

# Ben Hill Griffin Jr Elementary School



2015-16 School Improvement Plan

## Ben Hill Griffin Jr Elementary School

501 MCLEOD RD, Frostproof, FL 33843

<http://schools.polk-fl.net/bhgjrbulldogs>

### School Demographics

<b>School Type</b>	<b>2014-15 Title I School</b>	<b>2015-16 Economically Disadvantaged (FRL) Rate</b> (As Reported on Survey 2)
Elementary	Yes	68%

<b>Alternative/ESE Center</b>	<b>Charter School</b>	<b>2015-16 Minority Rate</b> (Reported as Non-white on Survey 2)
No	No	55%

### School Grades History

<b>Year</b>	<b>2014-15</b>	<b>2013-14</b>	<b>2012-13</b>	<b>2011-12</b>
<b>Grade</b>	C*	C	C	B

*\*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 Polk 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	3	<a href="#">Ella Thompson</a>
Former F	Turnaround Status	
No		





## Part I: Current School Status

### Supportive Environment

#### School Mission and Vision

##### **Provide the school's mission statement**

The mission of Ben Hill Griffin, Jr. Elementary is to promote learning for all students resulting in responsible, contributing members of society.

##### **Provide the school's vision statement**

The Ben Hill Griffin, Jr. Elementary School Vision is an ideal description of our school when all elements are in place to achieve quality and equity in achievement among all students. The vision is based on expertise and knowledge of the staff, coupled with research and best practices in education. The vision is organized around six categories, beginning with Student Achievement and culminating with School Improvement.

#### School Environment

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

Given the diverse cultures represented in our school body, we aim to recognize and celebrate our students' backgrounds in numerous ways. From content-based instruction to interactive hands-on projects, our classroom teachers develop lessons and activities that highlight a myriad of cultures. Moreover, our school events are geared to serve the family as a whole and allow school staff to learn more about our students. Multicultural Day is an example of an academic event that combines the advancement of our students' knowledge base with the opportunity to invite parents and the community to contribute to their learning. Students' are surveyed to ensure that all cultures are represented, therein fostering a sense of belonging.

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

On the first day of school administration visits each classroom to offer a warm welcome and instruct students on where to seek assistance of any kind. Also, during the first few weeks of school, teachers provide instruction on the school expectations, which is also frequently reinforced throughout the school year. In order to cultivate a sense of safety and comfort, an abundance of staff members are stationed throughout the school during arrival and departure times. Students are kindly greeted each morning and sent off with a friendly farewell each afternoon.

Students are taught emergency procedures which are practiced during safety drills, (fire, tornado, and lockdown). This past year our school has also been equipped with multiple gates throughout campus that provide a heightened level of security. Furthermore, the School Resource Officer shared by the Frostproof schools regularly walks through the school creating an added level of safety for our students. The Community Voluntary Officer is parked at the school during arrival and dismissal as well.

##### **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**



Our school follows the procedures of the Positive Behavior Support (PBS) program. Also, all staff members are provided inservice on effective classroom management and discipline protocols during pre-planning week.

**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**

Our school offers a student mentoring program through the Leadership Team as well as community volunteers. Our partnership with the Webber University Basketball Team helps us to provide students with college-aged role models that assist not only with behavioral issues but also provide academic support. Groups like Teen Trendsetters and the Methodist Mentors greatly contribute to the success of our vastly growing mentor program, with numerous mentors meeting with students on a weekly basis. Also, guidance classes are offered to students on a class and individual level as needed.

**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**

The Early Warning System is a district-managed program that sends each school a monthly list of students who qualify in the following areas with one or more indicators:  
 -Attendance below 90 percent, regardless of whether absence is excused or a result of out-of-school suspension  
 -One or more suspensions, whether in school or out of school  
 -A 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
	3	4	5	
Attendance below 90 percent	13	4	10	27
One or more suspensions	4	6	18	28
Course failure in ELA or Math	0	0	0	
Level 1 on statewide assessment	0	0	0	

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

Indicator	Grade Level	Total
Students exhibiting two or more indicators		

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

-- Students identified by the Early Warning System (EWS) are provided numerous interventions.  
 -- Attendance: Check-In/Check-Out; Parent Workshop on Importance of Attendance (targeting those students with absences greater than 10%); Lice Treatment Kits were given to parents of students with repeated absences due to lice infestation. September Attendance Month - incentives to promote perfect attendance

- Suspension: Leadership Mentoring
- Low Academic Performance: Triple I, Mentoring, Reading Coach, After-school Tutoring

## 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/196182>.

#### 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**

- Our Adopt-a-Class Program is in its seventh year of existence and each year 100% of our classes are adopted by a business or community member. These partners donate \$100 for the teacher to use within their classroom. We communicate with these business partners on a regular basis and invite them to visit their adopted classroom to share their business and community expertise. Their efforts are recognized at our Annual Business Partner Breakfast.
- Our Parent Involvement Paraprofessional plays a pivotal role in fostering our relationships with parents, business partners, and community organizations. She sends home notices for all parent workshops and school events. She organizes and solicits volunteers from the community for our Positive Behavior Support programs. She manages our KidsPACK Club which provides a food backpack for students to take home on the weekend.

## 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
McGill, Patti	Principal
Rodriguez, Linda	Assistant Principal
Johnson, Alice	Instructional Technology
Loveless, Lori	Other
Anderson, Laurncille	Guidance Counselor

#### Duties

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

-- Patti McGill, Principal, is responsible for the organization of the Tier II Intervention and Enrichment schedule, allotment of materials needed for intervention or enrichment, allotment of time in the daily schedule for teachers to implement Core instruction and Tier II/Tier III interventions and monitoring the fidelity of the intervention and enrichment groups. Ms. McGill is a standing member of the school's Positive Behavior Support Team which facilitates data management regarding behavior and attendance and organizes behavioral incentives to increase student engagement.

-- Linda Rodriguez, Assistant Principal, provides assistance to Ms. McGill for all of the previously mentioned activities. Assistant Principal is a standing member of the school's Positive Behavior Support Team which facilitates data management regarding behavior and attendance and organizes behavioral incentives to increase student engagement.

-- Alice Johnson, network manager, provides the Leadership Team assistance with data management and technological needs, facilitates and problem solves computer-based interventions and programs on campus and provides technical assistance to teachers for Core Instruction. Ms. Johnson is a standing member of the school's Positive Behavior Support Team which facilitates data management regarding behavior and attendance and organizes behavioral incentives to increase student engagement.

-- Lori Loveless, Reading Coach, assists in providing relevant professional development, standards-aligned resources, provides reading materials for Tier II and Tier III interventions, and facilitates access to supplemental reading material to our teachers.

-- Laurncille Anderson, Guidance Counselor, assists the Leadership Team with data analysis and problem solving student needs, organizes methods for tracking the progress monitoring data of students in Tier II and Tier III interventions, organizes methods for tracking the fidelity of Tier II and Tier III interventions, and acts as a liaison with the Problem Solving Team which facilitates Tier III interventions for students. Mrs. Anderson is the chairman and standing member of the school's Positive Behavior Support Team which facilitates data management regarding behavior and attendance and organizes behavioral incentives to increase student engagement.

***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 Leadership Team reviews the previous year's formative and summative data sources to determine the effectiveness of core instruction and the students in need of intervention. Those functioning in reading below grade level are systematically assigned to Tier II reading interventions based upon the data available and teacher input. All other students are assigned to reading groups designed to enhance and build upon existing reading skills. Both groups meet during the same time period each day. These services are in addition to the 120 minute reading block.

-- On at least a bi-monthly basis, the Leadership Team reviews reading progress monitoring data on all students to determine the effectiveness of the intervention or enrichment group. Changes in assignment to intervention or enrichment group may occur. Additional interventions may be added for students determined to be in need of more support. Support materials are provided to the teachers based upon student need.

For math, the Leadership reviews the data available and determines the lowest 25% of students in need of intervention. Support materials are provided to the teachers and student progress is monitored on at least a bi-monthly basis by the Leadership Team. Additional Tiers of intervention may be added as determined by the data.

Title I, Part A

Title I, Part A, funds school-wide services to Ben Hill Griffin, Jr. Elementary School. The Title I funds provide supplemental instructional resources and interventions for students with academic

achievement needs. This program supports after-school and summer instructional programs, supplemental instructional materials, resource teachers, technology for students, professional development for the staff, and resources for parents. The district coordinates with Title II and Title III to ensure that staff development needs are addressed accordingly.

#### Title I, Part C- Migrant

Migrant students enrolled in Ben Hill Griffin, Jr. Elementary School will be assisted by the school and by the District Migrant Education Program (MEP). Students will be prioritized by the MEP for supplemental services based on need and migrant status. MEP Teacher Advocates, assigned to schools with high percentages of migrant students, monitor the progress of these high need students and provide or coordinate supplemental academic support. Migrant Home-School Liaisons identify and recruit migrant students and their families for the MEP. They provide support to both students and parents in locating services necessary to ensure the academic success of these students whose education has been interrupted by numerous moves.

Two migrant paraprofessionals provide academic support to identified migrant students.

#### Title II

-- Professional development resources are available to all schools through Title II funds. In addition, School Technology Services provide technical support, technology training, and licenses for software programs and web-based access via Title II-D funds as made available. Funds available to Ben Hill Griffin, Jr. Elementary School are used for professional development.

#### Title III

Title III provides supplemental resources for English Language Learners (ELL) and their teachers in Title I schools, as well as professional learning opportunities for school staff. Our school has two ESOL paraprofessionals who provide academic support to students in the ESOL program.

#### Title X- Homeless

The Hearth program, funded through Title X, provides support for identified homeless students. Title I provides additional support for this program, and many activities implemented by the Hearth program are carried out in cooperation with the Migrant Education Program (MEP) funded through Title I, Part C.

#### Violence Prevention Programs

Ben Hill Griffin, Jr. Elementary School provides violence and drug prevention programs in order to promote a safe school environment. Our school guidance counselor teaches a bullying prevention program (Be Cool) to all incoming third graders and reinforces at the beginning of each year with fourth and fifth graders.

#### Nutrition Programs

This school is a Community Eligibility Option (CEO) school. All students receive free breakfast and lunch regardless of income.

### **School Advisory Council (SAC)**

#### **Membership:**

Name	Stakeholder Group
Patti McGill	Principal
Alice Johnson	Teacher
Maribel Ortega	Education Support Employee
Mary Lou Perez	Education Support Employee
Michelle Hutto	Parent
Caroline Norris	Business/Community
Yolanda McMahon	Business/Community
Cindy Gonzalez	Parent
Rosa Avellaneda	Parent

**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 SAC will evaluate last year's school improvement plan at the first meeting of the year and will review goals met and goals to be continued into the 2015-16 school year.

*Development of this school improvement plan*

At the beginning of the school year, the SAC reviews in detail the school improvement plan and makes suggestions for improvement. Those suggestions are incorporated into the new school improvement plan. The SAC also reviews and offers recommendations for the Parent Involvement Plan.

*Preparation of the school's annual budget and plan*

The SAC will review the school budget and consider any changes based on the previous year's school performance.

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

N/A

**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
McGill, Patti	Principal
Rodriguez, Linda	Assistant Principal
Loveless, Lori	Other
Robarts, Leslie	Paraprofessional
Barnhorst, Cynthia	Teacher, K-12
Rhoden, Catalina	Paraprofessional
Vogel, Beth	Teacher, ESE
Myers, Zina	Teacher, K-12
Elam, Judith	Teacher, K-12
McDonald, Martha	Teacher, K-12
Moreno, Maria	Paraprofessional

### Duties

#### ***Describe how the LLT promotes literacy within the school***

Provide teacher support on unpacking the Florida Language Arts Standards. Provide support to promote daily independent reading, both in school and out, to develop life-long readers. Provide time to discuss reading instruction and concerns. Offer suggestions to leadership team on management of iii and placement of students in appropriate iii groups.

### 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**

Our teachers are provided with common planning time daily in which they meet at least two times a week to implement the Florida Standards into their cross-curricular lesson planning. Professional Learning Communities also take place during this time to provide grade levels with the tools needed to successfully implement the Florida Standards.

This year our school has placed an emphasis on Collaborative Planning within the grade levels in which the members of the Leadership Team attend on a regular basis. Expectations and procedures were provided for the grade levels, including a pre-planning tool used to facilitate the process.

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

1. Encouraging paraprofessionals to obtain a teaching degree.
2. Mentoring new teachers
3. Partnering new teachers with veteran staff.
4. Seek professional development to constantly keep teachers abreast of the latest developments in education.
5. Using the Recruitment and Hiring System (RHS) to recruit applicants from all over the nation in order secure the highest quality teachers.
6. Host local college interns

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

- Pair new teachers with veteran teachers in the same grade level.
- Struggling teachers receive additional support
- Model lessons, provide coverage for classroom to allow teacher observation
- Technology Coaches within each grade level mentor and assist teachers with technical issues and curriculum integration.

## 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***

Teachers were provided in-depth professional development on effective implementation of the Florida Standards throughout the 2014-15 school year . Teachers will continue to follow the district-provided learning maps in order to ensure proper alignment with the Florida Standards. Our focus this year is implementing the standards effectively into classroom instruction.

#### 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***

The FAIR assessment will be utilized to monitor student literacy levels, which will help determine Tier II and Tier III intervention placement. Math and Science Formative Assessments will be utilized to monitor student levels, which will help determine Tier II and Tier III intervention placement. Teachers will provide differentiated instruction on a daily basis in their regular classrooms as well as monitor student progress in the Tier II and Tier III intervention groups.

***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: After School Program**

**Minutes added to school year: 660**

Students will be identified through formative assessment and be provided remediation in these areas through small group tutoring.

**Strategy Rationale**

By providing supplemental instruction students needing additional support will be able to master their grade level standards.

**Strategy Purpose(s)**

- Core Academic Instruction
- Enrichment

**Person(s) responsible for monitoring implementation of the strategy**

Rodriguez, Linda, linda.rodriguez@polk-fl.net

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

Progress monitoring for program effectiveness will be based on weekly benchmark, FAIR, and Math/Science formative assessments. Teacher feedback will also be considered for evaluative measures.

**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**

We host a Shadow Day for our feeder school students to tour the school campus and visit teacher classrooms. Our fifth grade students attend an orientation to facilitate the sixth grade transition at the middle school.

Teachers engage in vertical articulation throughout the school year to discuss best practices and standards-aligned instruction.

We collaborate with our feeder school to co-host parent information nights.

**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**

This section is required for schools with grades 9, 10, 11 or 12.

N/A

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

N/A

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



N/A

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

N/A

## Needs Assessment

### Problem Identification

#### Data to Support Problem Identification

##### Portfolio Selection

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

765

##### 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.

Student percentile rank scores on the FSA reveal that the instructional focus areas addressed through our 2014-15 SIP helped to build a foundation toward success with the Florida Standards. By developing these areas even further and concentrating on providing rigorous, in-depth instruction, our students will be able to gain the knowledge necessary to increase performance.

#### 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.

Throughout the years, data patterns have revealed an increase in one particular subject area with a simultaneous decrease in others. Given the areas for improvement of our student population, our objective is to continue our focus in reading and writing while also supporting our efforts in math and science.

## 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.** Teachers will continue to gain understanding of the Florida Standards and be able to develop rigorous tasks aligned with the standards in all content areas and effectively implement standards-based instruction into the classroom.

## 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.** Teachers will continue to gain understanding of the Florida Standards and be able to develop rigorous tasks aligned with the standards in all content areas and effectively implement standards-based instruction into the classroom. **1a**

G074488

**Targets Supported** **1b**

Indicator	Annual Target
FSA - Mathematics - Proficiency Rate	58.0
FSA - English Language Arts - Proficiency Rate	55.0
FCAT 2.0 Science Proficiency	51.0

**Resources Available to Support the Goal** **2**

- Materials: General • FSA Test Item Specifications • CCC Streaming • Grants Reading • Reading Wonders • Accelerated Reader • FCRR • Times Readers • PERC • Spark • Voyager • A-Z • Elements of Reading • Kindles Math • Go Math/Think Central • EduSmart • IXL Math • Math Drills • Math Kits • Sumdog.com • Xtra Math.com
- Instructional Supports: • After school tutoring • PLC's • Collaborative Planning Time • School-wide iii • Alpha • Speech and Language Therapy • Parent/Family Nights • Title I Events • Student Mentoring Program
- Personnel: School >> • Leadership Team • Reading Coach • Problem-Solving Team • Technology Coaches • Teachers • Paraprofessionals • ESOL • Migrant Services Community>> • Mentors • Volunteers • Teen Trendsetters • Parent Resource Center

**Targeted Barriers to Achieving the Goal** **3**

- Instructional Focus: • Consistent implementation of standards • Increase higher-order thinking questions/tasks

**Plan to Monitor Progress Toward G1.** **8**

Analyze the data and conduct data chats with teachers; walkthrough data

**Person Responsible**

Patti McGill

**Schedule**

Monthly, from 8/24/2015 to 6/10/2016

**Evidence of Completion**

Student Performance Score Reports

## 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.** Teachers will continue to gain understanding of the Florida Standards and be able to develop rigorous tasks aligned with the standards in all content areas and effectively implement standards-based instruction into the classroom. **1**

 G074488

**G1.B1** Instructional Focus: • Consistent implementation of standards • Increase higher-order thinking questions/tasks **2**

 B194519

**G1.B1.S1** Continue to provide interactive professional development to teachers to develop a thorough understanding of the Florida Standards and how to apply them to their classroom instruction. **4**

 S206078

### Strategy Rationale

Teachers must first understand the Standards before providing instruction to their students.

### Action Step 1 **5**

Plan multi-disciplinary professional development for the 2015-2016 school year

#### Person Responsible

Patti McGill

#### Schedule

Weekly, from 8/17/2015 to 6/10/2016

#### Evidence of Completion

Professional Development Calendar; Meeting Sign-In sheets

### Action Step 2 5

Implement ELA and Math pacing guides for the 2015-2016 school year

**Person Responsible**

Patti McGill

**Schedule**

Daily, from 8/24/2015 to 6/10/2016

**Evidence of Completion**

Lesson plans; Assignment linked to Standard (Pinnacle)

### Action Step 3 5

Piloting P-SELL program in Science

**Person Responsible**

Patti McGill

**Schedule**

Weekly, from 8/24/2015 to 6/10/2016

**Evidence of Completion**

Lesson plans, classroom instruction, professional development training with Lora Meade

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

Teacher and Staff participation in PLC

**Person Responsible**

Patti McGill

**Schedule**

Weekly, from 8/24/2015 to 6/10/2016

**Evidence of Completion**

Meeting sign-in sheets

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

Classroom Walkthroughs

**Person Responsible**

Patti McGill

**Schedule**

Daily, from 8/24/2015 to 6/10/2016

***Evidence of Completion***

Journey entries of classroom observations

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

Formative Assessments

**Person Responsible**

Patti McGill

**Schedule**

Weekly, from 8/24/2015 to 6/10/2016

***Evidence of Completion***

Student Performance Scores

**G1.B1.S2** Teachers will internalize the standards by working in collaborative planning sessions to improve classroom instruction. Teachers will engage in in-depth discussions of standards and sharing of best practices. 4

 S206079

### Strategy Rationale

Students will benefit from the teacher's deeper understanding of the standards by receiving higher quality, standards-aligned instructional practices.

### Action Step 1 5

Develop procedures for weekly collaborative planning sessions

#### Person Responsible

Patti McGill

#### Schedule

On 9/1/2015

#### Evidence of Completion

Weekly agenda, Sign-in Sheet, Pre-planning tool, Group Norms

### Action Step 2 5

Teachers will reflect on the effectiveness of previous lessons, review student performance data, discuss components of pre-planning tool, and share best practices to increase rigor of tasks for upcoming lessons.

#### Person Responsible

Patti McGill

#### Schedule

Weekly, from 8/24/2015 to 6/10/2016

#### Evidence of Completion

Pre-planning tool, meeting notes, student data, lesson plans, classroom observations

### Action Step 3 5

The Reading Coach will offer professional development, provide standards-aligned resources, and model lessons for teachers.

**Person Responsible**

Patti McGill

**Schedule**

Weekly, from 8/24/2015 to 6/10/2016

***Evidence of Completion***

Reading Coach will complete a weekly Coach's Log to document activities.

### Action Step 4 5

Teachers releasing responsibility to students

**Person Responsible**

Patti McGill

**Schedule**

Daily, from 10/14/2015 to 6/10/2016

***Evidence of Completion***

Classroom instruction, student work samples

### Plan to Monitor Fidelity of Implementation of G1.B1.S2 6

Leadership Team will monitor and provide constructive feedback.

**Person Responsible**

Patti McGill

**Schedule**

Weekly, from 8/24/2015 to 6/10/2016

***Evidence of Completion***

Lesson plans (whole group and small group); Classroom observations (School Based Monitoring Schedule); Student work samples; Administration/Teacher data chats



**Plan to Monitor Effectiveness of Implementation of G1.B1.S2 7**

Student performance on formative assessments will be monitored to measure growth in all subject areas.

**Person Responsible**

Patti McGill

**Schedule**

Biweekly, from 8/24/2015 to 6/10/2016

**Evidence of Completion**

Student performance scores

**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.B1.S1.A1	Plan multi-disciplinary professional development for the 2015-2016 school year	McGill, Patti	8/17/2015	Professional Development Calendar; Meeting Sign-In sheets	6/10/2016 weekly
G1.B1.S2.A1	Develop procedures for weekly collaborative planning sessions	McGill, Patti	8/17/2015	Weekly agenda, Sign-in Sheet, Pre-planning tool, Group Norms	9/1/2015 one-time
G1.B1.S1.A2	Implement ELA and Math pacing guides for the 2015-2016 school year	McGill, Patti	8/24/2015	Lesson plans; Assignment linked to Standard (Pinnacle)	6/10/2016 daily
G1.B1.S2.A2	Teachers will reflect on the effectiveness of previous lessons, review student performance data, discuss components of pre-planning tool, and share best practices to increase rigor of tasks for upcoming lessons.	McGill, Patti	8/24/2015	Pre-planning tool, meeting notes, student data, lesson plans, classroom observations	6/10/2016 weekly
G1.B1.S1.A3	Piloting P-SELL program in Science	McGill, Patti	8/24/2015	Lesson plans, classroom instruction, professional development training with Lora Meade	6/10/2016 weekly
G1.B1.S2.A3	The Reading Coach will offer professional development, provide standards-aligned resources, and model lessons for teachers.	McGill, Patti	8/24/2015	Reading Coach will complete a weekly Coach's Log to document activities.	6/10/2016 weekly
G1.B1.S2.A4	Teachers releasing responsibility to students	McGill, Patti	10/14/2015	Classroom instruction, student work samples	6/10/2016 daily
G1.MA1	Analyze the data and conduct data chats with teachers; walkthrough data	McGill, Patti	8/24/2015	Student Performance Score Reports	6/10/2016 monthly
G1.B1.S1.MA1	Formative Assessments	McGill, Patti	8/24/2015	Student Performance Scores	6/10/2016 weekly
G1.B1.S1.MA1	Teacher and Staff participation in PLC	McGill, Patti	8/24/2015	Meeting sign-in sheets	6/10/2016 weekly
G1.B1.S1.MA3	Classroom Walkthroughs	McGill, Patti	8/24/2015	Journey entries of classroom observations	6/10/2016 daily
G1.B1.S2.MA1	Student performance on formative assessments will be monitored to measure growth in all subject areas.	McGill, Patti	8/24/2015	Student performance scores	6/10/2016 biweekly

Source	Task, Action Step or Monitoring Activity	Who	Start Date (where applicable)	Deliverable or Evidence of Completion	Due Date/ End Date
G1.B1.S2.MA1	Leadership Team will monitor and provide constructive feedback.	McGill, Patti	8/24/2015	Lesson plans (whole group and small group); Classroom observations (School Based Monitoring Schedule); Student work samples; Administration/Teacher data chats	6/10/2016 weekly

**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.** Teachers will continue to gain understanding of the Florida Standards and be able to develop rigorous tasks aligned with the standards in all content areas and effectively implement standards-based instruction into the classroom.

**G1.B1** Instructional Focus: • Consistent implementation of standards • Increase higher-order thinking questions/tasks

**G1.B1.S1** Continue to provide interactive professional development to teachers to develop a thorough understanding of the Florida Standards and how to apply them to their classroom instruction.

### PD Opportunity 1

Plan multi-disciplinary professional development for the 2015-2016 school year

#### Facilitator

Leadership Team

#### Participants

Teachers and staff

#### Schedule

Weekly, from 8/17/2015 to 6/10/2016

### PD Opportunity 2

Piloting P-SELL program in Science

#### Facilitator

Lora Meade

#### Participants

Teachers

#### Schedule

Weekly, from 8/24/2015 to 6/10/2016

**G1.B1.S2** Teachers will internalize the standards by working in collaborative planning sessions to improve classroom instruction. Teachers will engage in in-depth discussions of standards and sharing of best practices.

### **PD Opportunity 1**

Teachers will reflect on the effectiveness of previous lessons, review student performance data, discuss components of pre-planning tool, and share best practices to increase rigor of tasks for upcoming lessons.

#### **Facilitator**

Leadership Team

#### **Participants**

Grade Level Teachers

#### **Schedule**

Weekly, from 8/24/2015 to 6/10/2016

### **PD Opportunity 2**

The Reading Coach will offer professional development, provide standards-aligned resources, and model lessons for teachers.

#### **Facilitator**

Reading Coach

#### **Participants**

Grade Level Teachers

#### **Schedule**

Weekly, from 8/24/2015 to 6/10/2016

## Technical Assistance Items

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

**G1.** Teachers will continue to gain understanding of the Florida Standards and be able to develop rigorous tasks aligned with the standards in all content areas and effectively implement standards-based instruction into the classroom.

**G1.B1** Instructional Focus: • Consistent implementation of standards • Increase higher-order thinking questions/tasks

**G1.B1.S1** Continue to provide interactive professional development to teachers to develop a thorough understanding of the Florida Standards and how to apply them to their classroom instruction.

### PD Opportunity 1

Implement ELA and Math pacing guides for the 2015-2016 school year

#### Facilitator

Leadership Team; Teachers

#### Participants

Teachers and Staff

#### Schedule

Daily, from 8/24/2015 to 6/10/2016

**G1.B1.S2** Teachers will internalize the standards by working in collaborative planning sessions to improve classroom instruction. Teachers will engage in in-depth discussions of standards and sharing of best practices.

### PD Opportunity 1

Develop procedures for weekly collaborative planning sessions

#### Facilitator

Administration, Reading Coach

#### Participants

Grade Level Teachers and Staff

#### Schedule

On 9/1/2015

## Budget

## Budget Data

<b>1</b>	<b>G1.B1.S1.A1</b>	<b>Plan multi-disciplinary professional development for the 2015-2016 school year</b>				<b>\$6,800.00</b>
	Function	Object	Budget Focus	Funding Source	FTE	2015-16
			1921 - Ben Hill Griffin Jr Elementary School	Title I Part A		\$1,800.00
			<i>Notes: Substitutes to provide coverage for teachers participating in professional development</i>			
			1921 - Ben Hill Griffin Jr Elementary School	Title I Part A		\$5,000.00
			<i>Notes: Consultative services agreement for staff development</i>			
<b>2</b>	<b>G1.B1.S1.A2</b>	<b>Implement ELA and Math pacing guides for the 2015-2016 school year</b>				<b>\$0.00</b>
<b>3</b>	<b>G1.B1.S1.A3</b>	<b>Piloting P-SELL program in Science</b>				<b>\$0.00</b>
<b>4</b>	<b>G1.B1.S2.A1</b>	<b>Develop procedures for weekly collaborative planning sessions</b>				<b>\$7,500.00</b>
	Function	Object	Budget Focus	Funding Source	FTE	2015-16
			1921 - Ben Hill Griffin Jr Elementary School	Title I Part A		\$7,500.00
			<i>Notes: Supplies to enhance academic achievement in the classrooms and to implement professional development in our weekly PLCs and collaborative planning sessions.</i>			
<b>5</b>	<b>G1.B1.S2.A2</b>	<b>Teachers will reflect on the effectiveness of previous lessons, review student performance data, discuss components of pre-planning tool, and share best practices to increase rigor of tasks for upcoming lessons.</b>				<b>\$10,000.00</b>
	Function	Object	Budget Focus	Funding Source	FTE	2015-16
			1921 - Ben Hill Griffin Jr Elementary School	Title I Part A		\$5,000.00
			<i>Notes: Technology integration system (classroom audio enhancement and interactive whiteboard)</i>			
			1921 - Ben Hill Griffin Jr Elementary School	Title I Part A		\$5,000.00
			<i>Notes: Media books to enhance background knowledge in all content areas aligned with the Florida Standards in order to increase student achievement.</i>			
<b>6</b>	<b>G1.B1.S2.A3</b>	<b>The Reading Coach will offer professional development, provide standards-aligned resources, and model lessons for teachers.</b>				<b>\$123,000.00</b>
	Function	Object	Budget Focus	Funding Source	FTE	2015-16
			1921 - Ben Hill Griffin Jr Elementary School	Title I Part A		\$60,000.00
			<i>Notes: Reading Coach</i>			
			1921 - Ben Hill Griffin Jr Elementary School	Title I Part A		\$30,000.00

<b>Budget Data</b>					
			<i>Notes: Title I Parent Involvement Paraprofessional</i>		
			1921 - Ben Hill Griffin Jr Elementary School	Title I Part A	\$3,000.00
			<i>Notes: Supplies and food items for parent involvement workshops to enhance student achievement</i>		
			1921 - Ben Hill Griffin Jr Elementary School	Title I Part A	\$30,000.00
			<i>Notes: Computer Paraprofessional to facilitate progress monitoring in order to enhance student achievement</i>		
<b>7</b>	<b>G1.B1.S2.A4</b>	<b>Teachers releasing responsibility to students</b>			<b>\$0.00</b>
<b>Total:</b>					<b>\$147,300.00</b>