

S. D. Spady Elementary School

901 NW 3RD ST, Delray Beach, FL 33444

<https://sdse.palmbeachschools.org>

School Demographics

School Type and Grades Served (per MSID File)	2015-16 Title I School	2015-16 Economically Disadvantaged (FRL) Rate (as reported on Survey 3)
Elementary School PK-5	No	51%
Primary Service Type (per MSID File)	Charter School	2018-19 Minority Rate (Reported as Non-white on Survey 2)
K-12 General Education	No	65%

School Grades History

Year	2017-18	2014-15	2013-14	2012-13
Grade	B	B*	B	A

**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 Palm Beach County School Board on 11/16/2016.

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 a monitoring status of "Former F" (see page 4). 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 barriers that could hinder achieving those goals and resources that could be used to eliminate or reduce barriers (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, established in [section 1008.33, Florida Statutes](#), is a statewide network of strategic support, differentiated by need according to performance data, provided to districts and schools in order to improve leadership capacity, teacher efficacy, and student outcomes. Through a data-driven planning and problem-solving process, DA field teams collaborate with district leadership to design, implement, and refine strategic goals and action plans that are documented in the SIP.

DA Regions

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

DA Categories

At the start of each academic year, traditional schools are classified for DA support in three categories based on the most recent school grades data available. Descriptions of each DA category along with the state support and interventions provided are set forth by [Rule 6A-1.099811, Florida Administrative Code](#):

- Not in DA – currently A, B, or C and not Monitoring Only; charter schools; ungraded schools
- Monitoring Only – currently A, B, or C that improved from a previous grade of F
- Focus – currently D
- Priority – currently F

DA Turnaround and Monitoring Statuses

Additionally, schools in DA may be subject to a turnaround status of "Planning" or "Implementing" or a monitoring status of "Former F." These statuses are based on a school's grades history, including the current school grade:

- Former F - A school with a status of "Former F" requires the department to monitor the implementation of strategies and progress toward the goals outlined in the school improvement plan for three years following the school's improvement from a grade of F to a C or higher.
- Planning - A school with a status of "Planning" requires the district to engage stakeholders in the development of a turnaround option plan to be implemented in the following year should the school grade not improve to a C or higher.
- Implementing - A school with a status of "Implementing" requires the district to submit a turnaround plan to the State Board of Education for approval and implementation. A school remains in "Implementing" status until its school grade improves to a C or higher.

2016-17 DA Category and Statuses for S. D. Spady Elementary School

DA Region and RED	DA Category and Turnaround Status
Southeast - LaShawn Russ-Porterfield	Not In DA - N/A

I. Part I: Current School Status

A. Supportive Environment

1. School Mission and Vision

a. Provide the school's mission statement.

The S.D. Spady community, through the Montessori approach, is committed to working together to provide a world-class education that is safe, nurturing and challenging for all while ensuring academic excellence and promoting healthy, lifelong learners.

b. Provide the school's vision statement.

The dynamic collaborative multicultural community of S.D. Spady Montessori Magnet school including parents, staff, and students who are working together to empower staff members by providing knowledge, resources and educational opportunities to guarantee an effective and healthy learning environment. It is our vision to empower our students by providing knowledge, resources, and educational opportunities to promote individual academic excellence and recognize and assume personal and community responsibility. We are enhancing the Montessori curricula and methodology to align with Florida State Standards. It is our focus to ensure that our resources benefit our students' growth in all areas Language Arts (Reading and Writing), Mathematics, Science and Social Studies. It is our vision to empower parents to be active participants in their children's education so that we may grow as a community and ensure every child be successful in the "real world."

2. School Environment

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

S.D. Spady operates under a Single School Culture where the Montessori philosophy is: academics and behavior are inextricably intertwined. The social and emotional needs of our students are nurtured in a way that creates an environment for maximum learning. Systems are in place to ensure that relationship building is a clear priority. The Montessori philosophy is shared with our stakeholders in the beginning of the year through our School Advisory Committee and with our students through our Positive Behavior Support meetings and Montessori philosophy night. Our school operates under a School-wide Positive Behavior Support model which encourages students to increase positive behavior, to increase positive student relationships, to foster multicultural awareness, and to foster overall climate of the school.

The Spady Montessori classroom has a unique and rich cultural curriculum. Dr. Maria Montessori passionately declared that the key to a peaceful world was held within the peaceful child. By exploring cultural activities including maps, music, food, and artifacts, with a focus on the similarities of people throughout the world, the child builds awareness of the world around him or her. The diversity of our families and staff, in conjunction with the cultural materials, helps our students develop a respect for all people. A rich and stimulating cultural study area will go beyond the acquisition of knowledge and information; hopefully, and most important, it will provide the child with invaluable opportunities to expand and sensitize their experiences and interactions with nature and expose children to different people and cultures. S.D. Spady's School-wide Behavior matrix is aligned with the Montessori methodology of teaching, where teachers along with students will jointly review classroom behavioral expectations that are in line with the school wide behavior matrix.

Our school will infuse the content required by Florida Statute 1003.42(2) and S.B. Policy 2.09 (8)(b), as applicable to appropriate grade levels, including but not limited to:

- History of Holocaust
- History of Africans and African Americans
- Hispanic Contributions
- Women's Contributions
- Sacrifices of Veterans Embed cultural activities within curriculum and daily course work (e.g., reading selections, writing prompts)

Additional content required for instruction by Florida Statute 1003.42(2), as applicable to appropriate grade levels, include:

- Declaration of Independence
- Constitution of the United States and the Bill of Rights
- Federalist papers: Republican form of government
- Flag education
- Civil government: functions and interrelationships
- History of the United States
- Principles of Agriculture
- Effects of alcohol and narcotics
- Kindness to animals
- Florida history
- Conservation of natural resources
- Health education
- Free enterprise
- Character-development program (required K-12) with curriculum to address: patriotism; responsibility; citizenship; kindness; respect for authority, life, liberty, and personal property; honesty; charity; self-control; racial, ethnic, and religious tolerance; and cooperation.

The ultimate goal is that children will carry an overall respect and a sense of responsibility for our earth and all of humanity into their adult lives.

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

At S.D Spady Montessori Magnet School, we have all made a commitment to provide our students with a challenging Montessori environment as well as a safe and nurturing community. It is vital that we work together as a team to create a warm and supportive atmosphere for the students and adults. When students receive a consistent message and see consistent modeling of appropriate behavior from all adults on the campus, they feel safer and part of the community. School-wide Positive Behavior Support (SwPBS) is our school district's mandated discipline framework. SwPBS provides a systematic process that helps every school site to create their own behavior management programs, based upon our unique school culture. Our SwPBS is Safety, Ownership, Attitude, and Respect. (SOAR). At the beginning of the school year the school principal meets with each grade level to articulate and review the specific practices that reflect the application of the school's SwPBS Universal Guidelines to the contexts students will encounter before/during/after school. In addition, the teachers and staff will continue to teach and demonstrate the specific practices and expectations based on our SwPBS Universal Guidelines. During staff meetings our Positive Behavior Team, will role model specific strategies and methods of respectfully and effectively addressing disrespectful comments as well as methods for respectfully correcting misbehavior in the classroom.

All stakeholders are informed about our universal guidelines for behavior expectations and our policies on bullying and harassment; Information on all District and State Policies on Bullying Prevention may be found at www.palmbeachschools.org/safeschools/Bullying-Policies.asp. S.D. Spady is active with the local law enforcement and with the School District Police Department. We have frequent practice drills for Code Red, Code Yellow, Code Blue, and Code White.

To ensure that Spady instills this safe environment for our children these procedures are followed during arrival: All students must be in their classrooms by 8:00 a.m. when instruction begins. Students may not arrive prior to 7:30 a.m. unless they are registered in morning care or attending our newly added fitness programs since there is no adult supervision 7:30 - 7:45 a.m. Students attending Meggision's Moves on Monday, Wednesday or Kaser's Calisthenics on Tuesday, Thursday will enter at the gate between the Media Center and Aftercare office at 7:15 a.m and the class goes until 7:30 a.m.. Both classes are held under the P.E. Pavilion. When the class is finished students can walk to the cafeteria to eat breakfast. Any student not arriving for morning care or the fitness programs will enter at the gate between the Media Center and Administration offices and go directly to the cafeteria to eat breakfast, to the Computer Lab or stand by the Media Center where there is adult supervision. No students may be in the hall or outside the classroom door waiting for the 7:45 bell. Breakfast is provided free to all students daily from 7:30 a.m. until 7:55 a.m. Breakfast is served on a tray to be eaten in the cafeteria between 7:30 - 7:50 a.m. Breakfast is served "carry out" to eat in classrooms in order to maximize valuable instructional time between 7:50 - 7:55 a.m.

At Spady we follow very strict dismissal procedures. It is imperative that every child's teacher and the front office has accurate information on how each child returns home in the afternoon. Children are not permitted to deviate from this plan without prior written notification from the parents to the teacher and the office. Spady has files in the school office with a record of the names and addresses of those persons to whom the children may be released during the school day or after school. At any one time a child needs to be released during school hours, including being sent home from the clinic, the child will only be released to one of the persons whose name appears on the release of student information form or a person who can provide the password. Bus Students: An Early Childhood staff member will escort the Early Childhood students to the bus area at 1:50 p.m. (all other students will be dismissed from their room to go to the bus area.) The assigned staff member will check in all students at the bus area. It is the classroom teacher's responsibility to make sure students arrive at the bus area on time. Parent Pick-Up: At 2:05 p.m. the Assigned Staff Member will escort the students to the parent pick up area in the Media Center. The Teacher on duty will supervise the students and make sure they are seated and quiet during the dismissal process. It is the teacher's responsibility to make sure that all students arrive at Parent Pick-Up on time each day. For walkers and Pompey Park, the Assigned Staff Member will send students to the sidewalk between building 2 and 3. The assigned staff member will escort students to the crossing guard to go to Pompey Park.

After-Care: At 2:05 p.m. the Assigned Staff Member will escort the after-care students from their classroom to a designated location. The Aftercare Counselors will meet the students at their assigned locations. The Aftercare Program Director will supervise the movement of students to their Aftercare location. At 2:05 p.m.

The overall safety and climate of the school is always being monitored through administrators, teachers, custodians, and Spady families.

c. 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 has a universal phrase and hand signal that are helpful in all areas of our school. SOAR, which stands for Safety, Ownership, Attitude, and Respect is utilized campus-wide from Pre-K to 5th grade. A Matrix was developed that speaks to each of these within the classroom, hallways, cafeteria, restrooms, playground, assemblies, and the bus. At the beginning of the year, a week-long lesson

plan was provided to all staff to introduce and remind students of the rules for these areas.

Our universal hand signal the SOAR symbol is utilized not only in the classroom but for settings where many students are present, such as an assembly. It is our quick and efficient system to instantly get everyone's attention so that directions can be given.

In addition to all classrooms receiving and teaching a copy of the SOAR matrix, teachers are instructed and presented with paperwork to help them remember the behaviors that are considered "major or minor". Teachers worked on this list collectively a few years ago, but a copy is available every year. It is a reminder of which student behaviors are severe enough to involve administration and which should try to be solved in the classroom.

For minor behaviors various steps are taken. Students are reminded with a variety of positive language, what behaviors are needed in certain circumstances. For instance, "I notice that you ran down the hallway, which is not a safe behavior. I need you to remember to walk. Can you show me right now, how you walk down the hallway instead."

When there is a repeat of minor behaviors teachers begin to record on a 3 piece form the various steps they have taken to re-educate a student on the appropriate course of action. The same behavior can be documented three separate times as outlined below.

1. Reminder or re-teaching of rule. This step involves the student and teacher.
2. Providing alternative behaviors, teaching peace techniques, a problem-solving form in which students write to their parents letting them know what they did today that did not align with school rules. They continue by writing how they will handle the situation better in the future with ideas (help is provided by the teacher). This step involves the student, teacher and parents.
3. A referral. This step involves the student, teacher, parents and administration.

d. 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.

S.D. Spady Montessori Magnet School teaches responsibility as a major part of how the school ensures social-emotional needs of all students. Responsibility is taught by the teacher acting as a role model and by other peers who mentor children in need. Being responsible means being accountable to yourself and others. With this responsibility the students become bound by obligations and feel a self-worth and a sense of belonging. Our children look to us, teachers, and their peers, Safety Patrol, as their role models and mentors. Responsibility is a learned behavior and who better to learn from than positive role models. The teachers, administrative staff, parents, students, and community members have a sense of duty to themselves and to the children of Spady.

Dr. Knight our School Counselor also provides a well developed program that supports the social-emotional needs of our children at Spady. Dr. Knight co-facilitates a Grandparents Raising Grandchildren group at our school date and time to be determined. This has proven to be a very supportive group for our grandparents. Dr. Knight also organizes play-groups where children benefit from a play group for socialization. The groups include topics such as social skills, study skills, grief, stress, and changing families.

S. D. Spady's Montessori School counseling program supports a safe, nurturing and challenging environment for all students by providing a comprehensive, developmental counseling program, addressing the three domains: academic, personal/social and career development. Individual Counseling, Small Group Counseling, Large Group Counseling, Consultation (w/teachers and families), Coordination of Services (with outside agencies), Coordination of Food Drives, Coordination of Holiday Toy Drive, Co-facilitation of the Grandparents Raising Grandchildren program, School

Based Team Facilitator and Volunteer Coordinator.

3. Early Warning Systems

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

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

N/A for elementary school confirmed

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

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

Indicator	Grade Level													Total	
	K	1	2	3	4	5	6	7	8	9	10	11	12		
Attendance below 90 percent	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
One or more suspensions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Course failure in ELA or Math	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Level 1 on statewide assessment	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

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

Indicator	Grade Level													Total	
	K	1	2	3	4	5	6	7	8	9	10	11	12		
Students exhibiting two or more indicators	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

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

Not for elementary confirmed.

B. Family and Community Engagement

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

1. 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. Â§ 6314(b)(1)(F).

a. Will the school use its PIP to satisfy this question?

No

1. PIP Link

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

2. Description

Teachers communicate with parents via email, phone calls, Friday Red Folders, and on social media with information on how to help their child at home. Teachers along with administrators will ensure this will be done through the following strategies:

- Adjust coverage to enable teachers to meet with every parent during or after the school day. Teachers will notify parents of academic proficiency levels, attendance rates and provide strategies for parents to help their children at home.
 - Positive notes, letters, and phone calls home when applicable.
 - Open the Parent Resource Room daily with access to parenting materials, computers, internet and notify parents of the opportunity to utilize.
 - Provide Montessori Philosophy night, Open House, Grandparents as Parents Workshop, and English for Speakers of Other Languages (ESOL) meetings.
 - Provide notices to parents in various languages using Ed-line and Parent Link.
 - Recruit parents to attend SAC and ESOL meetings and provide child care during meetings so that parents can help to plan strategies, facilitate parent involvement, notification and evaluation of school-wide program and continue volunteer and business community partnerships.
 - Work with students to build individual work portfolios and invite parents for a Portfolio Night after the second trimester, when students present their portfolio of work to their parents.
- Students with Disabilities (SWD) and Best Practices for Inclusive Education (BPIE)
- Learning opportunities and resources are provided to families of SWDs as a result of needs assessments (ESE Parent Survey, BPIE, etc.) and student data.
 - BPIE assessment results, the School Improvement Plan (SIP) and subsequent reports of progress toward implementing inclusive practices are disseminated to families, school district personnel, and community members annually.

2. 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.

We as a school/students reach out to local businesses to help support S.D. Spady through advertising. One way is with banners that are fasten on to Spady's fence. S.D Spady and the PTA create a business partner liaison that reaches out to local community agencies such as i9 Sports, Jordan Michael Design, Glick Family Funeral Home, Mathnasium, U.S. Fish & Wildlife Service, and Spady Cultural Heritage Museum. A partnership plan is shared with our business partners. Business/Community agencies have an opportunity, through the PTA, to become a bronze, silver, or gold partner. Business partners and local communities agencies provide many resources on a school wide and individual base need. Local businesses also participate in career day wherein local businesses come in to educate the students about education and promising careers. Delray Reads is another opportunity that our business partners unite with our school to encourage young children about the benefits of reading.

C. Effective Leadership

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

1. School Leadership Team

a. Membership

Identify the name, email address and position title for each member of the school leadership team.:

Name	Title
Tata, Rona	Principal
Salah, Mazen	Assistant Principal
Knight, Raiko	School Counselor
Danca, Karen	Teacher, ESE
Bast, Robin	Psychologist
Hodge, Nancy	Instructional Coach
Lord-Carsrud, Angela	Administrative Support

b. Duties

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

The school-based Multi-Tiered System of Supports (MTSS) Leadership Team is comprised of the following members: Principal, Assistant Principal, ESE contact, ESOL contact, school psychologist, classroom teachers, guidance counselor, Speech Language Pathologist, and Montessori coordinator. MTSS allows for the following:

Early intervention to address the learning and behavioral needs of children, which, if effective, will reduce the need to label these children as being learning disabled, language impaired, or emotional/behavioral disordered.

A response to intervention approach to assist in determining who should be considered for Exceptional Student Education (ESE)

Students should not be considered for ESE if their problems are due to “lack of appropriate instruction in reading, including the essential components of reading instruction, instruction in math, or limited English proficiency.”

Prior to or as part of the referral process, the child was provided appropriate high-quality, research based instruction, and “data-based documentation of repeated assessments of achievement at reasonable intervals, reflecting formal assessment of student progress during instruction, was provided to the child’s parent(s)/guardian(s).”

The Principal provides a common vision for the use of data-based decision-making, to ensure: a sound, effective academic program is in place, a process to address and monitor subsequent needs is created.

The School Based Team (SBT) is the problem solving team for individual students who are having academic and/or behavioral issues. The School Based Team will facilitate the problem solving process for any student with rigor and fidelity. Students with IEPs who are in need of explicit interventions requiring services above what “at-risk” students in general education need will have their problem solving and response to intervention facilitated through the Child Study Team. Response to Intervention (RTI) is the fourth step in the problem solving process. When S.D. Spady’s SBT incorporates the RTI process the following Multi-Tiered System of Supports are followed: problem identification, research/evidence-based interventions, and school-wide, classroom, group and or individual support. The SBT monitors the intervention progress and gathers data to determine child responsiveness and that the interventions are implemented with fidelity.

The principal is responsible for monitoring the fidelity of the MTSS/RTI process. All members of the team may provide professional development to the staff in reference to effective interventions, using Curriculum Based Measurement (CBM’s) to progress monitor the effectiveness of the interventions and graphing and analyzing student data.

The School Based Team Leader Contact: The ESE contact will actively participate in the SBT/RTI meetings. The ESE contact will be responsible for parent notifications during the process. This will include reviewing student referrals, analyzing individual student data, and problem solving. The ESE contact will also collaborate with general education and special education teachers to create goals and interventions for individual students. Student data will be collected and analyzed to see if students are responding to the intervention.

The ESOL Contact: The ESOL contact will actively participate in the SBT/RTI meetings. This will include reviewing student referrals, analyzing individual student data, and problem solving. The ESOL contact will also collaborate with general education and ESOL support to create goals and interventions for individual ELL students.

The School Psychologist: The psychologist will actively participate in all SBT/RTI meetings. This will include collection, interpretation, and analysis of data, facilitating development of intervention plans, providing support for intervention fidelity and documentation, providing professional development and technical assistance for problem solving activities including data collection, data analysis, intervention planning, program evaluation, and facilitating data based decision making activities.

The Guidance Counselor/ Learning Team Facilitator (LTF): The guidance counselor will actively participate in the SBT/RTI meetings. This will include reviewing student referrals, analyzing individual student data, and problem solving. She will also be responsible for tracking school based team referrals. The guidance counselor will also provide social and behavioral interventions, track and monitor their progress. The guidance counselor will also provide ongoing professional development in Positive Behavior Interventions & Supports (PBI&S) and meet with individual teachers to help create appropriate interventions for individual students.

Speech Pathologist: The speech pathologist will actively participate in the SBT/RTI meetings. This will include reviewing student referrals, analyzing individual student data, and problem solving. The speech pathologist will also collaborate with general education and special education teachers to create goals and interventions for individual students.

2. 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.

School principal with direction from district personal, school psychologist and team members chooses appropriate, research based materials and resources.

School principal uses funds that are available to support acquisition of materials, sometimes using extra funds carried over from previous year fundraisers. Inventory is kept in office storage space and maintained by the principal and assistant principal. The School Based Team (SBT) facilitates appropriate distribution of materials.

2. School Advisory Council (SAC)

a. Membership

Identify the name and stakeholder group for each member of the SAC.:

Name	Stakeholder Group
Rona Tata	Principal
Allison Castrovinci	Teacher
Angela Lord-Carsrud	Teacher
Frantzi Hyacinthe	Parent
Raiko Knight	Business/Community
Angelica Rios	Education Support Employee
Melissa Antonelli	Teacher
Shawna Kingsley	Parent
Amanda Roy	Parent
Dionisia J. Salazar	Parent
Heather Hackett	Parent
Ilysia Shattuck	Parent
Karin Griffin	Parent
Kathryn Camplin	Parent
Rhona Diccicco	Business/Community

b. Duties

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

a. Evaluation of last year's school improvement plan

The SAC reviewed school data at the end of the 2015-2016 school year as well as at the beginning of the current year to identify areas of need and targets. The members brainstormed resources as well as barriers to reaching those targets. Specific functions include the following:

1. Develop and oversee the implementation of the School Improvement Plan that will serve as a framework for School Improvement;
2. Enlist, promote, and support greater interaction between school and community;
3. Provide input in matters concerning disbursement of school improvement funds and other monies related to school improvement and to ensure that such expenditures are consistent with the School Improvement Plan;
4. Consult with peripheral constituency groups when making decisions concerning educational practices within the school;
5. Make decisions based on available data; and
6. Consult with people or departments needed to support the School Improvement Plan.

b. Development of this school improvement plan

S.D Spady's overarching goal is to achieve 75% of third grade students reading on or above grade level proficiency. The SAC, teachers, parents and other community members were involved in the evaluation of school performance data and preparation of the school's improvement plan.

Our goal for the School Improvement Plan is to use measurable objectives such as but not limited to iReady Diagnostic data, district diagnostics, EDW reports and Florida Standards Assessment (FSA). The information gathered will allow for the implementation of a complete plan using all school resources.

c. Preparation of the school's annual budget and plan

Preparation of S.D. Spady's annual budget and plan is the responsibility of the District and the Principal.

The School Improvement funds are for the purpose of enhancing school performance. The SAC will review and approve expenditures for programs or projects presented to the council, that will aide in achieving our SIP goal.

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

The rollover funds (\$2,298) will be used to enhance the curriculum in reading and math. Last years funds were used to fund the purchase of materials, registration fees for training's, and salaries needed to provide remediation programs in reading and/or math daily in school and/or after school for targeted students in kindergarten through grade 5.

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

Yes

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

3. Literacy Leadership Team (LLT)

a. Membership

Identify the name and position title for each member of the school-based LLT or similar group, if applicable.:

Name	Title
Tata, Rona	Principal
Lord-Carsrud, Angela	Teacher, K-12
Castrovinci, Allison	Teacher, PreK
Danca, Karen	Teacher, ESE
Salah, Mazen	Assistant Principal
Kunesh, Linda	Teacher, K-12
Kaser, Kerry	Other
haring, Chelsea	Teacher, K-12
Drummond, Suzanne	Teacher, K-12
Vollman, Sarah	Teacher, K-12

b. Duties

1. Describe how the LLT or similar group promotes literacy within the school, if applicable.

The Literacy Leadership Team will help with implementation of initiatives to improve reading comprehension, vocabulary and oral language instruction. In addition they will review research-based strategies and progress monitoring tools for use with Tier 2 and Tier 3 students. Our team may include a literacy leader from each grade level, a reading coach, a representative from ESOL, a representative from ESE, and administration. The team uses data to establish the literacy goals for that school year. Once the goals have been established, the team creates a plan of action and may

meet monthly, (more if necessary) to assess progress towards accomplishing the goals. The team may promote and support literacy in a variety of ways: through professional development, leaders coaching and/or modeling, summer literacy plans, addressing scheduling concerns, providing instructional and student resources and materials. Throughout the year, the literacy team also evaluates the implementation of the district literacy initiatives. This team will brainstorm suggestions and ideas to enhance the current implementation.

The Literacy Leadership Team also will plan staff development for the following:

- Reading and Writing Workshop in Grades K - 5
- Reading Comprehension Instruction including creating mental images, using background knowledge, asking questions, making inferences, determining the most important ideas or themes, synthesizing information and using "fix up" strategies in all grades.
- Vocabulary Development in all grades.
- Supplemental Reading Comprehension Programs
- Leveled Literacy Instruction (LLI)
- Word Wise
- Continuum Studies
- iReady Instruction
- Implementation of the pillars of effective instruction- standards, personalized, high expectations, engaged

D. Public and Collaborative Teaching

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

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

At S.D. Spady, positive collaborative relationships with teachers is encouraged through a weekly 90 minute Professional Learning Community (PLC's). The master schedule has been designed to allow teachers the time needed to meet and collaborate about curriculum, instruction, delivery and methods. Each grade level meets weekly to plan for the up-coming week of lessons, review data, form strategy groups and collaborate. To use time efficiently, Google docs is being used to track and monitor the lessons, standards and teaching points. Teachers also use this time to focus on the students' academic needs and how to assess those needs. Student improvement is continually monitored and modified as needed based on the collaboration from the group. Collaboration happens between the general education teachers and when applicable the special education teachers and related service providers.

There is positive working relationships as all grade levels work together, team leaders meet to discuss requirements for the following year by conducting vertical meetings. For example: Kindergarten Team Leaders meet with grade one Team Leaders, grade one Team Leaders meet with grade two Team leaders, through grade five. Finally, all grade level teachers meet with administration to discuss strategies and ensure that students are prepared for the next grade level.

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

Teachers new to the school are given a full day workshop to introduce them to the processes and procedures of the school, the single school culture and the discipline system (Administration and Montessori Magnet Coordinator). Regular meetings are scheduled for teachers new to the school with the Assistant Principal and the Montessori Coordinator. New teachers are partnered with an experienced mentor teacher (Assistant Principal). Regular workshops are offered to all new teachers on Conscious Discipline and classroom management (Montessori Magnet Coordinator) as well as continued dialogue with the American Montessori Society, the Public School Montessorian and Montessori Teacher Training Centers to recruit quality certified teachers (Principal).

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

The mentor and mentee relationship is ongoing. The support is provided by a veteran teacher who can assist in the development of the mentee. They also meet in PLC settings to discuss data and instructional practices and evidence-based strategies. The mentee is given release time to observe the mentor. Time is given for feedback, coaching and planning. The Montessori Coordinator regularly schedules new teachers support by providing materials and training relevant to the philosophy of the school.

E. Ambitious Instruction and Learning

1. Instructional Programs and Strategies

a. Instructional Programs

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

Weekly planning is aligned by unpacking the standards. Every Team Leader meets with his/her team on a weekly basis identifying the core standards and aligning the curriculum to the current scope and sequence. Once the team for each level collaborates and brainstorms, the finalized plans are accessible through Google Docs. Each week the plans are updated according to the standards as delegated by the District. Internally, since we are a Montessori School, we use manipulative materials to supplement and teach certain benchmarks. Google Docs is a live document and is manipulated and adjusted by each teacher daily given the specific needs of their students. In addition our school will utilize the scheduled professional development during the 5 PD days to support the strategies needed. This year, the PLC's focus will be the implementation of the districts "Pillars of Effective Instruction".

b. Instructional Strategies

1. 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.

Assessments are given and monitored, regularly, in all core areas. Once the data is uploaded and/or reviewed, teachers have the ability to see which students are in need of additional support. Assessments include: iReady Diagnostics given three times a year in math and reading, Reading Running Records, unit assessments in all subject areas, Palm Beach Performance Assessments for writing, and Florida Standards Assessments given once a year which vary by grade level.

For example, in response, strategy groups are customized and created in order to satisfy the diverse needs of the children. Some examples may include using movement or songs to assist certain students, who need to absorb concepts, but have high energy. Another example may include using technology for visual and auditory learners. Instructional strategies for both ends of the spectrum include one-on-one support and small groups for differentiated instruction. This allows for teachers to understand students' individual needs and can cater to students learning modalities.

Through Professional Development Days (PPD) and Team meetings, teachers have an internal exchange of information to attain high standards and implement tools for successful learning.

2. 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: 3,600

Based on the results of state FSA assessments, students who need remediation in reading will be provided with a tutoring experience 4x a week as necessary.

Strategy Rationale

Students will benefit from the additional LLI intensive reading program to support and strengthen their reading skills, ultimately to increase their reading performance on state and district assessments.

Strategy Purpose(s)

- Enrichment

Person(s) responsible for monitoring implementation of the strategy

Kaser, Kerry, kerry.kaser@palmbeachschools.org

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

LLI assessments

Strategy: Summer Program

Minutes added to school year: 120,000

Summer Camp is designed for internal Spady students, and external students, to engage in themed activities each week, for eight weeks from June to August. The camp runs from 8-3pm with available aftercare from 3-6pm. Camp is for ages 3-11 and groups are separated by grade levels.

Strategy Rationale

Spady's summer camp is a mixture of fun and real life experiences as they relate to learning. Field trips to science museums, Gumbo Limbo, Zoo, Lion Country Safari are all part of the learning experience and objectives.

Strategy Purpose(s)

""

Person(s) responsible for monitoring implementation of the strategy

Benn, Maxx, maxx.benn@palmbeachschools.org

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

Students enrolled each year and Parental feedback

Strategy: Weekend Program

Minutes added to school year:

NA

Strategy Rationale

Strategy Purpose(s)

""

Person(s) responsible for monitoring implementation of the strategy

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

Strategy: After School Program

Minutes added to school year: 44,640

Aftercare Program has two types of schedules. One is part time care from 2:00-4:00 pm and the other is full time care from 2:00-6:00 pm. The program is designed to give school students enriched care during after school hours

Strategy Rationale

In Aftercare, there are several programs available for enrichment, including, dance, guitar, violin, sports, art, etc. There is also an academic hour that incorporates homework help, independent reading, math practice, V-Math, computer lab, and daily themed / seasonal read alouds.

Strategy Purpose(s)

""

Person(s) responsible for monitoring implementation of the strategy

Benn, Maxx, maxx.benn@palmbeachschools.org

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

The extracurricular activities are monitored by attendance and participation. The academic work is monitored by physical records such as "Reading Logs" "Homework Checklists," and computer printouts of the progress.

Strategy: Extended School Year

Minutes added to school year:

NA

Strategy Rationale

Strategy Purpose(s)

""

Person(s) responsible for monitoring implementation of the strategy

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

Strategy: Before School Program

Minutes added to school year: 11,160

Before Care is designed for working parents who need a safe and happy environment for their child ages 3-11. The program is from 6:45 to 7:45 am each school day.

Strategy Rationale

In Before Care, trained teachers have created a system that balances several enriched programs. This includes reading groups, computer practice, and homework assistance. With each child arriving at different times, there is individualized attention for the students.

Strategy Purpose(s)

""

Person(s) responsible for monitoring implementation of the strategy

Kunesh, Linda, linda.kunesh@palmbeachschools.org

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

Students have the ability to work independently or with assistance. In either case, work can be monitored by physical records such as "Reading Logs," "Homework Checklists," and computer printouts that demonstrate progress and growth.

2. Student Transition and Readiness

a. PreK-12 Transition

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

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

Teachers will use the School-wide Positive Behavior Support lessons and universal matrix to teach incoming students the expectations of S. D. Spady Elementary School. The Montessori Magnet Co-coordinator, Angela Lord-Carsrud provides tours to new families and answers questions about the program. If needed our School Counselor, Dr. Knight, provides information and expectations on SwPBS. Students will be given the opportunity to visit lower and upper elementary classes prior to promotion to the next grade level. Teachers are proactive (ed-line, newsletters, email, social media)

to make certain that children and parents understand the requirements, and more importantly the standards for processing critical thinking skills in the real world. S.D. Spady believes that every child can be successful through self-efficacy. Teachers, administration, peers, and the community believe that with experience, modeling, and social interactions within the school environment we will support the incoming and outgoing peer groups of Spady.

b. College and Career Readiness

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

N/A

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

N/A

3. 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

4. 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

II. Needs Assessment

The school's completion of this section may satisfy the requirements of 20 U.S.C. Â§ 6314(b)(1)(A).

A. Problem Identification

1. Data to Support Problem Identification

b. 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:

No files were uploaded

2. 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.

B. 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.

C. Strategic Goals

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.** If we deliver effective and relevant standards based instruction then we will increase reading on grade level to 75% by 3rd grade.

Strategic Goals Detail

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

G1. If we deliver effective and relevant standards based instruction then we will increase reading on grade level to 75% by 3rd grade. **1a**

G083770

Targets Supported **1b**

Indicator	Annual Target
FSA ELA Achievement	95.0
FSA ELA Achievement	80.0
FSA ELA Achievement	75.0

Targeted Barriers to Achieving the Goal **3**

- Communication and organization between groups such as SAI, ESE, ELL,iii, and SBT for the purposes of identifying students with reading deficiencies before grade 3 and implementing interventions or providing services.

Resources Available to Help Reduce or Eliminate the Barriers **2**

- 1. School Based Team, School Leadership, and School Advisory Council
- 2. PDD (Professional Development Days) and workshops
- 3. Alignment with Florida Standards & Montessori Material and Methods

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

Review and monitor the students progress within the selected to groups by analyzing EDW reports, I-Ready Reading reports, and district assessments.

Person Responsible

Rona Tata

Schedule

Biweekly, from 8/16/2016 to 6/2/2017

Evidence of Completion

EDW reports, I-Ready Reading reports and district assessments.

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. If we deliver effective and relevant standards based instruction then we will increase reading on grade level to 75% by 3rd grade. 1

G083770

G1.B1 Communication and organization between groups such as SAI, ESE, ELL,iii, and SBT for the purposes of identifying students with reading deficiencies before grade 3 and implementing interventions or providing services. 2

B222472

G1.B1.S1 Reorganization is needed within SAI, ESE, ELL, iii, and SBT in order to maximize effectiveness. 4

S234752

Strategy Rationale

The resources at our disposal need to be reorganized in a manner in which they are all communicating and working toward the common goal of meeting the reading needs of all students.

Action Step 1 5

The reorganization of ESE, ELL, iii and SAI groups to maximize effectiveness.

Person Responsible

Rona Tata

Schedule

Biweekly, from 8/16/2016 to 6/2/2017

Evidence of Completion

EDW data will be collected on the students that meet with the three groups outlined. Students progress will be monitored quarterly and student groups will be reorganized as needed.

Action Step 2 5

Facilitate PD on effective and relevant instruction related to improving student achievement in ESE, ELL, iii and SAI.

Person Responsible

Melissa Antonelli

Schedule

Monthly, from 9/16/2016 to 6/2/2017

Evidence of Completion

The agendas from PDD days, professional development sign in sheets, teacher observations, data chats, district assessments, I-Ready reports, and EDW reports.

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

The SBT team will meet on an ongoing basis to evaluate and monitor students who are being serviced by these groups; SAI, ESE, ELL, and iii.

Person Responsible

Raiko Knight

Schedule

Biweekly, from 8/16/2016 to 6/2/2017

Evidence of Completion

The SBT leader will collect and maintain data on all students in order to monitor and implement interventions and effectiveness.

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

Teachers will be supported in referring students to the RTI process and the SBT will monitor and adjust interventions to support those students identified as having a deficiency.

Person Responsible

Raiko Knight

Schedule

Biweekly, from 8/16/2016 to 6/2/2017

Evidence of Completion

Weekly SBT agendas, meetings, conference notes, and Google tracking sheet.

IV. Implementation Timeline

Source	Task, Action Step or Monitoring Activity	Who	Start Date (where applicable)	Deliverable or Evidence of Completion	Due Date/ End Date
2017					
G1.MA1 M306954	Review and monitor the students progress within the selected to groups by analyzing EDW reports,...	Tata, Rona	8/16/2016	EDW reports, I-Ready Reading reports and district assessments.	6/2/2017 biweekly
G1.B1.S1.MA1 M306946	Teachers will be supported in referring students to the RTI process and the SBT will monitor and...	Knight, Raiko	8/16/2016	Weekly SBT agendas, meetings, conference notes, and Google tracking sheet.	6/2/2017 biweekly
G1.B1.S1.MA1 M306947	The SBT team will meet on an ongoing basis to evaluate and monitor students who are being serviced...	Knight, Raiko	8/16/2016	The SBT leader will collect and maintain data on all students in order to monitor and implement interventions and effectiveness.	6/2/2017 biweekly
G1.B1.S1.A1 A302325	The reorganization of ESE, ELL, iii and SAI groups to maximize effectiveness.	Tata, Rona	8/16/2016	EDW data will be collected on the students that meet with the three groups outlined. Students progress will be monitored quarterly and student groups will be reorganized as needed.	6/2/2017 biweekly
G1.B1.S1.A2 A302326	Facilitate PD on effective and relevant instruction related to improving student achievement in...	Antonelli, Melissa	9/16/2016	The agendas from PDD days, professional development sign in sheets, teacher observations, data chats, district assessments, I-Ready reports, and EDW reports.	6/2/2017 monthly

V. Professional Development Opportunities

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

G1. If we deliver effective and relevant standards based instruction then we will increase reading on grade level to 75% by 3rd grade.

G1.B1 Communication and organization between groups such as SAI, ESE, ELL,iii, and SBT for the purposes of identifying students with reading deficiencies before grade 3 and implementing interventions or providing services.

G1.B1.S1 Reorganization is needed within SAI, ESE, ELL, iii, and SBT in order to maximize effectiveness.

PD Opportunity 1

Facilitate PD on effective and relevant instruction related to improving student achievement in ESE, ELL, iii and SAI.

Facilitator

Administration, school personnel and district personnel

Participants

All teachers and support staff

Schedule

Monthly, from 9/16/2016 to 6/2/2017

VI. Technical Assistance Items

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

VII. Budget

1	G1.B1.S1.A1	The reorganization of ESE, ELL, iii and SAI groups to maximize effectiveness.	\$0.00
2	G1.B1.S1.A2	Facilitate PD on effective and relevant instruction related to improving student achievement in ESE, ELL, iii and SAI.	\$0.00
Total:			\$0.00