

Imater Academy Middle School



2015-16 School Improvement Plan

Imater Academy Middle School

651 W 20 ST HIALEAH, Hialeah, FL 33010

[no web address on file]

School Demographics

School Type

Middle

2014-15 Title I School

Yes

2015-16 Economically Disadvantaged (FRL) Rate (As Reported on Survey 2)

90%

Alternative/ESE Center

No

Charter School

Yes

2015-16 Minority Rate (Reported as Non-white on Survey 2)

99%

School Grades History

Year

Grade

2014-15

B*

2013-14

C

**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 was approved by the Dade County School Board on 10/23/2015.

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

Our mission is to develop the intellectual and social skills of its students, providing them a broad education through exposure to a rigorous college preparatory curriculum, with emphasis on developing a broader understanding of communication processes, technologies, and techniques, to produce lifelong learners, who respect diversity, adapt to change and function as responsible citizens.

Provide the school's vision statement

The Vision of Mater Academy, Inc. is to provide students a viable educational choice that offers an innovative, rigorous, and seamless college preparatory curriculum, providing Mater students, at every level from Kindergarten - 12th grade, with a competitive advantage thus enabling students to become confident, self-directed, and responsible life-long learners. To that end, Mater Schools strive to:

- create a thirst for knowledge in all disciplines;
- kindle the art of thinking and serve as a springboard for lifelong learning; and
- deliver and enrich every student with a sense of purpose, a belief in their own efficacy, and a commitment to the common good.

School Environment

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

At the time of enrollment parents are asked to fill out registration packets. It is in these packets that the parent identifies relevant information about the student's ethnicity, economic background, family make up, etc. Before the school year begins, orientation meetings are held giving the parents a time to get to know the school, and us to better acquaint ourselves with them. Parent/teacher conferences are held quarterly giving the parent and teacher a time to discuss the student. In addition, "iMater Family Nights" offer parents and the school an opportunity to get to know the families in a less formal environment.

Building relationships between the teachers and students is vital. The teacher needs to understand that children come from different cultures and backgrounds. A teacher then needs to understand the value of the student's sense of belonging, which can be of greater value and build self worth for minority students. If the teacher demonstrates an understanding of the student's culture, it will provide a better understanding between the teacher and the student.

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

iMater creates an environment where students feel safe and respected before, during and after school. We establish a culture of inclusion and respect that welcomes all students. We reward/praise students when they show thoughtfulness and respect for peers, adults, and the school. We make sure students interact safely. We monitor bullying "hot spots" in and around the building. We enlist the help of all school staff. All staff keep an eye out for bullying. They also help set the tone at school. Teachers, security guards, cafeteria staff, office staff, and others see and influence students every day. Messages reach kids best when they come from many different adults who talk about and show respect and inclusion. Teachers set a tone of respect in their classrooms. This means managing student behavior in the classroom well. Well-managed classrooms are the least likely to have bullying.

A safe and supportive school climate can help prevent bullying. Safety starts in the classroom. Students should

also feel and be safe everywhere on campus—in the cafeteria, in the media center, in the rest rooms, and even on the bus. Everyone at iMater works together to create a climate where students feel safe and respected.

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

iMater has a school-wide behavioral system. We follow the Miami-Dade Student Code of Conduct. And we use the Progressive Discipline Plan.

Orientation meetings are held at the beginning of the school year for parents and students. At this time our discipline policy is discussed and parents are asked to sign a Parent Contract acknowledging they are in agreement with our policies.

Before school starts, the administration meets with all teachers to go over our school-wide behavioral system and discuss the importance of working as a team and being consistent.

The school's administration, along with the teachers, explain the policies to the students during the first week of school. Each teacher is expected to explain their specific classroom rules to the students and send a Welcome Letter home to parents that is returned signed, (acknowledging the parents' acceptance of the policies and procedures).

iMater tries to create an environment where:

All students at the school are to treat others with respect, concern, caring, and fairness.

All students at the school display good citizenship and acknowledge responsibility for their behavior.

All students at the school attend all classes, arrive on time, and actively engage in tasks.

Teachers are expected to present a meaningful curriculum in a captivating manner.

Faculty has the right and duty to model and teach the principles of respect for others and responsibility for one's actions.

The faculty establishes and use behavioral consequences in an educational manner, helping students to appreciate the purpose of rules, the importance of making amends, and the taking of responsibility for improving their 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

iMater, in order to ensure that the social-emotional needs of all students are being met, provides activities that support a comprehensive program based on standards and benchmarks for students' skill development in areas such as personal, social, emotional, academic achievement, career/community awareness and health.

We provide individual and group counseling to help students deal with crisis intervention, transitional issues, and personal and family concerns. In addition, we consult and collaborate with parents/guardians and teachers to assist in developing appropriate strategies for improved student behavior and to promote and support student achievement.

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

iMater's Early Warning Indicators are the following:

- Attendance below 90 percent (excused and unexcused)

- One or more suspensions (indoor and outdoor)

- Course failure in English Language Arts or Mathematics

- Level 1 score on the statewide, standardized assessments in English Language Arts or Mathematics

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	32	29	34	95
One or more suspensions	0	0	0	
Course failure in ELA or Math	15	1	8	24
Level 1 on statewide assessment	1	138	166	305

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	12	18	28	58

Describe all intervention strategies employed by the school to improve the academic performance of students identified by the early warning system**Attendance Below 90 Percent**

This includes a combination of unexcused and excused absences. Even if notes have been submitted, iMater considers the total number of days absent to be excessive.

Counselors monitor student attendance. When they see a student's attendance is alarming, contact with the student as well as the parent is made and noted on the Student Information System as "Excessive Absences." Students with excessive absences will be referred to the administration/Attendance Review Committee. Referral will be issued after reaching the school's maximum allowance, and may result in the student's report card reflecting insufficient attendance for receiving a grade.

If the child's attendance in any class drops below 90%, the child may lose credit for the class. That means the student may not be absent more than 9 days each semester. The student is out of compliance on the 10th absence.

Once the student drops below 75%, they must submit a written petition to the Attendance Review

Committee requesting that the committee consider awarding credit for the missed instructional time. If by the time the student is in the 2nd semester and he/she has 23 absences, they must write a letter to the school asking for credit restoration.

Credit restoration is based on the discretion of the committee, and the student's ability to complete any required assignments, etc.

One or More Suspensions

A suspension is a mandatory leave assigned to a student as a form of punishment that can last anywhere from one day to several weeks, during which time the student is not allowed to attend regular school lessons.

Suspensions may be indoor or outdoor depending on the severity of the infraction.

Suspension is usually a last resort. For every day discipline problems, other forms of punishment would be used.

A suspension is normally used for a Level III, IV, or V violations, which include (but is not limited to) assault, fighting, bullying, vandalism, theft, etc.

Before suspending any student, the student's parents or guardians are notified as to the reason for and the duration of the suspension. It is often mandatory that the student, his/her parents/guardians, the school counselor, and a school administrator have a meeting to discuss and evaluate the matter.

Course Failure in Either English Language Arts or Mathematics

Grades are important. Passing grades are a promotion requirement. In addition, they are a good indicator during the year of how well a student is learning. Progress Reports and Quarterly Report cards are early warning signals to both the school and the parents that a student's progress is in danger of failing and may require extra help and support. The Parent Portal and Student Portal are also good resources to keep the parents and students abreast of

of their academic progress.

Quarterly Parent/Teacher Conferences are held where parents are given the opportunity to discuss their child's progress with their teachers. In addition to Progress Reports, failure notices are also sent home quarterly to advise parents of possible failure. Counselors also meet with students and notify parents of student progress. Tutoring is also offered giving students the opportunity to get the extra help they may need.

In the event that a student fails an academic course, the opportunity to get extra help during academic summer school is offered at no charge to parents where the student is able to make up the failing grade.

Level 1 score on the statewide, standardized assessments in English Language Arts or Mathematics

The results of the Florida Statewide Standardized Assessments reflect the students' proficiency or deficiency when it comes to meeting the Common Core Learning Standards.

Based on the previous year's assessment data, any student scoring a Level 1 or 2 in Reading or Mathematics is placed in an Intensive Reading and/or Mathematics class in addition to their regular classes.

After school tutoring is also offered to Level 1 and 2 students. This instruction targets the benchmarks the students have yet mastered.

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/48710>.

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

iMater takes great pride in developing relationships in its efforts to promote and support student learning. These relationships have created a true sense of community awareness amongst all of its stakeholders. The relationships have benefited the schools through school based fundraising, intrinsic support for its teachers and staff, extrinsic and intrinsic rewards for its students and a reciprocal benefit for these organizations in terms of exposure to the community.

As evidenced in several instances, these organizations have assisted the schools in support of its student learning. These organizations have teamed up with their respective schools and provided them with incentives for the students. In addition many of these organizations have partnered with our schools to enhance our fundraising efforts.

iMater prides itself in an open-door policy where stakeholders can communicate directly with school administrators to enhance our programs. Through special events, such as Career Day, we are continuously soliciting the participation of stakeholders to enhance the community-school relation. As part of the iMater parent contract, we require each family to complete a minimum of 30 annual volunteer hours. This requirement promotes stakeholder involvement by taking an active role in their child's overall educational process. Part of the registration process involves the identification of parent employment and skills. We use this information to enhance their involvement in the school community.

Furthermore, as a Title 1 school, we employ a Community Involvement Specialist (CIS) to serve as a liaison between the school, the parent, and the community. The CIS serve as a bridge between the home and the school. They assist in promoting and conducting parent educational workshops. The CIS assists school-site personnel in planning, implementing, and administering educational support.

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
Santalo, Teresa	Principal
Gorritz, Edward	Assistant Principal
Reyes, Esther	Assistant Principal
Andreu, Sonia	Instructional Coach
Costa, Gretel	Teacher, K-12
De La Cruz, Barbara	Guidance Counselor
Perez, Maria Jeannette	Teacher, K-12
Tylenda, Jessica	Teacher, K-12
Gazzola, Janelle	Teacher, K-12
Almaguer, Barbara	Teacher, K-12
Migueluez, Alicia	Teacher, K-12
Pino, Jennifer	Teacher, K-12
Matos, Wilmer	Teacher, K-12

Duties

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

The iMater Academy Middle School's Leadership team is comprised of various members of the administration department chairs, program specialist, activities director, athletics director, and instructional coach.

Administrators: Ensure commitment, allocate resources, provide a common vision for the use of data based decision-making, conduct classroom walk-throughs, ensure implementation of intervention support and documentation, ensure adequate professional development, and communicate with stakeholders.

Department Chairs: (Language Arts, Mathematics, Science, Social Science, Electives): Provide information about core instruction, participate in student data collection, deliver Tier I instruction/intervention, collaborate with other faculty and staff to implement Tier II interventions, and integrate Tier I materials/instruction with Tier II/III activities. Engage in classroom observations of their department to assure implementation of our school improvement efforts.

Program Specialist: 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 and consultations.

ESOL Chairperson: Articulates the vision for a developmentally appropriate program that builds from basic literacy skills to high school-level. Addresses communication and cultural issues with international students and their parents. Responsible for ensuring that teachers within the department are given access to tools and resources that enable each student to be optimally challenged, thoroughly engaged, and appropriately supported in the process of learning.

Instructional Coach - Reading: Provides guidance on K-12 Comprehensive Research-based Reading Plan. Facilitates and supports data collection activities and data analysis. Provides professional development and technical assistance to teachers regarding database instructional planning. Supports the implementation of Tier I, Tier II, and Tier III intervention plans.

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.

Testing Chairperson: The test chairperson is responsible for the administration of numerous district, state, and national assessments. The test chairperson will provide school-level training for everyone who will be either administering tests, proctoring test sessions, or handling the testing materials.

Activities & Athletics Directors: Both the Activities and Athletics directors are in charge of coordinating and scheduling all in-house as well as any off campus activities and sporting events.

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 School Leadership Team meets bi-monthly to discuss how data-driven instruction is impacting the performance of our students and our faculty. During these meetings, the team reviews standardized data, classroom based assessments as well as formal and informal observations to:

- Progress monitor data that will identify students who are meeting/exceeding benchmarks, are at moderate risk or at high risk for not meeting standards;
- Monitor the effectiveness of the educational programs (i.e., iReady, Achieve 3000, Math IXL, Triumph Learning, etc.);
- Evaluate school-wide professional development plan and allocate relevant resources;
- Share effective practices;
- Evaluate implementation of the School Improvement Plan;
- Facilitate decision-making regarding building consensus among stakeholders, increasing infrastructure efficacy and make decisions regarding implementation of instructional programs.

Title I, Part A

iMater Academy Middle School will provide services to ensure students requiring additional remediation are assisted through extended learning opportunities (before-school and/or after-school programs, and Saturday Tutoring). Title I funds will be used to employ key Title 1 personnel such as paraprofessionals and a Community Involvement Specialist. Paraprofessionals will provide instructional support to students in the core areas as well as provide small group tutoring during the instructional day. A Community Involvement Specialist will support and solicit family involvement of children being served in activities funded by Title I. These funds will also be used to provide support for an after-school tutoring and Saturday tutoring program for Reading, Math, Writing, Science, and Social Science. Title I funds will also be used to purchase supplemental materials and technology for core subjects such as Reading, Math, Science, and Social Science in order to improve instructional focus. Other components that are integrated into the school-wide program will include an extensive Parental Program that requires parents to complete volunteer hours. Opportunities will be created for parents to become involved through the Parent Academy and will offer workshops on education and social issues.

Title II

The Miami-Dade district uses supplemental funds for improving basic education as follows:

- Training to certify qualified mentors for the New Teacher (MINT) Program
- Training for add-on endorsement programs, such as Reading, Gifted, ESOL training

Title III

iMater Academy Middle School will receive Title III funds to supplement and enhance the programs for English Language Learners (ELL) and immigrant students by providing funds to implement and provide tutorial programs.

Title X- Homeless

In cases of homeless students, the Title I Community Involvement Specialist will gather resources (clothing, school supplies, and social services referrals) for students identified as homeless under the McKinney-Vento Act, eliminating barriers for a free and appropriate education.

Supplemental Academic Instruction (SAI)

iMater Academy Middle School will receive funding from Supplemental Academic Instruction (SAI) as part of its Florida Education Finance Program (FEFP) allocation.

Violence Prevention Programs

The Student Services Department will coordinate drug and violence prevention activities such as Red Ribbon Week and Anti-Bullying presentations that will support prevention of violence and drug awareness in and around the school. These programs will help to prevent the use of tobacco, alcohol, and drugs. And will foster a safe, drug-free learning environment supporting student achievement. iMater Academy Middle School will offer a no violence and anti-drug program to students that incorporates field trips, community service, and guest speakers. The Safe and Drug-Free Schools Program addresses violence and drug prevention and intervention services to students through curriculum implemented by classroom teachers, elementary counselors, and/or TRUST Specialists. Training and technical assistance for elementary, middle, and senior high school teachers, administrators, counselors, and/or TRUST Specialists is also a component of this program.

District Policy Against Bullying and Harassment

Miami Dade County Public Schools adopted Policy 5517.01, titled Bullying and Harassment. It is the policy of the Miami-Dade County Public School District that all of its students and school employees have an educational setting that is safe, secure and free from harassment and bullying of any kind. This policy provides awareness, prevention and education in promoting a school atmosphere in which bullying, harassment, and intimidation will not be tolerated by students, school board employees, visitors, or volunteers. Administrators or designees are required to begin any investigation of bullying or harassment within 24 hours of an initial report. All Staff, Students, and Parents/Volunteers MUST receive training on an annual basis. Every school site is required to implement 5 curriculum lessons on Bullying and Violence Prevention per grade level Pre-K thru 12.

Nutrition Programs

iMater Academy Middle School will adhere to and implement the nutrition requirements stated in the District Wellness Policy. Nutrition education, as per state statute, will be taught through physical education. The School Food Service Program, school breakfast, school lunch, and after care snacks, will 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 post-secondary opportunities available and a plan for how to acquire the skills necessary to take advantage of those opportunities.

Articulation agreements will allow students to earn college and post-secondary technical credits in high school and provide more opportunities for students to complete 2 and 4 year post-secondary degrees.

Students will gain an understanding of business and industry workforce requirements by acquiring Ready to Work and other industry certifications.

Job Training

The Career and Research Course taken in the 8th grade will provide students with a job skills program that allows students the opportunity to learn how to create a resume, dress for success, and perform well during an interview.

Other

Coordination and Integration: Parent Academies involve parents in the planning and implementation of the Title I Program and extend an open invitation to our school's parent resource center or parent area in order to inform parents regarding available programs, their rights under No Child Left Behind and other referral services.

Increase parental engagement/involvement through developing (with on-going parental input) our school's Title I School-Parent Compact; our school's Title I Parental Involvement Plan; scheduling the Title I Annual Meeting; and other documents/activities necessary in order to comply with dissemination and reporting requirements.

Conduct informal parent surveys to determine specific needs of our parents, and schedule workshops, Parent Academy Courses, etc., with flexible times to accommodate our parents' schedules. This will impact our goal to empower parents and build their capacity for involvement. We will complete Title I Administration Parental Involvement Monthly School Reports (FM-6914 Rev. 06-08) and the Title I Parental Involvement Monthly

Activities Report (FM-6913 03-07), and submit them to the Title I Administration by the 5th of each month as documentation of compliance with NCLB Section 1118. Additionally, the M-DCPS Title I Parent/Family Survey distributed to schools by Title I Administration, will be completed by parents/families annually in May. The Survey's results will be used to assist with revising our Title I parental documents for the following school year.

School Advisory Council (SAC)

Membership:

Name	Stakeholder Group
Teresa Santalo	Principal
Gretel Costa	Teacher
Sonia Andreu	Teacher
Rosio Diaz	Business/Community
Krystal Alegret	Teacher
Claribel Cereijo	Parent
Lianet Mico	Parent
Judy Leyton	Parent
Maray Hernandez	Parent
Hazel Valentine	Teacher
Danny Caceres	Parent
Kevin Hernandez	Student
Mireya Portal	Parent
Thalia Ortiz	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 Educational Excellence School Advisory Council (EESAC) meets to review and analyze the 2014-2015 school data. The areas of improvement in Reading, Mathematics, and Science are identified as well as strategies to increase achievement are also discussed. In addition, the EESAC discusses the necessary resources needed to increase student learning gains in all grade levels. The team identifies the lowest 25% in each grade level and discusses additional interventions needed for student achievement.

Development of this school improvement plan

The primary objectives of the EESAC is to create (develop) the S.I.P., utilizing input of all stakeholders - including faculty, staff, parents, students, and community/business representatives. The secondary function of the EESAC is to monitor the implementation of the strategies and goals of the S.I.P., and to make any changes deemed necessary by the committee, in order to make the best possible plan for students gains. The EESAC uses allocated state funds based on student F.T.E. These funds are used to provide students with materials and other items that will enhance or facilitate student achievement.

Preparation of the school's annual budget and plan

F.T.E., Title 1, Title 3, and Growth Fund monies are all utilized when preparing the school's annual budget. In preparation, the EESAC gathers data from the previous academic year and creates a budget to assist students in need of remediation.

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

Tutoring: \$28,621.25
Educational Software: \$9501.60
Honor Roll and Reading Plus Incentives: \$2,750.00

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

In compliance

Literacy Leadership Team (LLT)

Membership:

Name	Title
Santalo, Teresa	Principal
Gorritz, Edward	Assistant Principal
Reyes, Esther	Assistant Principal
Costa, Gretel	Teacher, K-12
Perez, Maria Jeannette	Teacher, K-12
Andreu, Sonia	Instructional Coach
Tylenda, Jessica	Teacher, K-12
Almaguer, Barbara	Teacher, K-12
Jimenez, Yanexis	Teacher, K-12

Duties

Describe how the LLT promotes literacy within the school

One of the major initiatives of the LLT is to aid the Response to Intervention (RtI) Team in the development of a new Instructional Focus Calendar (IFC). The calendar is based on the Common Core standards. The LLT's purpose is to ensure that the faculty and staff are familiar with and implement these new standards using research-based reading strategies throughout the curriculum and across subject areas. The LLT fosters reading leadership in faculty and staff members by providing mentoring, lesson studies, and model classrooms for novice or struggling teachers. Recognizing and affirming teachers' successes in the area of literacy is a top priority, as well as promoting a positive culture of reading and literacy throughout the school campus and community. Activities are planned to help promote our literacy focus: literacy week, a book fair with a parent night, and the continuation of a book club.

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

iMater tries to foster collaborative relationships among novice and veteran teachers. From Day 1, new and beginning teachers are assigned a mentor or buddy. They are matched up based on similar grade level/subject area. They meet at least weekly, and if they are teaching the same grade/subject they also plan together. This “integrated professional culture” helps new teachers feel like their needs are recognized and that all teachers share responsibility for student success.

In addition, beginning teachers are provided coverage (at least twice a year) where they are then able to visit other teachers and learn/share best practices.

Department meetings are also held monthly. This is another opportunity where novice and veteran teachers come together to discuss student assessment data, lesson planning, and share strategies.

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

iMater Academy Middle School establishes and implements processes to recruit, employ, retain, mentor, and develop, and evaluate qualified professional and support staff to fulfill assigned roles and responsibilities:

RECRUITMENT PROCESS

- Employs teachers to match the criteria needed, offers comparable salaries to other local districts, and uses equivalent pay scales based on years of experience and degrees earned;
- Partners with local universities to attract qualified graduates and participates in their job fairs;
- Provides the opportunity to apply on-line at the school's website: www.imater.org
- Locates qualified candidates on sites such as Teachers-Teachers.com and Teachers.net;
- Advertises on local web-based newspapers;
- Partners with the Spanish Ministry of Education to assist with the hiring of highly qualified dual language educators;
- Recruits international teachers through Education Partner International LLC; and
- Actively hosts job fairs at select Mater school locations

EMPLOYMENT PROCESS

- Resumes are reviewed and applicants are prequalified according to job description, state certification, federal guidelines and other criteria;
- Candidates are contacted for an initial interview;
- The initial interview may consist of a panel made up of a designated administrator, subject department chair, and a support staff member (e.g. reading coach, math coach, etc.);
- On successful completion of an initial interview, select candidates meet with the principal for a second interview;
- Principals may not employ an individual who is not qualified for certification or does not meet highly qualified status if another applicant has applied who meets the requirement; and
- The school agrees to fingerprint all employees as required by Section 1012.32, F.S., all employees agree to background checks, and drug-screening.

RETAINMENT PROCESS

- Offers annual salaries in line with other local districts, a 401-K Plan which offers matching funds, tuition reimbursement, and a full medical package that includes medical, vision and dental benefits;
- Offers paid life insurance and disability plan;
- Provides teachers the ability to receive and accrue sick days;
- Offers educational assistance/tuition reimbursement which encourages personal development through formal education so employees can maintain and improve job-related skills or enhance their ability to compete for reasonably attainable jobs with the School.
- Rewards Instructional personnel and administrators Merit Award Pay (MAP) following Florida Department of Education guidelines;
- Boosts teacher morale through positive feedback, staff gatherings and social events, and a “Teacher Appreciation Week”;

- Encourages optional professional development opportunities; and
- Conducts walkthroughs, Midyear Reviews, Yearly Observations, and Summative Evaluations, conducted to assist the teacher with their professional growth.

MENTORING PROCESS

- Beginning/New Teacher Orientation is held before the commencement of each school year; beginning teachers, teachers new to the school, and those in need of improvement are assigned mentors. These individuals assist with their acculturation to the school's mores and are accessible to aid with any school related or other issues.
- All faculty and staff, as part of the continuous improvement process, are offered professional growth opportunities to further enhance their individual professionalism.

DEVELOPMENT OF STAFF

- Faculty members will complete a Deliberate Practice Growth Target (DPGT) as a means to document and identify areas for person targeted professional growth, including the identification of strategies for obtaining specified goals, and a time frame in which it can occur. These DPGTs are then reviewed by an administrator, and therein an opportunity exists for additional recommendations to be made as well as there is an opportunity to discuss and commit to said plan; and
- Observation of new and challenged teachers by veteran teachers may be conducted and support strategies will be implemented as applicable;
- Staff will participate in school-initiated and other relevant and necessary workshops for professional development, and with the intent of consistent and continuous improvement to educators as professionals;
- Teachers will meet with administrators periodically to interpret data from district and/or state assessments. Quantitative and qualitative data will be used to help plan and improve classroom instructions by targeting students' weak areas;
- Faculty meetings will be held monthly by school administrators to discuss day-to-day school activities in order to facilitate support, and encourage communication;
- Department meetings will be held monthly to discuss any concerns within the department, and to keep abreast of current trends in the particular subject area;
- Team meetings may occur as often as biweekly through team leaders, in order to facilitate support, encourage communication, allow for team planning, and troubleshoot concerns and needs;

EVALUATION OF FACULTY

- The administrative team will each conduct a minimum of 15 walkthroughs daily to provide feedback on objective, setting, grade level appropriateness of lessons, use of higher-order questioning, appropriate use of resources; on-task behavior, as well as classroom management;
- Each teacher will be formally observed a minimum of once in the school year using the Instructional Performance Evaluation and Growth System (IPEGS) which focuses on 8 Standards: (1)Learner Progress, (2)Knowledge of Learners, (3)Instructional Planning, (4)Instructional Delivery, (5)Assessment, (6)Communication, (7)Professionalism, and (8)Learning Environment. Number of observations will be based on number of years of teaching experience.

Staffing responsibilities lie with Teresa Santalo, Principal.

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

Mentee Name: Anthony Becerra

Mentor Name: Michael Mitrani

Rationale for Pairing: Mr. Mitrani has been a teacher for the past 3 years, and taught the same grade level/subject the past.. His classroom is located near Mr. Becerra's classroom.

Planned Mentoring Activities: Mentee will participate in our 2 day Beginning Teacher Orientation that takes place week before school starts. The mentee and mentor will meet a minimum of once a week and the mentor is

responsible for keeping a log of those meetings. The mentee will be responsible for creating a "Beginning teacher Portfolio" made up of 10 components. One component is due each month to an Assistant Principal who will review the portfolio monthly and make comments and suggestions to assist the beginning teacher.

-----Mentee

Name: Pamela Hernandez

Mentor Name: Michelle Ojeda

Rationale for Pairing: Ms. Ojeda has been a teacher for the past 2 years. She is also a 7th grade language arts teacher and her classroom is located across the hall from Ms. Hernandez's.

Planned Mentoring Activities: Mentee will participate in our 2 day Beginning Teacher Orientation that takes place a week before school starts. The mentee and mentor will meet a minimum of once a week and the mentor is responsible for keeping a log of those meetings. The mentee will be responsible for creating a "Beginning teacher Portfolio" made up of 10 components. One component is due each month to an Assistant Principal who will review the portfolio monthly and make comments and suggestions to assist the beginning teacher.

-----Mentee

Name: Marisol Linares

Mentor Name: Sonia Andreu

Rationale for Pairing: Ms. Andreu has been a teacher for the past 12 years, and is our Language Arts department head. She excels at teaching reading and would be a good role model for Ms. Linares.

Planned Mentoring Activities: Mentee will participate in our 2 day Beginning Teacher Orientation that takes place a week before school starts. The mentee and mentor will meet a minimum of once a week and the mentor is responsible for keeping a log of those meetings. The mentee will be responsible for creating a "Beginning teacher Portfolio" made up of 10 components. One component is due each month to an Assistant Principal who will review the portfolio monthly and make comments and suggestions to assist the beginning teacher.

-----Mentee

Name: Katherine Schuck

Mentor Name: Alicia Miguelez

Rationale for Pairing: Ms. Miguelez has been a teacher for the past 4 years. She is the Department Chair for the electives department. She is a performing arts teacher as well, and can offer Ms. Schuck many strategies.

Planned Mentoring Activities: Mentee will participate in our 2 day Beginning Teacher Orientation that takes place a week before school starts. The mentee and mentor will meet a minimum of once a week and the mentor is responsible for keeping a log of those meetings. The mentee will be responsible for creating a "Beginning teacher Portfolio" made up of 10 components. One component is due each month to an Assistant Principal who will review the portfolio monthly and make comments and suggestions to assist the beginning teacher.

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

iMater Academy Middle School ensures its core instructional programs and materials are aligned to Florida's standards in several ways. The primary way we ensure this is by utilizing textbooks and resources that are aligned to Florida's standards such as SpringBoard for ELA and Mathematics. Our school also creates ongoing opportunities for teachers to unpack the Florida standards and to plan and discuss curriculum that aligns to the standards. These meetings provide opportunities for growth in instructional practice, curriculum, and the standards. Further, continuous monitoring by the administration ensures that the faculty is on task and working towards teaching to the Florida standards.

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

Data is used in a variety of ways to provide and differentiate instruction to meet the diverse needs of students. Since the reading of mathematics results of the FSA 2014-2015 have yet to be released student are being placed according to the District's recommendations of using FCAT 2.0 data. Students who scored FCAT Levels 1 and 2 receive intensive reading and mathematics classes to fill in the gaps and reinforce basic skills.

In addition, software tutorials such as iReady, Math IXL, and Achieve 3000 are used as supplementary resources. iReady is a reading intervention where the student have the opportunity to engage with complex texts. This program not only tracks student performance but also provides educators with actionable prompts help even the most struggling reader progress through the program. The instructional components in iReady scaffold comprehension tasks.

Achieve 3000 differentiates lessons at 12 levels of English and 7 levels of Spanish to ensure all learners engage at their individual reading levels, accelerating reading gains, boosting mastery of state and Common Core Standards and performance on high-stakes tests, and preparing them for college and career—and beyond.

Math IXL is aligned to the Common Core State Standards, providing comprehensive coverage of math concepts and applications. Math IXL provides unlimited practice problems specifically tailored to each required standard. Student progress is tracked and proficiency score reports are generated. These reports allow the teachers to evaluate student aptitude and identify troubled areas.

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: 5,160

All students will benefit from the before tutoring programs offered at iMater Academy Middle School. The before tutoring program will remediate all students not meeting high standards in core subjects. Teachers will begin tutoring as early as 6:30 a.m. to offer assistance to students needing remediation.

Strategy Rationale

Our hope is to create additional opportunities outside the regular school day. Students will have the opportunity to not only use the computer labs but also have teacher assisted instruction.

Strategy Purpose(s)

- Core Academic Instruction

Person(s) responsible for monitoring implementation of the strategy

Reyes, Esther, estherreyes@dadeschools.net

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

Data will be collected midyear, after the administration of the Mid-Year Assessments. Classroom teachers will meet by subject area and analyze the growth and areas of concern. Instructional decisions based on data will be made at the time. Instructional focus calendars will be adjusted to meet the needs of the students. Students who show areas of concern will be encouraged to attend the before school tutoring program.

Strategy: Weekend Program

Minutes added to school year: 1,920

Students in Levels 3, 4, and 5 will benefit from our Saturday tutoring program offered at iMater Academy Middle School. The Saturday tutoring program will provide enrichment to these students already meeting high standards in core subjects.

Students who will be taking an End of Course Assessment will also benefit from this supplementary Saturday tutoring program.

Strategy Rationale

Our hope is to create additional opportunities outside the regular school day. Our goal is to maintain or exceed high achievement for these students.

Strategy Purpose(s)

- Enrichment

Person(s) responsible for monitoring implementation of the strategy

Reyes, Esther, estherreyes@dadeschools.net

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

Data will be collected midyear, after the administration of the Mid-Year Assessments. Classroom teachers will meet by subject area and analyze the growth and areas of concern. Instructional decisions based on data will be made at the time. Instructional focus calendars will be adjusted to meet the needs of the students.

Strategy: After School Program

Minutes added to school year: 5,160

Level 1 and 2 students will benefit from the after school tutoring programs offered at iMater Academy Middle School. The after school tutoring program will remediate all students not meeting high standards in core subjects. Teachers will begin tutoring immediately after school to offer assistance to students needing remediation.

Strategy Rationale

Our hope is to create additional opportunities outside the regular school day. Students will have the opportunity to not only use the computer labs but also have teacher assisted instruction.

Strategy Purpose(s)

- Core Academic Instruction

Person(s) responsible for monitoring implementation of the strategy

Reyes, Esther, estherreyes@dadeschools.net

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

Data will be collected midyear, after the administration of the Mid-Year Assessments. Classroom teachers will meet by subject area and analyze the growth and areas of concern. Instructional decisions based on data will be made at the time. Instructional focus calendars will be adjusted to meet the needs of the students. Students who show areas of concern will be encouraged to attend the after school tutoring 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

iMater Academy Middle School employs various strategies to support incoming and outgoing cohorts of students in transition from one school level to another. There is a collaborative process that takes place within grade levels, content areas, and feeder schools.

A New Student Orientation is held prior to the beginning of the school year to inform students and parents about policies and procedures. In addition, counselors familiarize students with academic requirements and expectations for grade level advancement/promotion.

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

The iMater Student Services Department conducts presentations to all students by class and grade level explaining the challenges and benefits of enrolling in advanced courses which will lead to advanced placement and dual degree options. They further assist students in the completing Subject Selection Forms.

Counselors follow the Student Progression Plan to assure that students are enrolled in courses that align with students' future career goals.

All 8th graders are enrolled in a Critical Thinking, Career & Research course in which the student explores interests, skills, and values that will help them to develop a High School course plan that will facilitate a post-secondary education plan.

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

iMater Academy Middle School is working towards providing technical and career education programs in Arts, A/V Technology and Communication through its Digital Design, T.V. Production and Computer/Business Skills courses.

iMater is in the process of partnering with local businesses in order to improve academic performance by providing rigorous and relevant curriculum opportunities.

Business/computer teachers are in the process of obtaining the necessary certifications approved by the Florida Department of Education and Miami-Dade County Public Schools to provide educational excellence that ensure all students graduate with world-class academic standards, technological skills, and industry-recognized credentials necessary to pursue their personal, post-secondary and career aspirations.

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

The school has increased its efforts to provide more advanced course options where Middle School students are enrolled in higher level courses that earn them High School credit. This will better prepare them for post-secondary career opportunities. In addition, the school is working to promote and keep the technical courses in the Arts, A/V Technology and Communication, and Computer/Business Skills.

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

iMater Academy Middle School is in its third year of inception and has not received a High School Feedback Report. Upon receipt of such report a comprehensive analysis of the number of students successfully passing the English Language Assessment, End of Course exams, PSAT's and SAT/ACT's will be analyzed and strategies will be put in place to further improve post graduation success.

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 strengthening core instruction through rigor, relevance and relationship.

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 strengthening core instruction through rigor, relevance and relationship. 1

G074

Targets Supported 1b

Indicator	Annual Target
AMO Reading - All Students	
AMO Reading - African American	
AMO Reading - Hispanic	
AMO Reading - White	
AMO Reading - ELL	
AMO Reading - SWD	
AMO Reading - ED	
ELA/Reading Gains	0.0
ELA/Reading Lowest 25% Gains	0.0
CELLA Listening/Speaking Proficiency	62.0
CELLA Reading Proficiency	40.0
CELLA Writing Proficiency	55.0
AMO Math - All Students	
AMO Math - African American	
AMO Math - Hispanic	
AMO Math - White	
AMO Math - ELL	
AMO Math - SWD	
AMO Math - ED	
Math Gains	0.0
Math Lowest 25% Gains	0.0
Bio I EOC Pass	75.0
FCAT 2.0 Science Proficiency	40.0
Civics EOC Pass	70.0
FSA English Language Arts - Achievement	
Algebra I FSA EOC Pass Rate	90.0
FSA Mathematics - Achievement	

Resources Available to Support the Goal 2

- Teacher recommendations
- Previous year's academic performance
- Pearson/Prentice Hall Mathematics Series (Used for Algebra 1 and Geometry)
- Miller and Levine Textbooks (Used for Biology)
- Enrichment Tutoring provided for all students enrolled in Algebra 1, Geometry, and/or Biology
- Technology: iReady, Triumph Learning, Achieve 3000, Math IXL, Brain Pop, Gizmos, and Discovery Education
- Pearson Interactive Science Textbook (for Middle School Science)
- SpringBoard Textbook (for Middle School ELA and Mathematics)

- Data from FSA 2014-2015 (ELA and Mathematics)
- Data from Spring 2015 End-of-Course Assessments (EOCs)

Targeted Barriers to Achieving the Goal 3

- Students showed deficiency in the Algebra 1 EOC (2014-2015) Reporting Category: Polynomials and Reporting Category: Rationals, Radicals, Quadratics, and Discrete Mathematics
- Students showed deficiency in the Geometry EOC (2014-2015) Reporting Category: Trigonometry and Discrete Mathematics
- Students not motivated to attend tutoring.
- Students showed deficiency in the (Spring 2015) Biology EOC Reporting Category: Classification, Heredity and Evolution and Reporting Category: Organisms, Populations, and Ecosystems.
- Students showed deficiency in the (Spring 2015) Science FCAT 2.0 (in all Reporting Categories): Nature Science, Earth & Space Science, Physical Science, and Life Science.
- ELA standards with a focus on writing, is required across the curriculum.
- Students showed deficiency in the (Spring 2015) Civics EOC Reporting Category: Origins & Purposes of Law & Government and Reporting Category: Government Policies & Political Processes.

Plan to Monitor Progress Toward G1. 8

Assessment data will be collected and reviewed throughout the year to determine progress toward the goal.

Person Responsible

Teresa Santalo

Schedule

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

Evidence of Completion

Mid-Year Assessment data and EOC scores will be used to demonstrate our goal was monitored and progress was made.

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 the 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 strengthening core instruction through rigor, relevance and relationship. **1**

 G074

G1.B1 Students showed deficiency in the Algebra 1 EOC (2014-2015) Reporting Category: Polynomials and Reporting Category: Rationals, Radicals, Quadratics, and Discrete Mathematics **2**

 B193

G1.B1.S1 Lesson plans and administrative walk-throughs **4**

 S204

Strategy Rationale

Demonstrate that objective is being taught

Action Step 1 **5**

Administration will conduct walk-throughs to ensure targeted objectives are being taught.

Person Responsible

Teresa Santalo

Schedule

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

Evidence of Completion

Mid-Year Assessments

Plan to Monitor Fidelity of Implementation of G1.B1.S1 6

Data analysis along with administrative walk-throughs will be used to monitor fidelity.

Person Responsible

Teresa Santalo

Schedule

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

Evidence of Completion

Data from Mid-Year Assessments and EOC will be interpreted

Plan to Monitor Effectiveness of Implementation of G1.B1.S1 7

Assessment data will be used to monitor effectiveness.

Person Responsible

Teresa Santalo

Schedule

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

Evidence of Completion

Mid-Year Assessment data, EOC data, and administrative walk-throughs

G1.B2 Students showed deficiency in the Geometry EOC (2014-2015) Reporting Category: Trigonometry and Disc
Mathematics **2**

B193

G1.B2.S1 Lesson plans and administrative walk-thoroughs **4**

S204

Strategy Rationale

Demonstrate that objective is being taught

Action Step 1 **5**

Administration will conduct walk-throughs to ensure targeted objectives are being taught.

Person Responsible

Teresa Santalo

Schedule

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

Evidence of Completion

Mid-Year Assessment data

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

Data analysis along with administrative walk-throughs will be used to monitor fidelity.

Person Responsible

Teresa Santalo

Schedule

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

Evidence of Completion

Data from Mid-Year Assessments and EOC will be interpreted

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

Assessment data will be used to monitor effectiveness.

Person Responsible

Teresa Santalo

Schedule

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

Evidence of Completion

Mid-Year Assessment data, EOC data, and administrative walk-throughs

G1.B3 Students not motivated to attend tutoring. 2

B193

G1.B3.S1 Reward students that attend tutoring. 4

S204

Strategy Rationale

If students are motivated, they are more likely to attend tutoring.

Action Step 1 5

Teachers and the school's administration will offer incentives to those students that attend tutoring.

Person Responsible

Esther Reyes

Schedule

Weekly, from 11/2/2015 to 4/15/2016

Evidence of Completion

Tutoring Attendance Rosters

Plan to Monitor Fidelity of Implementation of G1.B3.S1 6

Administrative walk-throughs will be conducted during tutoring sessions to support the fidelity of implementation.

Person Responsible

Esther Reyes

Schedule

Weekly, from 11/2/2015 to 4/15/2016

Evidence of Completion

Pre and Post tests results will be interpreted

Plan to Monitor Effectiveness of Implementation of G1.B3.S1 7

Student attendance and post test results will be used to monitor effectiveness.

Person Responsible

Teresa Santalo

Schedule

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

Evidence of Completion

Tutoring attendance rosters and pre and post test results

G1.B4 Students showed deficiency in the (Spring 2015) Biology EOC Reporting Category: Classification, Heredity, and Evolution and Reporting Category: Organisms, Populations, and Ecosystems. 2

B193

G1.B4.S1 Provide ongoing professional development opportunities in the area of differentiated instruction in science classes. 4

S204

Strategy Rationale

Providing teachers with ongoing training will lead to better classroom instruction.

Action Step 1 5

Provide professional development opportunities on differentiated instruction in a science class.

Person Responsible

Gretel Costa

Schedule

Every 2 Months, from 8/19/2015 to 4/29/2016

Evidence of Completion

Teachers will create lesson plans implementing differentiated instruction on reporting category: Classification, Heredity, Evolution, Organisms, Populations and Ecosystems.

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

Professional development sessions on differentiated instruction will be provided during teacher planning days and during Science Departmental meetings.

Person Responsible

Gretel Costa

Schedule

Every 2 Months, from 8/19/2015 to 4/29/2016

Evidence of Completion

Lesson plans will be collected during professional development sessions to show implementation of differentiated instruction.

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

Classrooms walkthroughs will be done to observe evidence of the implementation of differentiated instruction.

Person Responsible

Edward Gorriz

Schedule

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

Evidence of Completion

Observation checklists will be completed during walkthroughs.

G1.B4.S2 Introduce the use of Bio-blitz to increase student's knowledge of key vocabulary. 4

Strategy Rationale

Teaching key vocabulary as a game will motivate students to familiarize themselves with Biology's key concepts.

Action Step 1 5

Students will be tested on their vocabulary words at the beginning of class, every two weeks.

Person Responsible

Gretel Costa

Schedule

Biweekly, from 9/4/2015 to 6/9/2016

Evidence of Completion

Student's vocabulary quizzes will be part of their nine weeks grade.

Plan to Monitor Fidelity of Implementation of G1.B4.S2 6

Classroom walk-throughs and formal observations will be conducted.

Person Responsible

Edward Gorriz

Schedule

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

Evidence of Completion

Observations checklist will be completed to monitor implementation of the use of Bio-Blitz.

Plan to Monitor Effectiveness of Implementation of G1.B4.S2 7

Students will be given quarterly assessments that will target key vocabulary introduced through Bio-Blitz.

Person Responsible

Gretel Costa

Schedule

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

Evidence of Completion

The improvement on the assessment will demonstrate if the strategy is being implemented with effectiveness.

G1.B4.S3 Provide Saturday school tutoring to all Biology students. 4

S204

Strategy Rationale

Teachers will use data driven instruction to review areas in which our students show deficiency.

Action Step 1 5

Saturday school tutoring for all Biology students.

Person Responsible

Edward Gorriz

Schedule

Weekly, from 1/9/2016 to 5/7/2016

Evidence of Completion

Attendance roster for weekly Saturday school.

Plan to Monitor Fidelity of Implementation of G1.B4.S3 6

The students will be given an progress monitoring assessments throughout the tutoring period.

Person Responsible

Gretel Costa

Schedule

Monthly, from 1/9/2016 to 5/7/2016

Evidence of Completion

The students' scores on the assessments will demonstrate if the strategy was implemented with fidelity.

Plan to Monitor Effectiveness of Implementation of G1.B4.S3 7

A post assessment will be given to the students on the last day of Saturday tutoring.

Person Responsible

Gretel Costa

Schedule

On 5/7/2016

Evidence of Completion

The students' post-assessment will demonstrate the effectiveness of the implementation.

G1.B5 Students showed deficiency in the (Spring 2015) Science FCAT 2.0 (in all Reporting Categories): Nature of Science, Earth & Space Science, Physical Science, and Life Science. 2

B193

G1.B5.S1 Introduce the use of Vocabulary-Blitz to increase students' knowledge of key vocabulary. 4

S204

Strategy Rationale

Knowledge of science vocabulary will increase students' performance.

Action Step 1 5

New vocabulary words will be introduced every two weeks.

Person Responsible

Gretel Costa

Schedule

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

Evidence of Completion

The students will complete oral vocabulary assessment every two weeks in Science class.

Plan to Monitor Fidelity of Implementation of G1.B5.S1 6

Classrooms walkthroughs will be done to monitor the implementation of Vocabulary-Blitz.

Person Responsible

Edward Gorriz

Schedule

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

Evidence of Completion

Classroom observations checklists will serve as evidence to demonstrate the action plan for the strategy is being implemented.

Plan to Monitor Effectiveness of Implementation of G1.B5.S1 7

The students will complete a vocabulary post-assessment at the end of the year.

Person Responsible

Gretel Costa

Schedule

On 5/30/2016

Evidence of Completion

The vocabulary assessment's score will be used to demonstrate the action plan was monitored.

G1.B5.S2 Introduce the use of Mini-Lessons to review 6th and 7th grade annually assessed benchmarks on Earth Space, Physical Science and Life Science. 4

 S204

Strategy Rationale

Mini-Lessons will provide students with the repetition necessary in order for the students to have retention of the 6th and 7th grade material.

Action Step 1 5

Mini-Lessons on annually assessed benchmarks will be introduced the first 25 minutes of every instructional block.

Person Responsible

Gretel Costa

Schedule

Biweekly, from 8/24/2015 to 5/27/2016

Evidence of Completion

The students will complete their independent work for each of the mini-lessons.

Plan to Monitor Fidelity of Implementation of G1.B5.S2 6

Lesson plans will be checked to monitor the fidelity of the strategy implementation.

Person Responsible

Edward Gorriz

Schedule

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

Evidence of Completion

Lesson plans will serve as evidence of the action implementation.

Plan to Monitor Effectiveness of Implementation of G1.B5.S2 7

Mini-lessons assessments will be administered periodically to assess students' growth on annually assessed benchmarks.

Person Responsible

Gretel Costa

Schedule

Monthly, from 9/25/2015 to 5/27/2016

Evidence of Completion

Mini-lesson assessments' scores will be used to demonstrate the action plan was monitored.

G1.B5.S3 Provide Saturday School tutoring to all 8th grade science students. 4

S204

Strategy Rationale

Review of all annually assessed benchmarks during Saturday tutoring will increase students' retention and correct students' misconceptions about the most difficult scientific concepts.

Action Step 1 5

The 8th grade students will be offered Saturday school tutoring.

Person Responsible

Gretel Costa

Schedule

Weekly, from 1/9/2016 to 3/5/2016

Evidence of Completion

The attendance roster will serve as evidence to demonstrate completion.

Plan to Monitor Fidelity of Implementation of G1.B5.S3 6

The students will be given progress monitoring assessments throughout the tutoring period.

Person Responsible

Gretel Costa

Schedule

Monthly, from 1/9/2016 to 3/5/2016

Evidence of Completion

The students' score in the assessments will demonstrate if the strategy was implemented with fidelity.

Plan to Monitor Effectiveness of Implementation of G1.B5.S3 7

A post assessment will be given to the students on the last day of Saturday tutoring.

Person Responsible

Gretel Costa

Schedule

On 3/5/2016

Evidence of Completion

The students' post assessment will demonstrate the effectiveness of the implementation.

G1.B6 ELA standards with a focus on writing, is required across the curriculum. 2

B193

G1.B6.S1 Content area teachers will reinforce writing in their subject area. 4

S204

Strategy Rationale

By using writing in all subject areas, the school's literacy and writing skills will be enhanced.

Action Step 1 5

DBQ's will be used in all content area classes.

Person Responsible

Esther Reyes

Schedule

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

Evidence of Completion

Student work samples

Plan to Monitor Fidelity of Implementation of G1.B6.S1 6

Lesson plans will be checked as well as walk-throughs conducted.

Person Responsible

Teresa Santalo

Schedule

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

Evidence of Completion

Lesson plans and student work samples

Plan to Monitor Effectiveness of Implementation of G1.B6.S1 7

Assessment data will be reviewed to monitor the effectiveness of implementation.

Person Responsible

Teresa Santalo

Schedule

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

Evidence of Completion

Teacher-made assessments, Interim assessments, and State-wide assessments

G1.B7 Students showed deficiency in the (Spring 2015) Civics EOC Reporting Category: Origins & Purposes of Law Government and Reporting Category: Government Policies & Political Processes. 2

B193

G1.B7.S1 Lesson plans and administrative walk-throughs. 4

S204

Strategy Rationale

Demonstrate that objective is being taught.

Action Step 1 5

Administration will conduct walk-throughs to ensure targeted objectives are being taught.

Person Responsible

Teresa Santalo

Schedule

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

Evidence of Completion

Mid-Year Assessments

Plan to Monitor Fidelity of Implementation of G1.B7.S1 6

Data analysis along with administrative walk-throughs will be used to monitor fidelity.

Person Responsible

Teresa Santalo

Schedule

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

Evidence of Completion

Data from Mid-Year Assessments and EOC will be interpreted.

Plan to Monitor Effectiveness of Implementation of G1.B7.S1 7

Assessment data will be used to monitor effectiveness.

Person Responsible

Teresa Santalo

Schedule

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

Evidence of Completion

Mid-Year Assessment data, EOC data, and administrative walk-thoroughs

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/Date
G1.B1.S1.A1	Administration will conduct walk-throughs to ensure targeted objectives are being taught.	Santalo, Teresa	8/24/2015	Mid-Year Assessments	6/9/2016 weekly
G1.B2.S1.A1	Administration will conduct walk-throughs to ensure targeted objectives are being taught.	Santalo, Teresa	8/24/2015	Mid-Year Assessment data	6/9/2016 weekly
G1.B3.S1.A1	Teachers and the school's administration will offer incentives to those students that attend tutoring.	Reyes, Esther	11/2/2015	Tutoring Attendance Rosters	4/15/2016 weekly
G1.B4.S1.A1	Provide professional development opportunities on differentiated instruction in a science class.	Costa, Gretel	8/19/2015	Teachers will create lesson plans implementing differentiated instruction on reporting category: Classification, Heredity, Evolution, Organisms, Populations and Ecosystems.	4/29/2016 every-2-mo
G1.B4.S2.A1	Students will be tested on their vocabulary words at the beginning of class, every two weeks.	Costa, Gretel	9/4/2015	Student's vocabulary quizzes will be part of their nine weeks grade.	6/9/2016 biweekly
G1.B4.S3.A1	Saturday school tutoring for all Biology students.	Gorritz, Edward	1/9/2016	Attendance roster for weekly Saturday school.	5/7/2016 weekly
G1.B5.S1.A1	New vocabulary words will be introduced every two weeks.	Costa, Gretel	8/24/2015	The students will complete oral vocabulary assessment every two weeks in Science class.	6/9/2016 biweekly
G1.B5.S2.A1	Mini-Lessons on annually assessed benchmarks will be introduced the first 25 minutes of every instructional block.	Costa, Gretel	8/24/2015	The students will complete their independent work for each of the mini-lessons.	5/27/2016 biweekly
G1.B5.S3.A1	The 8th grade students will be offered Saturday school tutoring.	Costa, Gretel	1/9/2016	The attendance roster will serve as evidence to demonstrate completion.	3/5/2016 weekly
G1.B6.S1.A1	DBQ's will be used in all content area classes.	Reyes, Esther	8/24/2015	Student work samples	6/9/2016 weekly
G1.B7.S1.A1	Administration will conduct walk-throughs to ensure targeted objectives are being taught.	Santalo, Teresa	8/24/2015	Mid-Year Assessments	6/9/2016 weekly
G1.MA1	Assessment data will be collected and reviewed throughout the year to determine progress toward the goal.	Santalo, Teresa	8/24/2015	Mid-Year Assessment data and EOC scores will be used to demonstrate our goal was monitored and progress was made.	6/9/2016 quarterly

Source	Task, Action Step or Monitoring Activity	Who	Start Date (where applicable)	Deliverable or Evidence of Completion	Due Date/Date
G1.B1.S1.MA1	Assessment data will be used to monitor effectiveness.	Santalo, Teresa	8/24/2015	Mid-Year Assessment data, EOC data, and administrative walk-throughs	6/9/2016 quarterly
G1.B1.S1.MA1	Data analysis along with administrative walk-throughs will be used to monitor fidelity.	Santalo, Teresa	8/24/2015	Data from Mid-Year Assessments and EOC will be interpreted	6/9/2016 quarterly
G1.B2.S1.MA1	Assessment data will be used to monitor effectiveness.	Santalo, Teresa	8/24/2015	Mid-Year Assessment data, EOC data, and administrative walk-throughs	6/9/2016 quarterly
G1.B2.S1.MA1	Data analysis along with administrative walk-throughs will be used to monitor fidelity.	Santalo, Teresa	8/24/2015	Data from Mid-Year Assessments and EOC will be interpreted	6/9/2016 quarterly
G1.B3.S1.MA1	Student attendance and post test results will be used to monitor effectiveness.	Santalo, Teresa	8/24/2015	Tutoring attendance rosters and pre and post test results	6/9/2016 quarterly
G1.B3.S1.MA1	Administrative walk-throughs will be conducted during tutoring sessions to support the fidelity of implementation.	Reyes, Esther	11/2/2015	Pre and Post tests results will be interpreted	4/15/2016 weekly
G1.B4.S1.MA1	Classrooms walkthroughs will be done to observe evidence of the implementation of differentiated instruction.	Gorritz, Edward	8/24/2015	Observation checklists will be completed during walkthroughs.	6/9/2016 weekly
G1.B4.S1.MA1	Professional development sessions on differentiated instruction will be provided during teacher planning days, and during Science Departmental meetings.	Costa, Gretel	8/19/2015	Lesson plans will be collected during professional development sessions to show implementation of differentiated instruction.	4/29/2016 every-2-months
G1.B5.S1.MA1	The students will complete a vocabulary post-assessment at the end of the year.	Costa, Gretel	5/30/2016	The vocabulary assessment's score will be used to demonstrate the action plan was monitored.	5/30/2016 one-time
G1.B5.S1.MA1	Classrooms walkthroughs will be done to monitor the implementation of Vocabulary-Blitz.	Gorritz, Edward	8/24/2015	Classroom observations checklists will serve as evidence to demonstrate the action plan for the strategy is being implemented.	6/9/2016 weekly
G1.B6.S1.MA1	Assessment data will be reviewed to monitor the effectiveness of implementation.	Santalo, Teresa	8/24/2015	Teacher-made assessments, Interim assessments, and State-wide assessments	6/9/2016 quarterly
G1.B6.S1.MA1	Lesson plans will be checked as well as walk-throughs conducted.	Santalo, Teresa	8/24/2015	Lesson plans and student work samples	6/9/2016 weekly
G1.B7.S1.MA1	Assessment data will be used to monitor effectiveness.	Santalo, Teresa	8/24/2015	Mid-Year Assessment data, EOC data, and administrative walk-throughs	6/9/2016 quarterly
G1.B7.S1.MA1	Data analysis along with administrative walk-throughs will be used to monitor fidelity.	Santalo, Teresa	8/24/2015	Data from Mid-Year Assessments and EOC will be interpreted.	6/9/2016 quarterly
G1.B4.S2.MA1	Students will be given quarterly assessments that will target key vocabulary introduced through Bio-Blitz.	Costa, Gretel	8/24/2015	The improvement on the assessment will demonstrate if the strategy is being implemented with effectiveness.	6/9/2016 quarterly
G1.B4.S2.MA1	Classroom walk-throughs and formal observations will be conducted.	Gorritz, Edward	8/24/2015	Observations checklist will be completed to monitor implementation of the use of Bio-Blitz.	6/9/2016 weekly
G1.B5.S2.MA1	Mini-lessons assessments will be administered periodically to assess students' growth on annually assessed benchmarks.	Costa, Gretel	9/25/2015	Mini-lesson assessments' scores will be used to demonstrate the action plan was monitored.	5/27/2016 monthly
G1.B5.S2.MA1	Lesson plans will be checked to monitor the fidelity of the strategy implementation.	Gorritz, Edward	8/24/2015	Lesson plans will serve as evidence of the action implementation.	6/9/2016 weekly
G1.B4.S3.MA1	A post assessment will be given to the students on the last day of Saturday tutoring.	Costa, Gretel	5/7/2016	The students' post-assessment will demonstrate the effectiveness of the implementation.	5/7/2016 one-time

Source	Task, Action Step or Monitoring Activity	Who	Start Date (where applicable)	Deliverable or Evidence of Completion	Due Date/Date
G1.B4.S3.MA1	The students will be given an progress monitoring assessments throughout the tutoring period.	Costa, Gretel	1/9/2016	The students' scores on the assessments will demonstrate if the strategy was implemented with fidelity.	5/7/2016 monthly
G1.B5.S3.MA1	A post assessment will be given to the students on the last day of Saturday tutoring.	Costa, Gretel	3/5/2016	The students' post assessment will demonstrate the effectiveness of the implementation.	3/5/2016 one-time
G1.B5.S3.MA1	The students will be given progress monitoring assessments throughout the tutoring period.	Costa, Gretel	1/9/2016	The students' score in the assessments will demonstrate if the strategy was implemented with fidelity.	3/5/2016 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 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 strengthening core instruction through rigor, relevance and relationship.

G1.B4 Students showed deficiency in the (Spring 2015) Biology EOC Reporting Category: Classification, Heredity, and Evolution and Reporting Category: Organisms, Populations, and Ecosystems.

G1.B4.S1 Provide ongoing professional development opportunities in the area of differentiated instruction in science classes.

PD Opportunity 1

Provide professional development opportunities on differentiated instruction in a science class.

Facilitator

Gretel Costa

Participants

All Biology teachers

Schedule

Every 2 Months, from 8/19/2015 to 4/29/2016

G1.B6 ELA standards with a focus on writing, is required across the curriculum.

G1.B6.S1 Content area teachers will reinforce writing in their subject area.

PD Opportunity 1

DBQ's will be used in all content area classes.

Facilitator

Jessica Tylanda

Participants

Language Arts, Reading, Mathematics, and Social Science teachers

Schedule

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

Technical Assistance Items

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

Budget

Budget Data

1	G1.B1.S1.A1	Administration will conduct walk-throughs to ensure targeted objectives are being taught.				\$0
2	G1.B2.S1.A1	Administration will conduct walk-throughs to ensure targeted objectives are being taught.				\$0
3	G1.B3.S1.A1	Teachers and the school's administration will offer incentives to those students that attend tutoring.				\$28,724
	Function	Object	Budget Focus	Funding Source	FTE	2015-16
			6014 - Imater Academy Middle School	Title I Part A		\$28,724
			Notes: Content Area tutoring			
4	G1.B4.S1.A1	Provide professional development opportunities on differentiated instruction in a science class.				\$0
5	G1.B4.S2.A1	Students will be tested on their vocabulary words at the beginning of class, every two weeks.				\$0
6	G1.B4.S3.A1	Saturday school tutoring for all Biology students.				\$0
7	G1.B5.S1.A1	New vocabulary words will be introduced every two weeks.				\$0
8	G1.B5.S2.A1	Mini-Lessons on annually assessed benchmarks will be introduced the first 25 minutes of every instructional block.				\$0
9	G1.B5.S3.A1	The 8th grade students will be offered Saturday school turtoring.				\$0
10	G1.B6.S1.A1	DBQ's will be used in all content area classes.				\$0
11	G1.B7.S1.A1	Administration will conduct walk-throughs to ensure targeted objectives are being taught.				\$0
Total:						\$28,724