

Miami-Dade County Public Schools

Ponce De Leon Middle School



2015-16 School Improvement Plan

Ponce De Leon Middle School

5801 AUGUSTO ST, Coral Gables, FL 33146

<http://ponce.dadeschools.net/>

School Demographics

School Type	2014-15 Title I School	2015-16 Economically Disadvantaged (FRL) Rate (As Reported on Survey 2)
Middle	Yes	81%

Alternative/ESE Center	Charter School	2015-16 Minority Rate (Reported as Non-white on Survey 2)
No	No	93%

School Grades History

Year	2014-15	2013-14	2012-13	2011-12
Grade	B*	B	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>.

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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

It is the mission of Ponce de Leon Middle School to provide its students with a safe, academically challenging, and culturally diverse learning environment which fosters the development of a strong character and intellect. Furthermore, we aim to develop inquiring, knowledgeable and caring young people who help to create a better and more peaceful world through intercultural understanding and respect. We strive to impress in our students the principles, which will enable them to positively and actively contribute to an ever-changing global society. As such, Ponce de Leon Middle School Students are expected to be inquisitive, knowledgeable, thinkers, communicators, principled, open-minded, caring, risk-takers, balanced, and reflective in their pursuit of life-long learning.

Provide the school's vision statement

Ponce de Leon Middle IB World School is committed to producing global students who are responsible members of society. It is the mission of Ponce de Leon Middle IB World School to provide students with a safe, academically challenging, and culturally diverse learning environment which fosters the development of a strong character and intellect.

School Environment

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

Ponce de Leon Middle School aims to develop inquiring, knowledgeable and caring young people who help to create a better and more peaceful world through intercultural understanding and respect. Ponce strives to impress in students the principles that will enable them to contribute to an ever-changing global society.

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

Ponce de Leon Middle IB World School students become inquisitive, knowledgeable, thinkers, communicators, principled, open-minded, caring, risk-takers, balanced, and reflective in their pursuit of life-long learning. In line with its unique vision and mission, Ponce has aligned its curriculum in accordance with the requirements of the International Baccalaureate Middle Years Programme.

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

Ponce de Leon Middle School teachers must follow the IBMYP Curriculum Guides. The subject areas are as follows: Language A, Language B, Humanities, Mathematics, Technology, Science, Physical Education, and Art. Teachers collaborate at required meetings in order to create interdisciplinary units and align the curriculum to IBMYP standards. Teachers in the programme have attended official IBMYP workshops in order to meet IBMYP training requirements.

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

Ponce de Leon Middle School's counselors provide all students with a safe, culturally diverse learning environment which fosters resiliency and a positive character. The Student Services Department aims to develop inquiring, knowledgeable and caring young people who help to create a better and more peaceful world through intercultural understanding and respect. Ponce de Leon Middle School students are expected to be inquisitive, knowledgeable, thinkers, communicators, principled, open-minded, caring, risk takers, balanced, and reflective in their pursuit of life-long learning.

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

Identifying and referring students who may be developing a pattern of non-attendance to RTI team for intervention services, implementing attendance incentives and providing parent resource information.

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
	6	7	8	
Attendance below 90 percent	42	85	85	212
One or more suspensions	2	4	1	7
Course failure in ELA or Math	12	7	17	36
Level 1 on statewide assessment	4	154	181	339
	0	0	0	
	0	0	0	
	0	0	0	
	0	0	0	
	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
	6	7	8	
Students exhibiting two or more indicators	73	63	67	203

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

Students exhibiting indicators will be closely monitored by the student services department and school social worker. Students exhibiting difficulty with their academic progress will be monitored through a weekly progress report. Grade level team leaders will be monitoring them on a bi-weekly basis and scheduling parent/team/student conferences. Students exhibiting an attendance issue will be monitored through our school social worker. Parents/guardians will be referred to outside agencies for additional services, if need be.

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?

Yes

PIP Link

The school completes a Parental Involvement Plan (PIP), which is accessible through the Continuous Improvement Management System (CIMS) at <https://www.floridacims.org/documents/196947>.

Description

A PIP has been uploaded for this school or district - see the link above.

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 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
Chang, Martha	Principal
Lacayo, Yader	Assistant Principal
Sierra-Funcia, Jeanette	Assistant Principal

Duties

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

Tier 1(Leadership Team)

- Administrator(s) (Yader Lacayo, Jeanette Sierra-Funcia) who will schedule and facilitate regular Rtl meetings, ensure attendance of team members, ensure follow up of action steps, allocate resources; In addition to the school administrator(s) the school's Leadership Team will include the following members who will carry out SIP planning and MTSS problem solving
- School reading (Yuneisy Morell), math (Phillis Bellinger), science (Eugenio Machado)
- Special education personnel (Magaly Ercilla)
- Behavior Management Teacher (Marcia Velasquez)
- School guidance counselor (Sonia Alvarez)
- School psychologist (Erena Gonzalez-Guemes)
- School social worker (Stacy Pacoloute)
- Member of advisory group, community stakeholders, parents (Stephanie Milford, Deepali Verma, Eliza Gelin)
- In addition to Tier 1 problem solving, the Leadership Team members will meet periodically (bi-monthly) to review consensus, infrastructure, and implementation of building level MTSS.

Tier 2

Selected (Yuneisy Morell, Lillian Mila, Phillis Bellinger) members of the MTSS Leadership Team will conduct regular meetings to evaluate intervention efforts for students by subject, grade, intervention, or other logical organization.

In addition to those selected other teachers will be involved when needed to provide information or revise efforts.

Tier 3 SST

Selected (Yader Lacayo, Jeanette Sierra-Funcia) members of the Leadership Team, Tier 2 Team, and parent/guardian make up the Tier 3 SST Problem Solving Team.

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/Rtl Leadership Team use the Tier 1 Problem Solving process to set Tier 1 goals, and monitors academic and behavioral data to evaluate progress towards those goals at least three times per year by:

1. Holding regular team meetings where problem solving is the sole focus.
2. Using the four step problem solving process as the basis for goal setting, planning, and program evaluation during all team meetings that focus on increasing student achievement or behavioral success.
3. Determining how we will know if students have made expected levels of progress towards proficiency? (What progress will show a positive response?)
4. Respond when grades, subject areas, classes, or individual students have not shown a positive response? (MTSS problem solving process and monitoring progress of instruction)
5. Responding when students are demonstrating a positive response or have met proficiency by raising goals or providing enrichment respectively.
6. Gather and analyze data at all Tiers to determine professional development for faculty as indicated by group or individual student diagnostic and progress monitoring assessment.
7. Ensure that students in need of intervention are actually receiving appropriate supplemental Tier 2 intervention. Gather ongoing progress monitoring (OPM) for all interventions and analyze that data using the Tier 2 problem solving process after each OPM.

Tier 2

The second level of support consists of supplemental instruction and interventions provided in addition to and in alignment with effective core instruction and behavioral supports to groups of targeted students who need additional instructional and/or behavioral support. Tier 2 problem solving meetings occur regularly (monthly is suggested) to:

1. Review OPM data for intervention groups to evaluate group and individual student response.
2. Support interventions where there is not an overall positive group response
3. Select students (see SST guidelines) for SST Tier 3 intervention

The school improvement plan (SIP) summarizes the school's academic and behavioral goals for the year and describes the school's plan to meet those goals. The specific supports and actions needed implement the SIP strategies are closely examined, planned, and monitored on the MTSS/Rtl Tier 1 worksheets completed three times per year. The MTSS/Rtl Problem-Solving process is used to first carry out, monitor, and adjust if necessary, the supports that are defined in the SIP. Annual goals are translated into progress monitoring (3 times per year) and ongoing progress monitoring measures (approximately once per month) that can reliably track progress on a schedule based on student need across Tiers.

Tier 2 supports are provided to students who have not met proficiency or who are at risk of not meeting proficiency.

Finally, MTSS/Rtl End of Year Tier 1 problem solving evaluates the SIP efforts and dictates strategies

for the next year's SIP. At this time, previous years trend data across grade levels is used to examine impact grades for support focus or prevention/early intervention efforts.

While the SIP plan does not focus on the primary (untested) grades, the MTSS/Rtl leadership team extends the intent of the SIP to kindergarten, first, and second grades as they contribute extensively to later grades performance and student engagement.

Title I, Part A

Services are provided to ensure students requiring additional remediation are assisted through extended learning opportunities (before-school and/or after-school programs, Saturday Academy or summer school). The district coordinates with Title II and Title III in ensuring staff development needs are provided. Support services are provided to the schools, students, and families. School based, Title I funded Community Involvement Specialists (CIS), serve as bridge between the home and school through home visits, telephone calls, school site and community parenting activities. The CIS schedules meetings and activities, encourage parents to support their child's education, provide materials, and encourage parental participation in the decision making processes at the school site. Curriculum Coaches develop, lead, and evaluate school core content standards/ programs; identify and analyze existing literature on scientifically based curriculum/behavior assessment and intervention approaches. They identify systematic patterns of student need while working with district personnel to identify appropriate, evidence-based intervention strategies; assist with whole school screening programs that provide early intervening services for children to be considered "at risk;" assist in the design and implementation for progress monitoring, data collection, and data analysis; participate in the design and delivery of professional development; and provide support for assessment and implementation monitoring. Parents participate in the design of their school's Parent Involvement Plan (PIP – which is provided in three languages at all schools), the school improvement process and the life of the school and the annual Title I Annual Parent Meeting at the beginning of the school year. The annual M-DCPS Title I Parent/Family Involvement Survey is intended to be used toward the end of the school year to measure the parent program over the course of the year and to facilitate an evaluation of the parent involvement program to inform planning for the following year. An all out effort is made to inform parents of the importance of this survey via CIS, Title I District and Region meetings, Title I Newsletter for Parents, and Title I Quarterly Parent Bulletins. This survey, available in English, Spanish and Haitian-Creole, will be available online and via hard copy for parents (at schools and at District meetings) to complete. Other components that are integrated into the school-wide program include an extensive Parental Program; Title I CHESS (as appropriate); Supplemental Educational Services; and special support services to special needs populations such as homeless, migrant, and neglected and delinquent students

Title I, Part C- Migrant

Ponce de Leon Middle School provides services and support to migrant students and parents. The District Migrant liaison coordinates with Title I and other programs and conducts a comprehensive needs assessment of migrant students to ensure that the unique needs of migrant students are met.

Title I, Part D

The District receives funds to support the Educational Alternative Outreach program. Services are coordinated with district Drop-Out Prevention programs

Title II

The District uses supplemental funds for improving basic education as follows:

1. training to certify qualified mentors for the New Teacher (MINT) Program
2. training for add-on endorsement programs, such as Reading, Gifted, ESOL
3. training and substitute release time for Professional Development Liaisons (PDL) at each school focusing on Professional Learning Community (PLC) development and facilitation, as well as Lesson Study Group implementation and protocols.

Title III

Ponce de Leon Middle School uses Title III funds to supplement and enhance the programs for English Language Learner (ELL) and immigrant students by providing funds to implement and/or provide:

1. Tutorial programs

2. Parent outreach activities through Bilingual Parent Outreach Program (BPOP)
3. Behavioral/mental counseling services
4. Reading and supplementary instructional materials
5. Hardware and software for the development of language and literacy skills in reading, mathematics and science, is purchased to be used by ELL and immigrant students
6. Coaching and mentoring for ESOL and content area teachers
7. Professional development on best practices for ESOL and content area teachers

Title X- Homeless

1. The Homeless Assistance Program seeks to ensure a successful educational experience for homeless children by collaborating with parents, schools, and the community.
2. The Homeless Liaison provides training for school registrars for enrolling homeless students and for school counselors on the McKinney Vento Homeless Assistance Act-ensuring homeless children and youth are not to be stigmatized or separated, segregated, or isolated on their status as homeless-and are provided with all entitlements.

Supplemental Academic Instruction (SAI)

Ponce de Leon Middle School receives funding from Supplemental Academic Instruction (SAI) as part of its Florida Education Finance Program (FEFP) allocation.

Violence Prevention Programs

Ponce de Leon Middle School is a participant in the Safe and Drug-Free Schools Program.

1. The Safe and Drug-Free Schools Program, Drug Free Youth In Town (DFYIT), addresses violence and drug prevention and intervention services for students through curriculum implemented by classroom teachers, counselors, and the TRUST Specialist.
2. Training and technical assistance for elementary, middle, and senior high school teachers, administrators, counselors, TRUST Specialists, and Safe School Specialists are also a component of this program.
3. The Safe School Specialists provide training and follow-up activities to all school staff in the areas of violence prevention, stress management and crisis management.
4. TRUST Specialists focus on counseling students to solve problems related to drugs and alcohol, stress, suicide, isolation, family violence and other crisis.

Nutrition Programs

1. Ponce de Leon Middle School adheres to and implements the nutrition requirements stated in the District Wellness Policy.
2. Nutrition education, as per state statute, is taught through physical education.
3. The School Food Service Program, school breakfast, school lunch, and after care snacks, follow the Healthy Food and Beverage Guidelines as adopted in the District's Wellness Policy.

Career and Technical Education

By promoting Career Pathways and Programs of Study students will become academy program completers and have a better understanding and appreciation of the postsecondary opportunities available and a plan for how to acquire the skills necessary to take advantage of those opportunities. Articulation agreements allow students to earn college and postsecondary technical credits in high school and provide more opportunities for students to complete 2 and 4 year postsecondary degrees. Students will gain an understanding of business and industry workforce requirements by acquiring Ready to Work and other industry certifications.

Other

Health Connect in Our Schools

- Health Connect in Our Schools (HCiOS) offers a coordinated level of school-based healthcare which integrates education, medical and/or social and human services on school grounds.
- Teams at designated school sites are staffed by a School Social Worker (shared between schools), a Nurse (shared between schools) and a full-time Health Aide.
- HCiOS services reduces or eliminates barriers to care, connects eligible students with health insurance and a medical home, and provides care for students who are not eligible for other services.
- HCiOS delivers coordinated social work and mental/behavioral health interventions in a timely manner.

- HClOS enhances the health education activities provided by the schools and by the health department.
 HClOS offers a trained health team that is qualified to perform the assigned duties related to a quality school health care program.
 - HIV/AIDS Curriculum: AIDS Get the Facts!
 - AIDS: GET the Facts!, is an curriculum that provides a series of general objectives, lessons, activities and resources for providing HIV/AIDS instruction in grades K-12.
 - HIV/AIDS curriculum is consistent with state legislation, as well as school policy and procedures including: Florida Statute 1003.46, Health education; instruction in acquired immune deficiency syndrome, School Board Policy: 6Gx13-5D-1.021 Welfare; School Health Services Program, the M-DCPS Worksite HIV/AIDS Hand Book, and Control of Communicable Disease in School Guidebook for School Personnel.
 - HIV/AIDS curriculum content is also in alignment with Florida Sunshine State Standards.
 - HIV/AIDS content teachers are trained on the curriculum and can participate in yearly professional development about health and wellness related topics.
- Miami Lighthouse / Heiken Children's Vision Program
 Heiken Children's Vision Program provides free complete optometric exams conducted at school sites via vision vans and corrective lenses to all failed vision screenings if the parent /guardian cannot afford the exams and or the lenses.

School Advisory Council (SAC)

Membership:

Name	Stakeholder Group
Martha Chang	Principal
Stephanie Milford	Teacher
Gloria Pelaez	Business/Community
Juanita Miquel-Garcia	Teacher
Carmen Figueroa-Figueras	Teacher
Alison Field	Parent
	Student
Nakeiya Lane	Student

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

The EESAC assist with the development of the School Improvement Plan. The EESAC periodically provides input and feedback on the implementation of the SIP. Recommendations were made by the EESAC and included in the current plan.

Development of this school improvement plan

The EESAC will assist in the development and implementation of the School Improvement Plan. The EESAC will also review and provide input on curricular issues as they relate to increasing student achievement..

Preparation of the school's annual budget and plan

The 2015-2016 EESAC budget will be utilized to assist to purchase incentives.

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

- EESAC funds will be used to purchase Reading incentives. (\$ 500.00)
- EESAC funds will be used to purchase Mathematics incentives. (\$500.00)
- EESAC funds will be used to purchase Science incentives. (\$250.00)
- EESAC funds will be used to purchase Civics EOC incentives (\$250.00)
- EESAC funds will be used to purchase Writing incentives. (\$250.00)
- EESAC funds will be used to purchase student incentives for EOC Assessment incentives.(\$500.00)

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
Chang, Martha	Principal
Sierra-Funcia, Jeanette	Assistant Principal
Lacayo, Yader	Assistant Principal

Duties

Describe how the LLT promotes literacy within the school

The LLT will work collaboratively to ensure the implementation of the CIRP. We will ensure that the teachers are utilizing Inside! in the Intensive Reading classes and Read 180/System 44 for the Intensive Reading Plus classes. CIRPs include instructional content based on the six essential components of reading instruction (oral language, phonological awareness, phonics, fluency, vocabulary and comprehension). CIRPs are used to accelerate growth in reading with the goal of returning students to grade level proficiency.

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

Teachers meet weekly via department and teams to collaborate and plan for effective teaching. Meetings are held on a biweekly basis for 30 minutes prior to the school day beginning, Department teachers are assigned classrooms in proximity to each other to promote collegial conversations.

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

Regular meetings of new teachers with Reading and/or Mathematics Curriculum Leader.
Mentor teacher partnership and soliciting referrals from current employees.

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

1. Regular meetings of new teachers with Reading and/or Mathematics Curriculum Leader
2. Mentor teacher partnership
3. Soliciting referrals from current employees

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

The school utilizes District provided core Instructional Programs and standards aligned District Pacing guides.

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

Each teacher pulls data continuously from different tests administered to students. Teachers utilize information from from I-Ready reports, District assessments, class assignments, and tests to plan for and differentiate instruction for all 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: Weekend Program

Minutes added to school year: 960

Instruction provided will be differentiated to meet the needs of individual students, Saturday school will begin in January 2016 and will offer targeted tutoring in Reading, Mathematics, Writing and test preparation for EOC assessments.

Strategy Rationale

Students are identified by their teachers based on their data and performance and are offered remediation. Participating students work in a small group setting with highly qualified teachers to promote mastery of benchmarks in Reading, Mathematics and Writing.

Strategy Purpose(s)

- Core Academic Instruction

Person(s) responsible for monitoring implementation of the strategy

Chang, Martha, pr6741@dadeschools.net

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

Upon their entrance to the program, each student will be assessed to determine their area of weakness, Students will be assessed to determine student progress based on baseline data during the 4th week of instruction and again at the completion of the program.

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

N/A

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

Career planning is incorporated throughout all subject areas, with a specific focus in 7th grade Civics. School-wide Magnet High School Fair is held for all 8th graders in early October at the beginning of magnet season. High schools also schedule visits to discuss requirements and academy selection.

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

Ponce de Leon Middle School is an Internal Baccalaureate Middle Years Programme (IBMYP). The IBMYP allows students to make the connection between the relevance of what they are learning and the global impact. Students complete standards based projects throughout the three year program.

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:

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

1 = Problem Solving Step  S123456 = Quick Key

Strategic Goals Summary

G1. To increase student achievement by improving core instruction in all content areas.

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. 1a

G070701

Targets Supported 1b

Indicator	Annual Target
AMO Reading - All Students	75.0
AMO Reading - Asian	87.0
AMO Reading - African American	64.0
AMO Reading - Hispanic	
AMO Reading - White	
AMO Reading - ELL	
AMO Reading - SWD	
AMO Reading - ED	
AMO Math - All Students	
AMO Math - Asian	
AMO Math - African American	
AMO Math - Hispanic	
AMO Math - White	
AMO Math - ELL	
AMO Math - SWD	
AMO Math - ED	
FSA Mathematics - Achievement	46.0
Math Gains	68.0
Algebra I EOC Pass Rate	94.0
Geometry EOC Pass Rate	100.0
CELLA Listening/Speaking Proficiency	60.0
CELLA Reading Proficiency	34.0
FSA English Language Arts - Achievement	59.0
ELA/Reading Gains	76.0
ELA/Reading Lowest 25% Gains	70.0
Bio I EOC Pass	100.0
FCAT 2.0 Science Proficiency	51.0
CELLA Writing Proficiency	39.0
Middle School Participation in EOC and Industry Certifications	96.0

Resources Available to Support the Goal 2

- I-Ready, Carnegie Learning, Brain Pop, Khan Academy, Reflex Math, Discovery Education, Intensive Math, Ten Marks, Computer Labs, IB MYP Curriculum, District Pacing Guides, EdModo, Remind 101, IB Summer Camp, Saturday School, ELA test item specifications, PTSA, After-school tutoring/homework help

Targeted Barriers to Achieving the Goal 3

- Limited evidence of effective planning and implementation aligned to standards, effective use of the District pacing guide.

Plan to Monitor Progress Toward G1. 8

Conduct classroom walk throughs to monitor the implementation of lesson plans and instructional routines.

Person Responsible

Martha Chang

Schedule

Daily, from 8/24/2015 to 6/8/2016

Evidence of Completion

Lesson plans, classroom walkthroughs

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. **1**

 G070701

G1.B4 Limited evidence of effective planning and implementation aligned to standards, effective use of the District pacing guide. **2**

 B184245

G1.B4.S1 Effective planning and Instructional Delivery **4**

 S195793

Strategy Rationale

Plan for and deliver instruction that is based on standards and/or specific course benchmarks. Students will experience and master course content and skills, as a result of rigorous, purposeful, and engaging instructional activities. Stakeholders will use student data to ascertain strengths and weaknesses to identify clear and accessible future instructional paths.

Action Step 1 **5**

Professional development will be provided on teaching and effectively implementing standards, LAFS and MAFS

Person Responsible

Lillian Mila

Schedule

Biweekly, from 8/24/2015 to 12/18/2015

Evidence of Completion

Agenda, Sign-in sheets, Lesson Plans, Classroom Walk-throughs

Action Step 2 5

Develop the use of an instructional framework focusing on appropriate pacing based on student needs.

Person Responsible

Phillis Bellinger

Schedule

Biweekly, from 8/24/2015 to 11/20/2015

Evidence of Completion

Agenda, Sign-in sheets, Lesson Plans, Classroom Walk-throughs

Action Step 3 5

Provide student incentives to all students achieving mastery in content areas based on assessment data.

Person Responsible

Jeanette Sierra-Funcia

Schedule

Quarterly, from 8/24/2015 to 6/8/2016

Evidence of Completion

Awards, Trophies, Certificates

Action Step 4 5

Teachers in need of additional support will be assigned mentors to assist in lesson plan development and will observe mentor teachers during the instructional delivery of the developed lesson plans.

Person Responsible

Martha Chang

Schedule

Monthly, from 8/24/2015 to 6/9/2016

Evidence of Completion

Lesson Plans, Student work, Classroom walk-through notes

Plan to Monitor Fidelity of Implementation of G1.B4.S1 6

Consistently monitor fidelity of implementation of instructional framework (lesson plans) that include new standards.

Person Responsible

Martha Chang

Schedule

Daily, from 8/24/2015 to 6/8/2016

Evidence of Completion

Completed lesson plans.

Plan to Monitor Effectiveness of Implementation of G1.B4.S1 7

Principal and Assistant Principals will conduct classroom walkthroughs to monitor the implementation of developed lesson plans. Debrief to determine teachers who are in need of additional support.

Person Responsible

Martha Chang

Schedule

Daily, from 8/24/2015 to 6/8/2016

Evidence of Completion

Lesson plans, classroom walkthroughs

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.B4.S1.A1	Professional development will be provided on teaching and effectively implementing standards, LAFS and MAFS	Mila, Lillian	8/24/2015	Agenda, Sign-in sheets, Lesson Plans, Classroom Walk-throughs	12/18/2015 biweekly
G1.B4.S1.A2	Develop the use of an instructional framework focusing on appropriate pacing based on student needs.	Bellinger, Phillis	8/24/2015	Agenda, Sign-in sheets, Lesson Plans, Classroom Walk-throughs	11/20/2015 biweekly
G1.B4.S1.A3	Provide student incentives to all students achieving mastery in content areas based on assessment data.	Sierra-Funcia, Jeanette	8/24/2015	Awards, Trophies, Certificates	6/8/2016 quarterly
G1.B4.S1.A4	Teachers in need of additional support will be assigned mentors to assist in lesson plan development and will	Chang, Martha	8/24/2015	Lesson Plans, Student work, Classroom walk-through notes	6/9/2016 monthly

Source	Task, Action Step or Monitoring Activity	Who	Start Date (where applicable)	Deliverable or Evidence of Completion	Due Date/ End Date
	observe mentor teachers during the instructional delivery of the developed lesson plans.				
G1.MA1	Conduct classroom walk throughs to monitor the implementation of lesson plans and instructional routines.	Chang, Martha	8/24/2015	Lesson plans, classroom walkthroughs	6/8/2016 daily
G1.B4.S1.MA1	Principal and Assistant Principals will conduct classroom walkthroughs to monitor the implementation of developed lesson plans. Debrief to determine teachers who are in need of additional support.	Chang, Martha	8/24/2015	Lesson plans, classroom walkthroughs	6/8/2016 daily
G1.B4.S1.MA1	Consistently monitor fidelity of implementation of instructional framework (lesson plans) that include new standards.	Chang, Martha	8/24/2015	Completed lesson plans.	6/8/2016 daily

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.

G1. To increase student achievement by improving core instruction in all content areas.

G1.B4 Limited evidence of effective planning and implementation aligned to standards, effective use of the District pacing guide.

G1.B4.S1 Effective planning and Instructional Delivery

PD Opportunity 1

Professional development will be provided on teaching and effectively implementing standards, LAFS and MAFS

Facilitator

Lillian Mila, Eugenio Machado, Phillis Bellinger, Ann Lee, Yuneisy Morell

Participants

All Content Area Teachers

Schedule

Biweekly, from 8/24/2015 to 12/18/2015

Technical Assistance Items

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

G1. To increase student achievement by improving core instruction in all content areas.

G1.B4 Limited evidence of effective planning and implementation aligned to standards, effective use of the District pacing guide.

G1.B4.S1 Effective planning and Instructional Delivery

PD Opportunity 1

Develop the use of an instructional framework focusing on appropriate pacing based on student needs.

Facilitator

Lillian Mila, Eugenio Machado, Phillis Bellinger, Ann Lee, Yuneisy Morell

Participants

All Content Area Teachers

Schedule

Biweekly, from 8/24/2015 to 11/20/2015

PD Opportunity 2

Teachers in need of additional support will be assigned mentors to assist in lesson plan development and will observe mentor teachers during the instructional delivery of the developed lesson plans.

Facilitator

Lillian Mila, Eugenio Machado, Phillis Bellinger, Ann Lee, Yuneisy Morell

Participants

All Content Area Teachers in need of additional support

Schedule

Monthly, from 8/24/2015 to 6/9/2016

Budget

Budget Data			
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1	G1.B4.S1.A1	Professional development will be provided on teaching and effectively implementing standards, LAFS and MAFS	\$0.00
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Budget Data						
2	G1.B4.S1.A2	Develop the use of an instructional framework focusing on appropriate pacing based on student needs.				\$0.00
3	G1.B4.S1.A3	Provide student incentives to all students achieving mastery in content areas based on assessment data.				\$2,250.00
	Function	Object	Budget Focus	Funding Source	FTE	2015-16
			6741 - Ponce De Leon Middle School	School Improvement Funds		\$2,250.00
4	G1.B4.S1.A4	Teachers in need of additional support will be assigned mentors to assist in lesson plan development and will observe mentor teachers during the instructional delivery of the developed lesson plans.				\$0.00
					Total:	\$2,250.00