

Orange County Public Schools

# Simon Youth Found Acad At Outlet Mktpfce



2016-17 Schoolwide Improvement Plan

## Simon Youth Found Acad At Outlet Mktplce

5253 INTERNATIONAL DR STE B4/B5, Orlando, FL 32819

[www.ocps.net/lc/district/sae](http://www.ocps.net/lc/district/sae)

### 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)
High School 10-12	Yes	90%
Primary Service Type (per MSID File)	Charter School	2018-19 Minority Rate (Reported as Non-white on Survey 2)
Alternative Education	No	84%

### School Grades History

Year	2017-18
Grade	

*\*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 Orange 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 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>.

---

## Table of Contents

---

<b>Purpose and Outline of the SIP</b>	<b>4</b>
<b>Differentiated Accountability</b>	<b>5</b>
<b>Current School Status</b>	<b>6</b>
Supportive Environment	6
Family and Community Engagement	7
Effective Leadership	8
Public and Collaborative Teaching	12
Ambitious Instruction and Learning	13
<b>8-Step Planning and Problem Solving Implementation</b>	<b>18</b>
Goals Summary	18
Goals Detail	18
Action Plan for Improvement	21
<b>Appendix 1: Implementation Timeline</b>	<b>26</b>
<b>Appendix 2: Professional Development and Technical Assistance Outlines</b>	<b>27</b>
Professional Development Opportunities	27
Technical Assistance Items	28
<b>Appendix 3: Budget to Support Goals</b>	<b>28</b>

## 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 Simon Youth Found Acad At Outlet Mktplce

DA Region and RED	DA Category and Turnaround Status
Southeast - <a href="#">LaShawn Russ-Porterfield</a>	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.

To lead our students to success with the support and involvement of families and the community

##### b. Provide the school's vision statement.

To be the top producer of successful students in the nation

#### 2. School Environment

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

Simon Youth Academy learns about students' cultures and builds relationships through student surveys, data charts, parent/student interviews, team building activities, collaborative environment, celebrating cultural days and creating positive relationships.

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

Simon Youth Academy works to create a positive environment with relationships using a positive behavior support system. Safety training videos are provided for teachers, students, and staff to better understand and respect each other. Character education promotes positive behavior and teaches respect. SYA creates a culture of safety and trust through positive teacher and student interaction where everyone has a voice. These relationships build bonds and are reinforced throughout all facets of school life. School rules and procedures are reinforced to make students feel safe and respected allowing students to focus on learning.

##### 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.

Strategies and clear class rules are used to set behavioral expectations, minimize distractions, and keep students engaged. We review the code of conduct quarterly and the management conduct training for teachers and staff on the behavior management system. Additionally, staff promote communication between the school and parents to share clear behavioral expectations. Leadership personnel and instructional staff follow the discipline plan that includes: conference with student and verbal warning, phone call and/or meeting with the parent/guardian, detention and then referral to administrative staff for student behavioral counseling.

##### 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.

Simon Youth Academy provides academic counseling, IEPs. 504 plans, instruction on social life skills, and collaborate with host agencies for mental health support. Community resources are utilized, such as local employers, for collaborative interaction to support workplace skills as they relate to academic skills. Teachers work collaboratively to ensure student accommodations are met. Guidance counselors work closely with students and administrations to stay abreast of issues that may arise throughout the year.

### 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.

Simon Youth Academy monitors the following early warning indicators:

- Absenteeism: (Five or more unexcused absences)
- Discipline: (one or more suspensions)
- GPA: (below 2.0 grade point average)
- Course Credits: (below state requirements per grade level)
- Course failure in core subjects: (inferences on English Language Arts and Mathematics)
- Level 1 score on English Language Arts FSA and Mathematics FSA

#### 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	2	9	1	12
One or more suspensions	0	0	0	0	0	0	0	0	0	0	0	1	1	2
Course failure in ELA or Math	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	2	0	2

##### 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	

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

Intervention strategies employed by Simon Youth Academy to improve the academic performance of students as identified by the early warning system include:

- Child study team for attendance and academics
- After school tutoring
- MTSS weekly data discussion with students
- Progress monitoring
- Credit retrieval
- Communicating with parents
- Cross-curricula school-wide literacy system
- Rigorous lessons are planned and executed in Reading, ELA, Science and Math
- Instructional coaches provide assistance and feedback for the improvement of standards-based instruction
- Weekly collection and discussions of data to align instruction

### 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?**

Yes

**1. PIP Link**

The school completes a Parental Involvement Plan (PFEP), which is accessible through the Continuous Improvement Management System (CIMS) at <https://www.floridacims.org/documents/307353>.

**2. Description**

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

**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.**

Simon Youth Academy builds and sustains partnerships through continuous relationship building activities and community engagement including:

- Partners in Education
- IEP and ELL meetings
- Parent involvement activities
- School Advisory Committee
- Partnerships with host agencies
- Guest speakers
- OCPS Teach-In
- Education advocacy
- Home visits
- OCPS Expectation Graduation
- Mentorship programs
- Employment opportunities and other vocational services

**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
Tovine, William	Principal
Lebron, Maribel	Assistant Principal
Middleton, Beverly	Assistant Principal
Toffoli, Daniel	Assistant Principal
McCray, Ima	Assistant Principal
Williams, Deborah	Other

**b. Duties**



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

The leadership team meets weekly to collaborate among all school sites. Topics shared include leadership and other practices that are successful in areas that need to be improved.

To track and guide student progress, the leadership team uses the Continuous Improvement Model (CIM) to analyze data, determine needs, implement intervention and acceleration, and adjust instruction as necessary. We engage in a monthly data cycle beginning with a meeting of representation of all sites with the administrators, CRT, and instructional coaches followed by data meetings at each site including biweekly student data meetings.

Site representatives bring data on all student SIP goals to the principal's monthly data meeting. At these monthly meetings, the team evaluates screening data on reading, math, science, and writing performance for each student including an analysis of strengths and weaknesses. An intervention plan targeting weaknesses is developed that includes instructional methods and targeted assessments. Individual leadership team members monitor the progress of students at their sites on a weekly basis while the team as a whole reviews monthly progress toward SIP goals. In interventions are not effective, the team problem solves and develops an amended intervention plan for the student.

Teacher capacity SIP goals are tracked through instructional coaches' reflective logs where they record coaching and observation data by goal. Coaches also collect data on teacher capacity goals from lead teachers and bring this data to biweekly coaches' meetings where the CIM process is applied. Administrators then add their input to the results of the coaches meetings and apply the CIM process monthly in an administrative meeting.

**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.**

Simon Youth Academy's school leadership ensures the success of all students by setting clear goals and purposes using evidence-based measurements. These measurements help shape the criteria used to make resource allocation decisions that warrants sustained funding for pedagogical priorities. Resources are aligned with outcomes by clearly defining what Project Compass intends to accomplish, developing an instructional model appropriate to the school and district goal, establishing non-negotiable goals for achievement and instruction, as well as organizing resources in a way to support the instructional model and improve student learning.

Simon Youth Academy's school leadership coordinates supplemental education services that support student achievement through collaboration with the district office. Entitlements from the Every Student Succeeds Act (ESSA) such as Title I Part A funding, allows school leadership to invest continuously in improving teacher quality and parental involvement. Title II Part A helps fund professional development opportunities for teachers. Wraparound services are also provided to all youth that are adjudicated, awaiting adjudication, or are classified as at-risk/high needs, including homeless services (Title X) under the McKinney-Vento Act. These programs are primarily managed by the administrative team, and compliance data managers and monitored internally on a weekly basis.

Simon Youth Academy's school leadership promotes continuous use of multiple resources to generate ideas for problem-solving opportunities. Products of this process include the development of character education embedded into the curriculum, project-based learning to peek students' interests

and maximizing academic time to support learning (i.e. remedial support) to improve students overall academic performance.

## 2. School Advisory Council (SAC)

### a. Membership

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

Name	Stakeholder Group
William Tovine	Principal
Lamont Lofton	Business/Community
Osvaldo Laracuenta	Education Support Employee
Janis Joslin Foscitt	Business/Community
Elizabeth Morales-Carrero	Education Support Employee
Deborah Johnson	Teacher
Larry Eason	Business/Community
Tawanda Smith	Education Support Employee
Holly Wilson	Education Support Employee
Tammye Young	Teacher
Belinda Shepherd	Parent
Charnetta Starr	Parent
Peggy Schwartz	Teacher
MaryJo Schwartz	Education Support Employee
Carla Mercado	Parent
Bill Young	Business/Community
Maribel Lebron	Education Support Employee

### 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

##### 1. Evaluation of last year's school improvement plan

SAC members and stake holders collaborate to review all data from previous year's School Improvement Plan. A sub-committee then meets and brings suggestions to the current year's plan aligned with its SIP goals. The committee as a whole participates in the evaluation and development of the plan.

##### 2. Development of this school improvement plan

The SAC committee was an integral part of the development and approval of the SIP. SAC members were divided into sub-committees for data review and goal setting.

##### 3. Preparation of the school's annual budget and plan

The SAC committee meets with the principal to ensure proper sending of the school improvement funds and the general school budget.

#### b. Development of this school improvement plan

The SAC committee was an integral part of the development and approval of the SIP. SAC members were divided into sub-committees for data review and goal setting.

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

The SAC committee meets with the principal to ensure proper spending of the school improvement funds and the general school's annual budget and plan.

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

Expenditures for SIP related activities included:

- Reading Budget: Substitutes for teachers to attend professional development \$2,000.00
- Mathematics Budget Substitutes for teachers to attend professional development \$1,000.00
- Science Budget: Substitutes for teachers to attend professional development and supplies/ equipment \$3,000.00
- Writing Budget: Substitutes for teachers to attend professional development \$1,000.00
- Stem Budget: Substitutes for teachers to attend professional development \$1,000.00
- Highly Qualified Mini Grants \$2,000.00
- Misc. \$3,000.00

**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
Tovine, William	Principal
Lebron, Maribel	Assistant Principal
Middleton, Beverly	Assistant Principal
Williams, Deborah	Other
Schwartz, Peggy	Instructional Coach
Butts, Renee	Dean
Hardman, Tiffany	Instructional Coach
Schwartz, Mary Jo	Instructional Coach
Starr, Charnetta	Instructional Coach
	Instructional Coach
Wiedman, Janet	Instructional Coach
Toffoli, Daniel	Assistant Principal
McCray, Ima	Assistant Principal

**b. Duties**

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

The Literacy Leadership Team:

- Convenes weekly to plan, monitor, adjust, evaluate, and address school-based issues and activities.
- Teaches, models, and practices student-owned literacy strategies with evidence to foster independent

success: predication, clarification, visualization, asking questions, making connections, summation/synthesis, and evaluation.

Instructional Coaches:

- Support SIP goals through professional development
- Model lessons through instructional delivery
- Conduct Observations
- Facilitate reflective conversations
- Research and guide the implement scientifically-based curriculum, assessments and intervention approaches
- Disaggregate student data
- Provide assistance interpretation of data
- Assist teachers with implementation of differentiated instruction
- Maintain reflective logs which record data on implementation of SIP teacher capacity goals by instructional staff
- Meet monthly to analyze the data
- Make staff development decisions through the CIM process

Assistant Principal:

- Oversees the implementation of the district's vision and mission
- Ensures that effective school-based strategies and interventions are implemented, documented, and monitored to address the diverse needs of all students
- Guides and supports the school-based leadership team to develop research-based instructional strategies for faculty to impact student achievement through professional development
- Forms a partnership with all shareholders to communicate site based plans and activities

**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.**

Simon Youth Academy encourages collaborative planning and instruction through Professional Learning Communities (PLCs); the use of Safari Montage to enable easy communication between teachers at separate sites; and curriculum rounds, in which the API curriculum resource teacher, and site coaches visits classrooms regularly to encourage and promote collaboration while providing instructional support. Teachers collaborate on data, student achievement, curriculum, and planning lessons that are aligned with data results. Lesson preparation are practiced across the curriculum in PLCs which gives our teachers the chance to observe and learn from their peers, as well as provide feedback on the lesson plan writing process and the implementation of common assessments.

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

Simon Youth Academy recruits, develops, and retains highly qualified teachers by:

- Providing training opportunities to assist teachers with professional growth development
- Seeking teachers with multiple certifications
- Providing a mentor program for beginning teachers for instructional support
- Involving stakeholders in the decision-making process
- Encourage input from teachers
- Creating a nurturing team-oriented school climate
- Providing instructional coaching for all teachers

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

The rationale of the teacher mentoring program for pairings and planned mentoring activities include:

- Weekly observations and feedback
- Continuous coaching and modeling with the use of graphic organizers, technology, data chats, and differentiated instruction
- Bi-weekly meetings with mentees to discuss curriculum, procedures, and instructional strategies specific to their content areas

## **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.***

SYA incorporates OPCS' rigorous core curriculum adoption process that analyzes the correlation between core program materials and the Florida Standards. Core instructional resources are provided on the Instructional Management System (IMS) and are aligned to the Florida Standards. All schools are aligned to utilize the standards-based resources during daily instructional delivery.

#### **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.***

SYA uses the Florida Continuous Improvement Model and data analysis cycle to improve instruction and student learning. Several intervention strategies that support differentiation learning to meet the diverse needs of our student population are utilized, as indicated below:

- Weekly data discussions with students
- Monthly principal data meetings to determine student progress
- Daily use of rotational model in class settings
- Ongoing use of gradual release model
- Weekly instructional rounds conducted to assist teachers in acquiring different strategies
- Daily academic support services in the areas of English and Mathematics

##### ***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: Summer Program**

**Minutes added to school year: 9,000**

SYA students are traditionally below grade level and behind in high school. We provide summer school opportunities for students to earn credits and shorten the path for high school graduation. Additionally, summer school provides credit retrieval opportunities to earn credits toward graduation.

**Strategy Rationale**

SYA students are typically behind in their graduation cohort and through summer school, students are awarded the opportunity to advance in their projected graduation schedule

**Strategy Purpose(s)**

- Core Academic Instruction
- Enrichment

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

Lebron, Maribel, maribel.lebron@ocps.net

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

Data collected includes; student grades, credit retrieval completions to determine student progress toward graduation. Data is analyzed through the CIM data cycle process to determine the effectiveness of implemented enrichment to accelerate the curriculum.

**Strategy: After School Program**

**Minutes added to school year: 1,350**

Simon Youth Academy provides tutoring aligned to the needs revealed by the data analysis cycle and night to earn credits toward graduation.

**Strategy Rationale**

Tutoring is designed to provide remedial support and increase student achievement.

**Strategy Purpose(s)**

- Core Academic Instruction

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

Lebron, Maribel, maribel.lebron@ocps.net

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

Data collected includes data resource forms, student grades, credit retrieval completions, CTE certifications, and attendance. Data is analyzed through the CIM data cycle process.

## 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.**

Based on the OCPS Pupil Progression Plan, the guidance counselor advises each student on the academic courses required to their specific grade level and cohort year. A checklist is designed to track completion and presented during student enrollment. Academic counseling includes individual and group counseling sessions to discuss graduation requirements that are aligned with the Florida Standards and required assessments. When appropriate, aligned counselors, in accordance with IDEA, identify differentiated delivery of services based on student need. Students are given opportunities to discuss their academic plan along with their future interests in order to create an overall individual graduation plan.

The guidance counselor provides a framework as outlined in the Comprehensive Developmental Guidance Program that begins in 6th grade. This framework is designed to help prepare students with career and academic planning along with social and emotional connections that involve parents/guardian in the process.

Once each student reaches high school, counselors provide guidelines and curricula courses that will enable them to complete individual graduation plans to successfully prepare them for a seamless transition to relevant employment, further training, or post-secondary study by their senior year. The framework of the guidance program shows relevance to the students' goal by meeting the core and elective course requirements as defined by the Florida's Bright Futures Scholarship program.

The guidance counselor offers an additional support system of opportunities for students to attend before or after-school tutoring, character development, career training and/or credit recovery as a result of their individual graduation/academic plan. Additionally, students complete applications to continuing educational programs at the college and technical school levels.

**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.**

School guidance counselors work with students to help guide them toward a career path that matches their skills and personal preferences, while providing academic guidance. School guidance counselors meet with students both in small groups and individually to discuss future plans, investigate careers, post secondary requirements, and help students seeking financial assistance. The counselors also arrange college and career tech visits, facilitate career and academic fairs, and arrange for students to speak with representatives from post secondary institutions during the school day. All students attend student/teacher advisory meetings to help build positive relationships with their peers and teachers. Various topics are emphasized by grade level to ensure each student's course of career awareness is meaningful to them, now, in high school, and beyond.

Post-secondary planning begins at the time students are enrolled in school. The school counselor and career coach collaboratively work together to formulate an individual plan to prepare students for a successful transition. Some of the strategies used to advance college and career awareness include the following:

- Facilitate individual and small group sessions to discuss career opportunities and college interests
- Schedule interviews for students with local businesses for employment opportunities
- Arrange college and career visits
- Conduct college and career fairs
- Provide financial aid assistance

- Offer academic guidance
- Connect students with community-based programs for volunteer opportunities

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

Applied and integrated courses help students make connections between academic and career/technical subjects. SYA provides a framework that assists students to choose courses that meet high school graduation requirements and include benchmarks of the Florida Standards. The framework shows relevance to the students' goals by meeting Bright Futures Scholarship core and elective requirements, comprehensively align the essential workforce skills, and aligning with the US Department of Education Career Clusters. At SYA, many students complete the Ready to Work Initiative. Additionally, a school-to-work program provides opportunities for students to participate in a job program while earning their high school diploma. Industry certification courses such as Digital Information Technology are also offered to students working in areas of certification.

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

To measure student skills needed for college, all 9th and 10th grade student will take the PSAT to compete for the National Merit Scholarship. Eligible 11th grade students will take the PERT. Students' area(s) of weakness will be addressed by providing them the opportunity to enroll in college preparatory courses during their senior year (Math for College Readiness and/or English IV. (College Prep).

Guidance counselors help students develop an individual graduation plan that takes into account the students' interests as well as educational and career plans.

During enrollment, some students are scheduled for a vocational course to prepare them with appropriate training to be competitive in the work force. Applied and integrated courses give students the exposure to relevant relationships between academic and career/technical subjects that would link to their future endeavors.

Students are presented with a variety of career clusters as aligned with the Career and Technical Education program and the Florida Department of Education. This helps students to discover their interests and passion, and empowers them to make a good career choice. Some students are given an Interest Inventory to guide the provision of additional training, knowledge and skills. A partnership and relationship is built with community employers to support students seeking employment.

**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.**

To measure student skills needed for college, all 9th and 10th grade students will take the PSAT to compete for the National Merit Scholarship. Eligible students will take the PERT. Students in the 11th grade are encouraged to start researching and preparing to apply for scholarships at the appropriate time. Seniors are provided with SAT and ACT study guides and practice tests, and are exposed to and encouraged to apply for the various scholarships available to them.

## 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

 = Problem Solving Step    S123456 = Quick Key

## Strategic Goals Summary

- G1.** To improve the school attendance rate by utilizing multiple strategies in order to increase student achievement. (Division Priority: Providing Empowering Environments)
- G2.** Teachers will improve standard-based instructional delivery focusing on gradual release and rigorous academic language within the Instructional Framework as measured by performance-based data to ensure career and college readiness. (Division Priority: Invest in Human Capital)

## 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.** To improve the school attendance rate by utilizing multiple strategies in order to increase student achievement. (Division Priority: Providing Empowering Environments) 1a

G084382

**Targets Supported** 1b

Indicator	Annual Target
Attendance Below 90%	20.0

**Targeted Barriers to Achieving the Goal** 3

- Students have a history of poor attendance which affects their academic performance.

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

- 
- Attendance reports from EDW
- Child study team
- Guidance Counselors
- Lead Teacher
- IMS
- SMS
- Quarterly updates of student-parent contact information

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

Student attendance data will be collected and used to demonstrate that the goal is being monitored and whether there is progress being made toward the selected students. Student academic performance will increase with the monitoring of student's attendance data.

**Person Responsible**

William Tovine

**Schedule**

Weekly, from 8/15/2016 to 6/1/2017

**Evidence of Completion**

Student attendance data, formative and summative data

**G2.** Teachers will improve standard-based instructional delivery focusing on gradual release and rigorous academic language within the Instructional Framework as measured by performance-based data to ensure career and college readiness. (Division Priority: Invest in Human Capital) 1a

G084383

### Targets Supported 1b

Indicator	Annual Target
Math Gains	20.0
Attendance Below 90%	50.0

### Targeted Barriers to Achieving the Goal 3

- Teachers have difficulty developing common assessments that are aligned to the standard.

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

- Literacy Leadership Team
- Achieve 3000
- Algebra Nation
- IMS
- Math XL
- Instructional Coaches
- Instructional Framework
- PLC
- Deliberate Practice Process
- Daily Use of Academic Language to guide instruction and student success
- USA Test Prep

### Plan to Monitor Progress Toward G2. 8

Regular lesson plan checks and classroom observations will verify that lessons taught consistently match the district's scope and sequence and aligned to the standards incorporating Marzano strategies.

#### Person Responsible

William Tovine

#### Schedule

Weekly, from 8/15/2016 to 6/1/2017

#### Evidence of Completion

iObservation feedback, feedback from instructional rounds, feedback and minutes from professional development and formative, summative and program data will be reviewed.

## 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

 = Problem Solving Step     S123456 = Quick Key

**G1.** To improve the school attendance rate by utilizing multiple strategies in order to increase student achievement. (Division Priority: Providing Empowering Environments) 1

G084382

**G1.B1** Students have a history of poor attendance which affects their academic performance. 2

B224191

**G1.B1.S1** The leadership team will implement a tracking process in order to monitor student's attendance more closely with monthly review. 4

S236585

### Strategy Rationale

The need for an effective attendance monitoring process.

### Action Step 1 5

The leadership team will create and implement a new student attendance tracking process in order to monitor student's attendance to discuss concerns at weekly site meetings.

#### Person Responsible

Mary Jo Schwartz

#### Schedule

Monthly, from 8/15/2016 to 6/1/2017

#### Evidence of Completion

Attendance tracking procedures and attendance log book

### Action Step 2 5

Attendance reports will be analyzed to identify students with seven (7) or more absences. Interventions will be in place for students with seven or more absences.

#### Person Responsible

Mary Jo Schwartz

#### Schedule

Monthly, from 8/15/2016 to 6/1/2017

#### Evidence of Completion

Attendance tracking data

### Action Step 3 5

The leadership team will provide incentives for students who have good attendance records and implement interventions for students with seven or more absences.

**Person Responsible**

Mary Jo Schwartz

**Schedule**

Monthly, from 8/15/2016 to 6/1/2017

**Evidence of Completion**

Student attendance data

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

Through the attendance tracking process, data will be collected and reviewed by site lead and reviewed during site-based team meetings.

**Person Responsible**

Maribel Lebron

**Schedule**

Monthly, from 8/15/2016 to 6/1/2017

**Evidence of Completion**

Attendance tracking process and student attendance data and PLC meeting notes.

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

Students' attendance data will be reviewed on a weekly basis to ensure that students are attending school regularly and on a timely basis. An incentive program will be implemented to promote good attendance.

**Person Responsible**

Amy Rebholz

**Schedule**

Weekly, from 8/15/2016 to 6/1/2017

**Evidence of Completion**

Student attendance data

**G2.** Teachers will improve standard-based instructional delivery focusing on gradual release and rigorous academic language within the Instructional Framework as measured by performance-based data to ensure career and college readiness. (Division Priority: Invest in Human Capital) **1**

 G084383

**G2.B2** Teachers have difficulty developing common assessments that are aligned to the standard. **2**

 B224196

**G2.B2.S1** Teachers will participate in PD on deconstructing the standards, while using the MTPs and other state/district resources to guide their planning process. **4**

 S236589

### Strategy Rationale

The need for teachers to become more familiar with the Florida standards and alignment to common assessments.

### Action Step 1 **5**

Teachers will be provided PD on deconstructing the standards and using MTPs and other district and state resources to guide their planning process.

#### Person Responsible

Beverly Middleton

#### Schedule

Quarterly, from 8/15/2016 to 6/1/2017

#### Evidence of Completion

Training, attendance records, exit slips, agenda and minutes.

### Action Step 2 **5**

The leadership team will conduct iObservations and provide teachers feedback as it relates to learning goals and scales aligned to the standard.

#### Person Responsible

Maribel Lebron

#### Schedule

Monthly, from 8/15/2016 to 6/1/2017

#### Evidence of Completion

Administrative observations and lesson plan reviews



### Action Step 3 5

Struggling teachers will be provided follow-up support through modeling and peer to peer observations.

**Person Responsible**

Beverly Middleton

**Schedule**

Monthly, from 8/15/2016 to 6/1/2017

***Evidence of Completion***

Coach's logs, iObservations data, feedback and peer reflection log

### Plan to Monitor Fidelity of Implementation of G2.B2.S1 6

Through observations, the leadership team will provide ongoing feedback regarding the design questions to ensure utilization of state standards throughout instructional delivery focusing on gradual release and rigorous academic language.

**Person Responsible**

Maribel Lebron

**Schedule**

Monthly, from 8/15/2016 to 6/1/2017

***Evidence of Completion***

iObservation data and feedback to teachers and lesson plans

### Plan to Monitor Effectiveness of Implementation of G2.B2.S1 7

Through observation data and feedback to teachers, teachers will embed standards based lessons through delivery and align tasks to the standard.

**Person Responsible**

Maribel Lebron

**Schedule**

Weekly, from 8/15/2016 to 6/1/2017

***Evidence of Completion***

iObservation data and feedback to teachers, and lesson plan reviews

## IV. Implementation Timeline

Source	Task, Action Step or Monitoring Activity	Who	Start Date (where applicable)	Deliverable or Evidence of Completion	Due Date/ End Date
<b>2017</b>					
G1.MA1 M311274	Student attendance data will be collected and used to demonstrate that the goal is being monitored...	Tovine, William	8/15/2016	Student attendance data, formative and summative data	6/1/2017 weekly
G2.MA1 M311279	Regular lesson plan checks and classroom observations will verify that lessons taught consistently...	Tovine, William	8/15/2016	iObservation feedback, feedback from instructional rounds, feedback and minutes from professional development and formative, summative and program data will be reviewed.	6/1/2017 weekly
G1.B1.S1.MA1 M311270	Students' attendance data will be reviewed on a weekly basis to ensure that students are attending...	Rebholz, Amy	8/15/2016	Student attendance data	6/1/2017 weekly
G1.B1.S1.MA1 M311271	Through the attendance tracking process, data will be collected and reviewed by site lead and...	Lebron, Maribel	8/15/2016	Attendance tracking process and student attendance data and PLC meeting notes.	6/1/2017 monthly
G1.B1.S1.A1 A305259	The leadership team will create and implement a new student attendance tracking process in order to...	Schwartz, Mary Jo	8/15/2016	Attendance tracking procedures and attendance log book	6/1/2017 monthly
G1.B1.S1.A2 A305260	Attendance reports will be analyzed to identify students with seven (7) or more absences...	Schwartz, Mary Jo	8/15/2016	Attendance tracking data	6/1/2017 monthly
G1.B1.S1.A3 A305261	The leadership team will provide incentives for students who have good attendance records and...	Schwartz, Mary Jo	8/15/2016	Student attendance data	6/1/2017 monthly
G2.B2.S1.MA1 M311277	Through observation data and feedback to teachers, teachers will embed standards based lessons...	Lebron, Maribel	8/15/2016	iObservation data and feedback to teachers, and lesson plan reviews	6/1/2017 weekly
G2.B2.S1.MA1 M311278	Through observations, the leadership team will provide ongoing feedback regarding the design...	Lebron, Maribel	8/15/2016	iObservation data and feedback to teachers and lesson plans	6/1/2017 monthly
G2.B2.S1.A1 A305268	Teachers will be provided PD on deconstructing the standards and using MTPs and other district and...	Middleton, Beverly	8/15/2016	Training, attendance records, exit slips, agenda and minutes.	6/1/2017 quarterly
G2.B2.S1.A2 A305269	The leadership team will conduct iObservations and provide teachers feedback as it relates to...	Lebron, Maribel	8/15/2016	Administrative observations and lesson plan reviews	6/1/2017 monthly
G2.B2.S1.A3 A305270	Struggling teachers will be provided follow-up support through modeling and peer to peer...	Middleton, Beverly	8/15/2016	Coach's logs, iObservations data, feedback and peer reflection log	6/1/2017 monthly

## V. Professional Development Opportunities

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

**G2.** Teachers will improve standard-based instructional delivery focusing on gradual release and rigorous academic language within the Instructional Framework as measured by performance-based data to ensure career and college readiness. (Division Priority: Invest in Human Capital)

**G2.B2** Teachers have difficulty developing common assessments that are aligned to the standard.

**G2.B2.S1** Teachers will participate in PD on deconstructing the standards, while using the MTPs and other state/district resources to guide their planning process.

### PD Opportunity 1

Teachers will be provided PD on deconstructing the standards and using MTPs and other district and state resources to guide their planning process.

#### Facilitator

Beverly Middleton

#### Participants

All instructional staff

#### Schedule

Quarterly, from 8/15/2016 to 6/1/2017

## VI. Technical Assistance Items

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

**G2.** Teachers will improve standard-based instructional delivery focusing on gradual release and rigorous academic language within the Instructional Framework as measured by performance-based data to ensure career and college readiness. (Division Priority: Invest in Human Capital)

**G2.B2** Teachers have difficulty developing common assessments that are aligned to the standard.

**G2.B2.S1** Teachers will participate in PD on deconstructing the standards, while using the MTPs and other state/district resources to guide their planning process.

### TA Opportunity 1

The leadership team will conduct iObservations and provide teachers feedback as it relates to learning goals and scales aligned to the standard.

#### Facilitator

#### Participants

#### Schedule

Monthly, from 8/15/2016 to 6/1/2017

## VII. Budget

1	G1.B1.S1.A1	The leadership team will create and implement a new student attendance tracking process in order to monitor student's attendance to discuss concerns at weekly site meetings.				\$0.00
2	G1.B1.S1.A2	Attendance reports will be analyzed to identify students with seven (7) or more absences. Interventions will be in place for students with seven or more absences.				\$0.00
3	G1.B1.S1.A3	The leadership team will provide incentives for students who have good attendance records and implement interventions for students with seven or more absences.				\$0.00
4	G2.B2.S1.A1	Teachers will be provided PD on deconstructing the standards and using MTPs and other district and state resources to guide their planning process.				\$5,000.00
	Function	Object	Budget Focus	Funding Source	FTE	2016-17
		140-Substitute Teachers	0041 - Simon Youth Found Acad At Outlet Mktplce	Title I, Part A		\$5,000.00
5	G2.B2.S1.A2	The leadership team will conduct iObservations and provide teachers feedback as it relates to learning goals and scales aligned to the standard.				\$0.00
6	G2.B2.S1.A3	Struggling teachers will be provided follow-up support through modeling and peer to peer observations.				\$0.00

Total:	\$5,000.00
--------	------------