have been embedded throughout this part to demonstrate how data is used by stakeholders to understand the needs of all students and allocate appropriate resources in proportion to those needs.

Part II: Needs Assessment

Part II requires the school to review performance and early warning systems data in order to develop strategic goals and associated data targets (i.e., “SMART goals”) for the coming school year in context of the school’s greatest strengths and needs. An online tool was developed, which includes data visualizations and processing questions to support problem identification, problem analysis and strategic goal formulation.

Part III: 8-Step Planning and Problem Solving for Implementation

Part III enables the school to develop implementation plans for its highest-priority goals. With the overview of the current state of the school in mind and the strategic goals identified through the needs assessment, the planning team engages in a facilitated planning and problem-solving process, through which they

- Define strategic goals and establish targets to be reached by successfully achieving the goals (Step 1)
- Identify resources available to support the goals and barriers that could hinder achieving those goals (Step 2)
- Select high-priority barriers they want to address initially (Step 3)
- Design implementation and monitoring plans for strategies to resolve selected barriers (Steps 4-7)
- Determine how they will monitor progress toward each goal (Step 8)

Appendices

The following appendices, automatically-generated from content entered in Part III, are included in this document:

- Appendix 1 is a timeline of all action steps and monitoring activities
- Appendix 2 is an outline of all professional development opportunities and technical assistance items
- Appendix 3 is a report of the budget needed to implement the strategies

Differentiated Accountability

Florida's Differentiated Accountability (DA) system is a statewide network of strategic support, differentiated by need according to performance data, and provided to schools and districts in order to improve leadership capacity, teacher efficacy and student outcomes. DA field teams collaborate with district and school leadership to design, implement and refine improvement plans, as well as provide instructional coaching, as needed.

DA Regions

Florida's DA network is divided into five geographical regions, each served by a field team led by a regional executive director (RED).

DA Categories

Traditional public schools are classified at the start of each school year, based upon the most recently released school grades (A-F), into one of the following categories:

- Not in DA – currently A or B with no F in prior three years; charter schools; ungraded schools
- Monitoring Only – currently A, B or C with at least one F in the prior three years
- Focus – currently D
 - Planning – two consecutive grades of D (i.e., DD), or a grade of F immediately followed by a grade of D in the most recent grades release (i.e., FD)
 - Implementing – two consecutive grades of D in the most recent grades release preceded by a grade below C (i.e., FDD or DDD)
- Priority – currently F
 - Planning – declined to a grade of F in the most recent grades release and have not received a planning year or implemented a turnaround option during the previous school year
 - Implementing – two consecutive grades of F (i.e., FF), or three consecutive grades below C with an F in the most recent grades release (i.e., FDF or DDF)

DA Turnaround and Monitoring Statuses

Additionally, schools in DA are subject to one or more of the following Turnaround and Monitoring Statuses:

- Former F – currently A-C with at least one F in the prior three years; SIP is monitored by FDOE
- Planning – Focus Planning and Priority Planning; district is planning for possible turnaround
- Implementing – Focus Implementing and Priority Implementing; district is implementing the Turnaround Option Plan (TOP)

2015-16 DA Category and Statuses

DA Category	Region	RED
Not In DA	5	Gayle Sitter
Former F	Turnaround Status	
No		

Part I: Current School Status

Supportive Environment

School Mission and Vision

Provide the school's mission statement

Dr. Gilbert L. Porter Elementary School envisions every child to be a lifelong learner who is a responsible, productive, and caring citizen. It is our mission to create an environment that focuses on the child's strengths, to motivate parents, teachers, administrators, and non-instructional personnel to believe that , in "The School of Discovery" all children are allowed to explore the depths of their potential; and to create an environment for learning where every child succeeds.

Provide the school's vision statement

Dr. Gilbert L. Porter Elementary School's Principal/Assistant Principal provide a common vision for the school. This vision includes the implementation of a systematic plan of action that consists of input from all stakeholders. The plan includes learning objectives, measurable goals, quantitative benchmarks, best practices, and other strategies that support the overall foundational use of data-based decision-making. In addition, the plan ensures that the school-based team is implementing RTI objectives with fidelity. Lastly, the plan facilitates implementation of intervention support and documentation ensures appropriate professional development to support remediation strategies. Moreover, our school is a Science, Technology, Engineering, and Mathematics (STEM) school. Hands-on activities and field-trips (both on-site and off-campus) allow students to design and develop science and engineering projects which increase scientific thinking. Inquiry-based activities allow for testing of hypothesis, data analysis, explanation of variables and experimental design.

School Environment

Describe the process by which the school learns about students' cultures and builds relationships between teachers and students

All students are placed with a homeroom teachers in Pre-K through 5th grade. This teacher builds a relationship with these students as they teach them daily. The homeroom teacher is responsible for attendance records and monitors the students' success academically as well as behaviorally. Data is a substantial part of identifying student's needs individually. Teachers assist with the articulation process as well to ensure that as a child progresses to the next grade level seamlessly. The guidance counselor works closely with all teachers to assist with identifying those students who need Response to Intervention.

Describe how the school creates an environment where students feel safe and respected before, during and after school

The 2015-16 Code of Student Conduct was issued to all parents on the first day of school and is posted on the school web site. The Values Matter initiative is being implemented. The monthly value is read aloud to all students daily on the morning announcements. The monthly school calendar emphasizes the Value as well.

Before school, administration and various teachers are strategically assigned throughout the main building and Primary Learning Center. There is only one entry point at both campuses and students are closely supervised at all times. Adults throughout the building greet students and encourage them to eat a healthy, free breakfast. Throughout the school day, students are encouraged "To Do The Right Thing" and are rewarded when recognized as doing so. Classroom behavior plans are reviewed and followed to encourage students to respect the teacher, their classmates as well as themselves. Rules are enforced and school wide rewards are given when students exemplify positive values. A

Bully Box is placed outside of the main office doors and children are encouraged to place concerns in the box where they will be addressed by the Guidance Counselor.

Describe the schoolwide behavioral system in place that aids in minimizing distractions to keep students engaged during instructional time. This may include, but is not limited to, established protocols for disciplinary incidents, clear behavioral expectations, and training for school personnel to ensure the system is fairly and consistently enforced

Establishing effective discipline practices is critical to ensuring that academic success and a safe learning environment is maintained. When negative behavior is minimized, there is potential for the maximum amount of instructional time. When a child is sent out of the classroom with an office referral, a minimum of 20 minutes of instructional time is lost. At Dr. Gilbert L. Porter Elementary, behavior that stands in the way of allowing a teacher to instruct is dealt with immediately. The Guidance Counselor is heavily involved in the behavior plan and parents are included in disciplinary action.

The emphasis is placed however on recognizing positive behavior regularly. There are numerous Positive Opportunities for students to be recognized by PTA, Teachers and Administration for "Doing the Right Thing." The following programs focus on highlighting positive behavior: Principal's Recognition Luncheons, "Do the Right Thing", Spot Success, PTA Star Student of the Month, Accelerated Reader Parties, Attendance Movies/Popcorn Parties, and Morning Announcement Shout Outs.

During lunch waves, the administration are regularly present to build relationships with students in a non-threatening environment.

Administrative walk-throughs take place regularly to ensure students are actively engaged, which promotes positive behavior.

At dismissal, administration, teachers and support staff are strategically placed throughout both campuses to ensure students are closely monitored to avoid negative behavior.

Describe how the school ensures the social-emotional needs of all students are being met, which may include providing counseling, mentoring and other pupil services

All students are placed with a homeroom teacher. The teacher/student interaction takes place daily. Therefore, this teacher is the constant adult figure that maintains an open line of communication with the student and their parents. Students are allowed to request a visit to the Guidance Counselor whenever needed. The cafeteria is a place where students are allowed to quietly talk with the peers at their lunch table. There are several cafeteria monitors as well as the administration in the cafeteria at all times. These adults circulate throughout the cafeteria and interact with students daily. The media specialist is another positive resource for the students at Dr. Gilbert L. Porter Elementary. Students visit the media center regularly and feel comfortable in this hub. The opportunities for parents to be a viable part of their child's education are many. Parents feel welcomed at our school and many volunteer in the cafeteria, classrooms and at events. Our PTA offers parents many opportunities to be directly involved in making our school a success.

Early Warning Systems

The school's response to this section may be used to satisfy the requirements of 20 U.S.C. § 6314(b)(1)(B)(ii)(III), (b)(1)(B)(iii)(I), and (b)(1)(I).

Describe the school's early warning system and provide a list of the early warning indicators used in the system

Students are motivated to attend school regularly as school wide attendance competitions are held to inspire good attendance. Rewards are offered to those homerooms who are able to increase their attendance rate. The Social Worker meets with those students who are showing signs of truancy. A Truancy Intervention Packet is utilized when a child has 10 or more unexcused absences. The Parent/School connection is meant to positively encourage parents to assist the school in making

sure students are present during teaching and learning sessions. Administrative detentions are issued when a child breaks the Code of Student Conduct and the behavior warrants administrative attention. The Guidance Counselor is a significant factor in assisting with behavior management. Students meet with counselor and parents are contacted and notified of concerns. Student Services forms are completed to ensure proper follow through. Students in accountability grades who scored a Level 1 in the area of English Language Arts or Mathematics have been targeted to receive Pull-out or Push-in tutoring.

Provide the following data related to the school's early warning system

The number of students by grade level that exhibit each early warning indicator:

Indicator	Grade Level						Total
	K	1	2	3	4	5	
Attendance below 90 percent	5	4	8	2	3	18	40
One or more suspensions	0	0	0	0	0	0	
Course failure in ELA or Math	5	2	2	2	0	3	14
Level 1 on statewide assessment	4	4	8	0	3	18	37
	0	0	0	0	0	0	

The number of students identified by the system as exhibiting two or more early warning indicators:

Indicator	Grade Level						Total
	K	1	2	3	4	5	
Students exhibiting two or more indicators	5	4	8	2	3	18	40

Describe all intervention strategies employed by the school to improve the academic performance of students identified by the early warning system

The guidance counselor will assist with attendance initiatives. Students will be rewarded for attending school regularly. For those who show signs of truancy, the ARC is in place. Parent conferences are held and a plan is devised on how to improve daily attendance rate. School wide attendance competitions promote positive attendance results as students work together as a team to increase their homeroom attendance rate.

Positive Student Behavior is rewarded in a variety of ways. Numerous initiatives reward positive behavior such as: Do the Right Thing, Principal Luncheons, Honor Roll Assemblies, Assemblies, Field Trips and PTA sponsored activities.

Many things are in place throughout the building targeting students who fall in the aforementioned indicators.

Students who need additional support in the area of Academics will receive Pull-out/Push-In tutoring, before or after school tutoring through the ELL program. RTI will take place with homeroom teacher when student displays a deficiency in ELA or Mathematics.

Family and Community Involvement

The school's response to this section may be used to satisfy the requirements of 20 U.S.C. § 6314(b)(1)(B)(iii)(I)(aa).

Describe how the school works at building positive relationships with families to increase involvement, including efforts to communicate the school's mission and vision, and keep parents informed of their child's progress

Title I schools use the Parent Involvement Plan (PIP) to meet the requirements of 20 U.S.C. § 6314(b)(1)(F).

Will the school use its PIP to satisfy this question?

No

PIP Link

The school completes a Parental Involvement Plan (PIP), which is available at the school site.

Description

Our goal for the 2015-16 school year is to increase the percentage of parents participating in school related activities by 10%. Our anticipated barrier is to better equip parents with available resources and other referral services and to provide parents opportunities to become a part of the school community through workshop offerings, various student performances and family nights. We will send Connect Ed messages home throughout the year detailing events that are available for parents, students and community members. In addition, monthly calendar/newsletters will be issued to all parents. Our school web page will also be continuously updated with events and activities promoting parent involvement. Our plan will be monitored by our School Administration, Guidance Counselor, Leadership Team and PTA President. To determine effectiveness of implemented strategies, sign-in sheets will be reviewed to determine the number of parents attending school or community events. The evaluation tool will be the sign-in sheets.

Describe the process by which the school builds and sustains partnerships with the local community for the purpose of securing and utilizing resources to support the school and student achievement

Effective school-family-community partnerships are an integral part of Dr. Gilbert L. Porter Elementary School. The PTA has joined with the administrative team to network with surrounding community members in an effort to build partnerships that foster our school's mission which envisions every child to be a lifelong learner who is a responsible, productive, and caring citizen. One of the key components of our school's vision is for the school community to give back as well. Some of the organizations that Dr. Gilbert L. Porter Elementary has supported are: Dan Marino Foundation Walk-About for Autism, Cancer Relay for Life, United Way, and Miami Children's Hospital Toy Drive. We stress that it is good to receive but equally important to give back to others.

The West Kendall Baptist Hospital has become a strong partner in our educational initiatives. They have planted a garden with our students for three consecutive years and allowed our students to learn about the importance of nutrition and cleanliness. Costco has also joined forces with us this year as well to provide backpacks with school supplies to 100 families within our school.

Effective Leadership

The school's response to this section may be used to satisfy the requirements of 20 U.S.C. § 6314(b)(1)(H).

School Leadership Team

Membership:

Name	Title
Gutierrez, Raul	Principal
Parker, Heather	Assistant Principal
Suarez, Ivette	SAC Member
Pardo, Jesse	Teacher, K-12
Cid, Maria	Teacher, K-12
Vega, Marilyn	Guidance Counselor
Tarno, Nyurka	Teacher, K-12
Williams, Jennifer	Teacher, K-12
Nevins, Laurie	Teacher, K-12
Martinez, Flor	Teacher, K-12
Lima, Angie	Teacher, K-12
Curry, Sheri	Teacher, K-12

Duties

Describe the roles and responsibilities of the members, including how they serve as instructional leaders and practice shared decision making

- Mr. Gutierrez, Principal and Mrs. Parker, Assistant Principal: provide a common vision for the team. This vision includes the implementation of a systematic plan of action that consists of input from all stakeholders. The plan will include learning objectives, measurable goals, quantitative/qualitative benchmarks, best practices, and other strategies that support the overall foundational use of data-based decision-making. In addition, the plan ensures that the school-based team is implementing Rtl objectives with fidelity. Lastly, the plan facilitates implementation of intervention support and documentation ensures appropriate professional development to support Rtl implementation, and communicates with parents effectively regarding school-based Rtl plans and activities.
- Mrs. Suarez, UTD Steward: Provides support to administration and staff to ensure compliance to UTD contract, school procedures and district guidelines.
- Mrs. Suarez, EESAC Chairperson: (Elected Annually) Provides support to EESAC Committee members to ensure compliance to EESAC guidelines pertaining to School Improvement Plan. Assist in the facilitation of best practices that create opportunities for committee members to actively participate in the preparation and execution of the School Improvement Plan.
- Mrs. Pardo (K), Mrs. DeSalle (1), Mrs. Tarno (2), Mrs. Lima (3), Ms. F. Martinez (4), Mrs. Williams, (5), Ms. Nora (ESE), Level/Department Chairpersons: provides support to individual grade levels and departments in implementing Rtl objectives. Members provide grade level/departments with curriculum updates, and assist in monitoring intervention plans and student data collection, deliver Tier 1 instruction/intervention, collaborate with other staff to implement Tier 2 interventions, and integrate Tier 1 materials/instruction with Tier 2/3 activities.
- Ms. Bergouignan-Cid, Professional Development Liaison: Provides support to school-based team in the area of professional development. Communicates professional development opportunities to staff which support Rtl objectives, monitors and reports professional development activities to administration.
- Mrs. Bergouignan-Cid, ESOL Chair: Assists in the development of strategies that ensure that ESOL instructional staff has an accurate knowledge and understanding of Rtl objectives. Assists in the design and implementation of progress monitoring, data collection, and data analysis, provides feedback to ESOL instructional staff pertaining to student data, assists ELL instructional staff with development of student goal setting benchmarks.
- Ms. Kathyria, ESE Chair: Assists in the development of strategies that ensure that ESE teachers

have accurate knowledge of understanding of RtI objectives. Assists in the design and implementation for progress monitoring, data collection, and data analysis, model lessons for SWD instructional staff, provide feedback to ESE instructional staff pertaining to student data, assists SWD instructional staff in developing student goal setting benchmarks. Participates in student data collection, integrates core instructional activities/materials into Tier 3 instruction, and collaborates with general education teachers through such activities as co-teaching.

- Dr. Sanchez, School Psychologists: Participates in collection, interpretation, and analysis of data; facilitates development of intervention plans; provides support for intervention fidelity and documentation; provides professional development and technical assistance for problem-solving activities including data collection, data analysis, intervention planning, and program evaluation; facilitates data-based decision making activities.
- Mr. Phillips, Technology Specialist: Provides school-based support by providing technical support to teachers and staff in the area of hardware/software and networking issues.
- Ms. Gabriella Cardona, Speech Language Pathologist: Provides support to school-based team in understanding the role language plays in curriculum, assessment, and instruction, as a basis for appropriate program design; assists in the selection of screening measures; and helps identify systematic patterns of student need with respect to language skills.
- Mrs. Vega, Student Services Personnel: Provides quality services and expertise on issues ranging from program design to assessment and intervention with individual students. In addition to providing interventions, school social workers continue to link child-serving and community agencies to the schools and families to support the child's academic, emotional, behavioral, and social success.

Describe the process through which school leadership identifies and aligns all available resources (e.g., personnel, instructional, curricular) 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. 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 MTSS Leadership team will monitor and adjust the school's academic and behavioral goals through data gathering and data analysis. The delivery of instruction will be monitored to ensure fidelity. Support and interventions will be provided to students based on data.

Members of the MTSS team:

- Review academic and behavioral data and coordinate and make appropriate instructional decisions including progress monitoring at the grade level and classroom level to identify students who are meeting/exceeding benchmarks, or at moderate or high risk for not meeting benchmarks.
- Identify professional development and resources to meet needs according to data.
- Collaborate regularly, problem solve and share effective practices within and across grade/department levels.
- Evaluate instructional implementation, make decisions, and integrate processes and skills.
- Facilitate the process of building consensus, increasing infrastructure, and making decisions about instructional implementation.

Nutrition is an integral part of a student's school day. All students are offered a free breakfast. Students are escorted to the cafeteria and supervised so they can enjoy a nutritious breakfast before entering class.

All students in grades two through five receive instruction on Nutrition during their Physical Education classes. All students participate in the FITNESSGRAM, which is a health-related fitness assessment tool, it is used to identify the individual fitness levels of students within the five components of health-related fitness: aerobic capacity, muscular strength, muscular endurance, flexibility, and body composition.

School Advisory Council (SAC)

Membership:

Name	Stakeholder Group
Raul J. Gutierrez	Principal
Ivette Diaz-Suarez	Teacher
Claudia Rubio	Teacher
Jesse Pardo-Delgado	Teacher
Sherri DeSalle-Curry	Teacher
Nyurka Tarno	Teacher
Jennifer Williams	Teacher
Esther Garvett	Teacher
Liliana Sevilla	Parent
Belquis Echagarrua	Parent
Maria Elena Xuarez-Covarub	Parent
Jeanette Torres	Parent
Laura Amaristha	Parent
Mireya Bichili	Parent
Christine Vives	Parent
Mia Santana	Parent
Paola Sibon	Parent
Tonya Alexander	Parent
Kelsey Echagarrua	Student
Eduardo Torres	Business/Community

Duties

Provide a description of the SAC's involvement with the following activities, as required by section 1001.452(2), Florida Statutes

Evaluation of last year's school improvement plan

All faculty members are given the opportunity to provide personal feedback on what they feel is working effectively and what needs to be tweaked as a school site in the instructional process. The School Improvement Plan (SIP) was written by a team of school site employees. Representation of all grade levels and departments were present. Faculty input was a critical component in the writing process. After the SIP was completed, EESAC approval was secured. The SIP was submitted to the District for revisions. After all revisions were made and approved, the SIP was presented to the faculty as a whole. The SIP was posted on the school web site : <http://glpsod.dadeschools.net>

Development of this school improvement plan

The School Improvement Plan (SIP) is written by a team of school site employees. Representation of all grade levels and departments are present. Faculty input is a critical component in the writing process. Once the plan is written, EESAC approval is obtained. The faculty receives a copy of the document to assist with instructional implementation.

The purpose of the Educational Excellence School Advisory Council (EESAC) is to foster an environment of professional collaboration among all education stakeholders to help create a learning environment that will empower students, following graduation, to pursue postsecondary education and/or enter the workforce directly with the knowledge, skills, abilities, desire and confidence to become productive citizens and employees. The Council will strive to accomplish this purpose by

working together with the principal to develop diverse input and on the preparation and evaluation of the School Improvement Plan (SIP) as well as supporting the MDCPS Strategic Plan.

Preparation of the school's annual budget and plan

The principal prepares the school budget and submits for approval from district personnel. The approved budget is then presented to the EESAC and open for discussion and clarification if needed.

Describe the use of school improvement funds allocated last year, including the amount budgeted for each project

Funds were used to update technology in all classrooms.

Verify that the school is in compliance with section 1001.452, Florida Statutes, regarding the establishment requirements and duties of the SAC

Yes

If the school is not in compliance, describe the measures being implemented to meet SAC requirements

Literacy Leadership Team (LLT)

Membership:

Name	Title
Gutierrez, Raul	Principal
Parker, Heather	Assistant Principal
Cid, Maria	Other
Curry, Sheri	Teacher, K-12
Lima, Angie	Teacher, K-12
Martinez, Flor	Teacher, K-12
Nevins, Laurie	Teacher, K-12
Pardo, Jesse	Teacher, K-12
Suarez, Ivette	Teacher, K-12
Tarno, Nyurka	Teacher, K-12
Vega, Marilyn	Guidance Counselor
Williams, Jennifer	Teacher, K-12

Duties

Describe how the LLT promotes literacy within the school

The Literacy Leadership Team will create a reading goal, specific objectives and strategies in the School Improvement Plan that will increase reading achievement. The LLT will participate in the analysis of student data and interpret various reports that drive instructional implications across the curriculum. The LLT will encourage students to participate in several reading activities including: book clubs, literacy clubs, book fairs, Accelerated Reader, MyOn, reading contests, and summer reading activities. The LLT will work collaboratively with teachers to identify and provide targeted, customized professional development in alignment with progress monitoring data.

Public and Collaborative Teaching

The school's response to this section may be used to satisfy the requirements of 20 U.S.C. § 6314(b)(1)(D).

Describe the school's strategies to encourage positive working relationships between teachers, including collaborative planning and instruction

Students in grades Pre-K through three are in self-contained classrooms with a homeroom teacher that is responsible for instructing the students in all core content. In grades four and five, teachers are departmentalized and students are instructed by two teachers with the exception of the Gifted students which are self-contained. Special area teachers service grades two through five in the areas of Art, Music and Physical Education. Spanish is offered to ESOL students in grades Kindergarten through two. Spanish Speakers and non-Spanish speakers are taught Spanish in grades three through five. Early Release Day takes place every Wednesday. This day is designated for grade level/department planning. Teachers meet collaboratively and plan using the District Pacing Guides, Item Specs, State Benchmarks and current data reports.

There are subject area representatives which attend district training sessions and then report back to grade levels as to what was presented.

Describe the school's strategies to recruit, develop and retain highly qualified, certified-in-field, effective teachers to the school

When teaching positions become available, the District Teacher Match system is used to locate qualified, certified teachers. Candidates are interviewed by the principal to ensure that the best candidates are secured to meet the school needs.

Based on a faculty Needs Assessment, Ms. Maria Cid, Professional Development Liaison will schedule various Professional Development Training sessions on-site to ensure that teachers are adequately trained in current educational trends. During Faculty Professional Development sessions, teachers will share "Best Practices" as well as feedback from training received at alternate locations.

Teachers will partake in various subject area Webinars. District Level Professional Development offerings will be attended by faculty members from various grade levels and share out sessions will be held during weekly grade level planning meetings as well as faculty meetings.

Describe the school's teacher mentoring program, including the rationale for pairings and planned mentoring activities

New Teachers are paired with a seasoned teacher to ensure that mentoring is taking place. The new teacher is given an orientation by the Administrative Team and regular follow up takes place. New teachers are encouraged to participate in regular professional development, both on-site as well as in alternate locations. Webinars are also available in the areas of English Language Arts, Mathematics and Science.

Ambitious Instruction and Learning

Instructional Programs and Strategies

Instructional Programs

Describe how the school ensures its core instructional programs and materials are aligned to Florida's standards

Collaborative planning is taking place. Teachers meet within their grade level and plans are discussed along with current student data results. Teachers are using District Mandated textbooks, Item Specs, State Benchmarks and following the District Pacing Guides in all core subject areas. Grades four and five, are departmentalized with the exception of the Gifted students whom are self-contained. This allows teachers to plan with colleagues who are teaching the same grade level and subject area. Subject Area Leaders attend available district trainings to ensure all initiatives are being implemented. Tutoring is taking place for all students who performed below mastery in the areas of

English Language Arts and/or Mathematics. Intervention strategies are underway for all students who are displaying deficiency on State requirements.

Instructional Strategies

Describe how the school uses data to provide and differentiate instruction to meet the diverse needs of students. Provide examples of how instruction is modified or supplemented to assist students having difficulty attaining the proficient or advanced level on state assessments

Quarterly District Interim Assessments are given to students in Grades three through five in the areas of English/Language Arts, Writing and Mathematics. Students in Grade five are also tested in the area of Science. Kindergarten through fourth grade students are given a pre and post District Science Assessment as well. All students in grades kindergarten through five are given an i-Ready Diagnostic assessment in the areas of reading and mathematics. Teachers are able to pull multiple detailed reports on each assessment. Results from these assessments are used to determine individual student learning needs. Instruction is differentiated in all core subjects based on individual needs. On-line resources allow teachers to pull up individualized supplements so students can be retaught concepts that were not mastered. Technology resources allow teachers to assign individualized lessons on the computer which provide students with additional practice in areas of concern in order to promote fluency. Some of the technology resources used in Reading are: Reading Plus, Accelerated Reader, McGraw Hill Wonders, Imagine Learning, iReady and TeachTown. In Mathematics, the following resources are used to enhance instruction: Go Math, ThinkCentral, I-Ready, Explore Learning Reflex, Gizmos as well as Imagine Learning for our ELL students.

Provide the following information for each strategy the school uses to increase the amount and quality of learning time and help enrich and accelerate the curriculum:

Strategy: Before School Program

Minutes added to school year: 3,600

Dr. Gilbert L. Porter Elementary will target students in grades three through five currently classified as ESOL levels 1-4. These students meet three times a week from 7:15 a.m. - 8:15 a.m. and are selected based on the previous year's State Assessment scores (relevant to fourth and fifth grade students) , as well as District Interim Assessment Data gathered during the school year. Furthermore, Interim Progress Reports are used to determine student eligibility status. Students will work in small groups with certified teachers who will target areas of weakness in Reading and Mathematics. Specific instruction will be given to these students using the following resources: Focused Reading Intervention Kits and Targeted Mathematics Intervention Kits.

Strategy Rationale

Students who are learning English as their second language will receive the needed reinforcement in the area of English/Language Arts and Mathematics. The additional support will give these students a strong foundation in their second language. In the area of Mathematics, those students who are in the early stages of learning the language will be given a "Go Math textbook- Spanish Edition." CCHL support is given during core instruction by a certified teacher.

Strategy Purpose(s)

- Core Academic Instruction

Person(s) responsible for monitoring implementation of the strategy

Cid, Maria, mbergouignancid@dadeschools.net

Data that is or will be collected and how it is analyzed to determine effectiveness of the strategy

Certified classroom teachers retrieve computer generated reports on a weekly basis, to monitor student progress. Pre and post tests area administered in the areas of reading, mathematics and science. Results are shared with all teachers immediately, and the results assist teachers in streamlining their instruction. I-Ready is used as a diagnostic tool to analyze students' learning needs.

Strategy: After School Program

Minutes added to school year: 7,200

Students who are registered in our After School Care Program and who are in the lowest 45% in the area of Language Arts/English Mathematics are taught by a certified teacher. Assignments given by subject area teacher are reviewed to ensure student is able to complete home learning assignments with accuracy. Additional instruction is given as needed to ensure comprehension and fluency.

Strategy Rationale

Students are given reinforcement in areas of need by a certified teacher. The teacher assesses the students to determine where additional support is needed and then additional instruction is given as needed.

Strategy Purpose(s)

- Enrichment

Person(s) responsible for monitoring implementation of the strategy

Gutierrez, Raul, pr4511@dadeschools.net

Data that is or will be collected and how it is analyzed to determine effectiveness of the strategy

Results from District Interim Assessments will be used to monitor progress.

Student Transition and Readiness

PreK-12 Transition

The school's response to this question may be used to satisfy the requirements of 20 U.S.C. § 6314(b)(1)(G).

Describe the strategies the school employs to support incoming and outgoing cohorts of students in transition from one school level to another

Kindergarten Orientation – August 20, 2015

Meet the Principal (Father's Take your Child to School Day)- September 15, 2015

Schoolwide Open House- September 10, 2015

Middle School Magnet Fair- November 12, 2015

Fifth Grade Middle School Visits- During month of October and November

Pre- school teachers collaboratively plan with kindergarten teachers throughout the school year in order to develop a smoother transition.

Teachers and parents participate in activities which engage all students such as: the Hispanic Heritage Celebration, Black History Awareness as well as a variety of Holiday activities.

College and Career Readiness

Describe the strategies the school uses to advance college and career awareness, which may include establishing partnerships with business, industry or community organizations

N/A

Identify the career and technical education programs available to students and industry certifications that may be earned through those respective programs

N/A

Describe efforts the school has taken to integrate career and technical education with academic courses (e.g., industrial biotechnology) to support student achievement

N/A

Describe strategies for improving student readiness for the public postsecondary level based on annual analysis of the [High School Feedback Report](#), as required by section 1008.37(4), Florida Statutes

N/A

Needs Assessment

Problem Identification

Data to Support Problem Identification

Portfolio Selection

Portfolio selection is not required by the Florida Department of Education but is offered as a tool for needs assessment.

Data Uploads

Data uploads are not required by the Florida Department of Education but are offered as a tool for the needs assessment. In this section, the school may upload files of locally available data charts and graphs being used as evidence of need.

The following documents were submitted as evidence for this section:

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Problem Identification Summary

This section is not required by the Florida Department of Education but is provided as an opportunity for the school to summarize the points of strength and areas of need that have been identified in the data.

Problem Analysis Summary

This section is not required by the Florida Department of Education but is provided as an opportunity for the school to summarize the underlying “why” or root causes for the areas of need identified in the data, as determined by situational awareness of, and research conducted by, the stakeholders involved in the needs assessment.

School Improvement Goals

The following key is intended to help readers understand how the sections of this document correspond to the steps of the 8-step planning and problem-solving framework used in the School Improvement Plan. The Quick Key numbers can help registered users go directly to the point of entry for any given goal, barrier and strategy within the online survey.

Problem Solving Key

G = Goal

B =
Barrier

S = Strategy

 = Problem Solving Step  S123456 = Quick Key

Strategic Goals Summary

- G1.** To increase student achievement by improving core instruction in all content areas during the 2015-2016 school year.

Strategic Goals Detail

For each strategic goal, this section lists the associated targets (i.e., "SMART goals"), resources available to support movement toward the goal, barriers to achieving the goal, and the plan for monitoring progress toward the goal

G1. To increase student achievement by improving core instruction in all content areas during the 2015-2016 school year. 1a

G070653

Targets Supported 1b

Indicator	Annual Target
AMO Reading - White	88.0
AMO Reading - SWD	55.0
AMO Math - All Students	80.0
AMO Math - Hispanic	80.0
AMO Math - White	84.0
AMO Math - ELL	70.0
AMO Math - SWD	61.0
AMO Math - ED	78.0
FCAT 2.0 Science Proficiency	58.0

Resources Available to Support the Goal 2

- English/Language Arts webcasts, School based subject area leaders are trained by district to provide instructional support, District English/ Language Arts Pacing Guides, Promethean Boards, digital resources i.e. (Wonders Technology Application, Reading Plus, Accelerated Reader), Writing journals, Reading Logs, Media Center support

Targeted Barriers to Achieving the Goal 3

- Using relevant/ current data with which to set goals, create flexible student groups, and identify appropriate activities aligned to standards.

Plan to Monitor Progress Toward G1. 8

Ensure that collaborative planning is effective and done with fidelity by attending planning sessions and conducting walkthroughs.

Person Responsible

Raul Gutierrez

Schedule

Monthly, from 9/24/2014 to 6/4/2015

Evidence of Completion

walkthrough notes, sign-in sheets, data chats

Action Plan for Improvement

For each strategy selected in the plan to reduce a targeted barrier to a strategic goal, this section lists the rationale for that strategy (i.e., why the school believes it will reduce the barrier) and the action steps that have been identified as necessary to implementing the strategy, including details such as the point person, timing and duration, and evidence of completion. At the end of each set of action steps is the plan for monitoring the implementation and effectiveness of the respective strategy.

Problem Solving Key

G = Goal **B** =
Barrier **S** = Strategy

1 = Problem Solving Step  S123456 = Quick Key

G1. To increase student achievement by improving core instruction in all content areas during the 2015-2016 school year. **1**

 G070653

G1.B2 Using relevant/ current data with which to set goals, create flexible student groups, and identify appropriate activities aligned to standards. **2**

 B184106

G1.B2.S1 Additional Professional Development in the area of data driven decision making is needed. Teachers need to feel comfortable with desegregating data in order to make informed, instructional decisions. **4**

 S195680

Strategy Rationale

When teachers are adequately trained to analyze data, they can make informed decisions when planning differentiated learning activities.

Action Step 1 **5**

We will provide interactive opportunities for staff to grow in their knowledge and/or skills by providing relevant workshops, book studies, and coaching. PD will require facilitation, active engagement, participant collaboration, reflection, and follow-up to ensure transfer into practice.

Person Responsible

Maria Cid

Schedule

Monthly, from 10/14/2015 to 5/18/2016

Evidence of Completion

There will be agendas to document each professional development session. Faculty members will be given data samples and instruction as to how to desegregate data results from their students. Teachers will then devise plans as to how they will provide students with individualized or small group instruction based on results.

Plan to Monitor Fidelity of Implementation of G1.B2.S1 6

Meeting Agendas and Sign-in sheets will be kept to indicate attendance. Teachers will create facilitate differentiated instruction to all students to ensure students educational needs are being met.

Person Responsible

Maria Cid

Schedule

Monthly, from 10/14/2015 to 5/18/2016

Evidence of Completion

The administrative team will review all agendas, sign-in sheets, and teacher submissions to determine effectiveness of training. Classroom walkthroughs will be conducted regularly to ensure what is offered in PD's is being transferred to the classrooms.

Plan to Monitor Effectiveness of Implementation of G1.B2.S1 7

Classroom walkthroughs will be conducted weekly by administrative team. Lesson plans will be reviewed and the 5 Dimensions Teaching and Learning will be utilized as walkthroughs are conducted.

Person Responsible

Heather Parker

Schedule

Weekly, from 9/28/2015 to 6/8/2016

Evidence of Completion

Lesson plans, student work samples, data charts

Appendix 1: Implementation Timeline

Action steps and monitoring activities identified in the SIP as necessary to achieve the school's goals.

Source	Task, Action Step or Monitoring Activity	Who	Start Date (where applicable)	Deliverable or Evidence of Completion	Due Date/ End Date
G1.B2.S1.A1	We will provide interactive opportunities for staff to grow in their knowledge and/ or skills by providing relevant workshops, book studies, and coaching. PD will require facilitation, active engagement, participant collaboration, reflection, and follow-up to ensure transfer into practice.	Cid, Maria	10/14/2015	There will be agendas to document each professional development session. Faculty members will be given data samples and instruction as to how to desegregate data results from their students. Teachers will then devise plans as to how they will provide students with individualized or small group instruction based on results.	5/18/2016 monthly

Source	Task, Action Step or Monitoring Activity	Who	Start Date (where applicable)	Deliverable or Evidence of Completion	Due Date/ End Date
G1.MA1	Ensure that collaborative planning is effective and done with fidelity by attending planning sessions and conducting walkthroughs.	Gutierrez, Raul	9/24/2014	walkthrough notes, sign-in sheets, data chats	6/4/2015 monthly
G1.B2.S1.MA1	Classroom walkthroughs will be conducted weekly by administrative team. Lesson plans will be reviewed and the 5 Dimensions Teaching and Learning will be utilized as walkthroughs are conducted.	Parker, Heather	9/28/2015	Lesson plans, student work samples, data charts	6/8/2016 weekly
G1.B2.S1.MA1	Meeting Agendas and Sign-in sheets will be kept to indicate attendance. Teachers will create facilitate differentiated instruction to all students to ensure students educational needs are being met.	Cid, Maria	10/14/2015	The administrative team will review all agendas, sign-in sheets, and teacher submissions to determine effectiveness of training. Classroom walkthroughs will be conducted regularly to ensure what is offered in PD's is being transferred to the classrooms.	5/18/2016 monthly

Appendix 2: Professional Development and Technical Assistance Outlines

Professional development opportunities and technical assistance items identified in the SIP as action steps to achieve the school's goals.

Professional Development Opportunities

Professional development opportunities identified in the SIP as action steps to achieve the school's goals.

Technical Assistance Items

Technical Assistance opportunities identified in the SIP as action steps to achieve the school's goals.

Budget

Budget Data						
1	G1.B2.S1.A1	We will provide interactive opportunities for staff to grow in their knowledge and/or skills by providing relevant workshops, book studies, and coaching. PD will require facilitation, active engagement, participant collaboration, reflection, and follow-up to ensure transfer into practice.				\$0.00
	Function	Object	Budget Focus	Funding Source	FTE	2015-16
			4511 - Dr. Gilbert L. Porter Elem.			\$0.00
			<i>Notes: Notes</i>			
					Total:	\$0.00