

Orange County Public Schools

# Whispering Oak Elementary



2016-17 Schoolwide Improvement Plan

## Whispering Oak Elementary

15300 STONEYBROOK WEST PKWY, Winter Garden, FL 34787

<https://whisperingoakes.ocps.net/>

### 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	24%
Primary Service Type (per MSID File)	Charter School	2018-19 Minority Rate (Reported as Non-white on Survey 2)
K-12 General Education	No	44%

### School Grades History

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

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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 Whispering Oak Elementary

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 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.

The Whispering Oak Elementary Leadership Team and classroom teachers review student records to ascertain critical and historical information. The staff also establishes and maintains positive relationships with all stakeholders recognizing cultural differences and meeting the needs of all.

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

There is an expectation at Whispering Oak Elementary to encourage interpersonal and intergroup respect among students and between students and staff. The building is clean, inviting and conducive to learning. There are school-wide procedures and expectations that apply to all classrooms and common areas of the school.

To ensure that our school provides all students with a supportive and safe environment in which to grow and thrive academically and socially, we promote and support the following;

- \*Student engagement
- \*Respect for diversity
- \*Sense of personal and physical safety
- \*School and Family Collaboration
- \*Community Partnerships

##### 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 school-wide discipline plan that is introduced to the teachers by the behavior leadership team during pre-planning.

Within the classroom the teachers provide the students with an in-depth PowerPoint review of the student code of conduct during the first week of school and review each nine weeks or as needed when new students arrive.

We collect and analyze discipline data through the MTSS behavior process to support students throughout the school year.

Our school uses Becky Bailey's Conscious Discipline program. The first and foremost thing our teachers do at the beginning of the school year is to build relationships with the students in their classrooms.

**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.**

We refer qualified students and families to SedNet approved agencies for counseling. The school guidance counselor provides support groups for students emotional growth. The school nurse connects families with outside agencies to provide them with medical assistance to support continuous academic success.

### 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.**

Early Warning Signs include:

\*Attendance below 90 percent, regardless of whether absence is excused or a result of out-of-school suspension

\*One or more suspensions, whether in school or out of school

\*A Level 1 score on the statewide, standardized assessments in English Language Arts or mathematics

**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	8	5	4	1	8	2	0	0	0	0	0	0	0	28
One or more suspensions	0	0	0	0	0	0	0	0	0	0	0	0	0	
Course failure in ELA or Math	12	17	16	16	34	14	0	0	0	0	0	0	0	109
Level 1 on statewide assessment	0	0	0	8	16	8	0	0	0	0	0	0	0	32

**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	2	0	7	17	7	0	0	0	0	0	0	0	33

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

\*Attendance below 90 percent, regardless of whether absence is excused or a result of out-of-school suspension: The Attendance Child Student Team meets to discuss truancy and excessive tardiness with the parents. A plan is implemented to support the students and parents to ensure regular student attendance and decrease student tardiness. Referrals are put into place as needed for the student.

Students are mentored for Early Warning Signs both academically and behaviorally. The MTSS team meets to develop an action plan so that each student can be successful. The team meets periodically to review the progress monitoring of the students to assess the appropriateness of the interventions implemented.

\*A Level 1 score on the statewide, standardized assessments in English Language Arts or Math: students receive intervention specific to their need.

## 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

Open House Night is scheduled at the beginning of the school year, during this special night valuable information is presented to parents regarding but not limited to the curriculum, field trips, online technology programs that are available at school. Daily routines in the classroom as well as at home for continued use to assist with sustainability of academic skills.

Mrs. Tiffany Stanley, Instructional Coach and Mrs. Connie Murphy, Resource STEM, will spearhead our school's Math and Science Curriculum Night this school year. Parents and students will participate in hands-on activities that are planned and focused on the curriculum as an enhancement of what has been taught by the teachers and learned by the students.

Students will take center stage on Portfolio Pride Nights! Our students' will chart their academic success throughout the school year and on the two designated nights they will share their work and personal growth with their parents. The teachers will also attend these nights facilitating and supporting their students with their presentation.

**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.**

Our school provides opportunities for parents to become involved in their child's academic education. Parents are invited and encouraged to attend all meetings that pertain to their child's education such as Parent Teacher Other Association (PTO), School Advisory Council (SAC), Exceptional Student Education (ESE), Multilingual Parent Leadership Council (MPLC), parent/teacher conferences and any/all individual meetings scheduled to address/support the academic and/or behavior placements.

Mr. Montgomery, Principal, provides vitally important information via Connect Orange, phone message system as required and/or necessary for parents. There may be times that parents will receive via Connect Orange information directly from the Superintendent or designated district personnel.

Monthly newsletters are sent to families by the instructional staff and assist with maintaining school and home communication as well as to share information about upcoming events.

Parents are encouraged to become an ADDitions volunteer so that they can assist in the classroom, other areas of campus and attend field trips if selected by the teacher.

## 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
Montgomery, Lee	Principal
Moore, Cathy	Instructional Coach
Stanley, Tiffany	Instructional Coach
Lawler, Karen	Instructional Coach
Dawkins, Machael	Assistant Principal
Chotai, Nimisha	Instructional Media

### 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 Leadership Team consists of the following staff members: Lee Montgomery, Principal, and Dr. Machael Dawkins, Assistant Principal, working together to provide a vision and ensure the implementation of intervention support as well as provide ongoing professional development to support the overall teaching and learning process.

Mrs. Cathy Moore, MTSS (Multi-Tiered System of Support) Coach and Instructional Resource Coach, provides support and assist with maintaining the fidelity of the overall MTSS process with all educators which includes general education and exceptional student education teachers. Mrs. Moore is the "point-person" for the instructional staff regarding the implementation and follow-through of Tier 1 (for all students), Tier 2 (students that require more support) and Tier 3 (students that require more + more support to be successful within the classroom) as well as the development of the specific intervention plans.

Mrs. Faith Doles, Staffing Specialist, assists with the implementation of the MTSS process and assists with setting up meetings with the parents. Ms. Mir also schedules for our support team which includes but is not limited to Speech-Language Therapist/Clinicians, Adaptive Physical Education Teacher, Vision Teacher, Audiologist, Occupational/Physical Therapists, Social Worker and School Psychologist. All of the support staff play a significant role with providing support to the teachers in the classroom regarding specific interventions to implement for the students who are classified as requiring Tier 2 and Tier 3 support.

Ms. Karen Lawler, Instructional Resource Coach, provides assistance on the K-12 reading plan and provides teachers with appropriate materials for intervention. She models lessons for teachers as well as teach lessons for teachers to observe and gain valuable insight regarding the "next" step to take toward student success in the classroom.

Mrs. Tiffany Stanley, Instructional Resource Coach, provides assistance with math and science support. Mrs. Stanley provides the instructional staff with a wealth of knowledge in the area of math and science. She works closely with teachers providing them with ongoing support through providing training, websites and modeling within the classroom. One project she developed was Math Facts Fluency Competition within grade-level teams. The greatest benefit has been the competitiveness of the students' as they "rise to the challenge" and increase their fluency.

#### **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.**

The School-Based Leadership Team (SBLT) and Classroom Teachers meet to discuss data and progress monitoring of students in the bottom 30% in reading and math. During the meetings called "Child Chats" assessments are analyzed to identify students who are below, meeting or exceeding expectations. The SBLT provides support, resources, intervention and enrichment plans as needed for implementation. Our school will continue to decrease disproportionate classification in exceptional student education through MTSS process by providing and monitoring Tier 2 and Tier 3 level support. SAI (Supplemental Academic Improvement) funds are utilized to purchase research-based intervention materials.

## 2. School Advisory Council (SAC)

### a. Membership

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

Name	Stakeholder Group
Lee Montgomery	Principal
Margrett Guagliardo	Parent
Tasha Russell	Parent
Jackie Dawson	Parent
Shaune Poole	Parent
Carmen Rivera	Education Support Employee
Kristen Mattson	Parent
Tiara Daniels	Business/Community
Roseann Bennett	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

The primary function of the School Advisory Council (SAC) is to provide all of the stakeholders an opportunity to be active participants in the assessment of needs, development of priorities, and identification and use of resources based on an analysis of multiple sources of available school data. Mr. Montgomery, Principal, shares the school's standards-based assessment data at the first SAC Meeting of the school year. During the meeting the SAC members are provided with specific school needs regarding the overall student achievement process. The SAC reviewed the previous school improvement plan, annual school budget and student standards-based assessment data, then consult as a group, making the decision to support educational practices proposed by the administration and supported by the academic data.

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

The School Improvement Plan (SIP) is the guide for the year built around input from staff, families and community members. The SIP target is based on specific subgroups previous year performance on the standards-based academic assessments. The purpose of the SIP is to raise achievement for all students making sure that the essential work of the school is thriving to prepare every student to be college, career and community ready. The driving force behind the "theory-of-change" for the school is to remain focused on meeting specific research-based expectations in effective school-based leadership, student achievement, highly-qualified instructional best practices, highly-qualified professional teaching/learning process and enhance/support family/community engagement.

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

Mr. Montgomery, Principal, reviewed with SAC the "Action Plan" for the implementation of grade-level intervention groups as well as other discretionary decisions that would be utilized to actively support student growth. The proposal included but not limited to the following: The establishment of Intervention and Enrichment groups to address daily interventions/enrichment within grade-levels and the purchase of additional intervention/enrichment materials as needed for each grade-level and to have the ability to hire a certified tutor to support tiered groups of student.

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

School improvement funds were not allocated to the school last year.

**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.*

The SAC will meet in October and the SAC rosters are expected to be available by the district to ensure we have the correct representation at the meetings.

**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
Montgomery, Lee	Principal
Moore, Cathy	Instructional Coach
Stanley, Tiffany	Instructional Coach
Lawler, Karen	Instructional Coach
Chotai, Nimisha	Instructional Media
Dawkins, Machael	Assistant Principal

**b. Duties**

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

Utilizing the Florida Continuous Improvement Model (FCIM), the Literacy Leadership Team (LLT) will provide the teachers with their results of the standards-based data, establish "Child Chats" to assist teachers with analyzing and understanding student data, plan focused instruction to assist with impacting student growth, monitor ongoing progress through state, district and school assessments, adjust instruction in response to standards-based data yielding significant growth or lack of growth and continually addressing the Florida State Standards in all content areas.

Additionally, we will also continue to work on implementing the Journey's core reading program with fidelity and to ensure all students are receiving instruction on the required state standards.

The LLT is working collaboratively with the teachers who were trained in Core Connections to ensure that teachers are incorporating writing across the content.

Progress monitoring is measured through Lexia, Reading Plus, SRI (Scholastic Reading Inventory), i-Ready and other formative assessment data. Students are utilizing the programs with fidelity to

ensure that critical literacy strategies are being implemented at home and school.

The media specialist promotes literacy through two book fairs a year which are held during the week of portfolio nights to encourage parents to attend after school hours. She promotes Sunshine State readers and the AR reading program with school wide incentives. Additionally, she has school literacy club to promote reading.

## **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.**

A Common Planning time is provided daily for each grade-level team. Grade-level teams meet once per month for Professional Learning Communities (PLC) meetings and weekly for grade level planning and collaboration. The PLCs are established with norms that must be reviewed at each meeting and organized by "roles specific duties" such as the chair, co-chair, secretary, time-keeper and members. PLCs will provide the teams with time to collaborate and designate specific team members to be responsible for specific academic issues/concerns. This year grade-level teams will be provided a half-day planning for collaborating and working on rigorous detailed lesson plans.

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

Mr. Montgomery, Principal, and Dr. Machael Dawkins, Assistant Principal, work together when reviewing resumes, check references and network with colleagues to recruit/hire highly qualified teachers. The School-Based Leadership Team (SBLT) will provide ongoing professional development opportunities for the instructional staff. The SBLT will also monitor the school staff to ensure and maintain a positive and professional climates well as provide opportunities for staff to socialize through staff socials provided by grade-level groups. The regular PLC meetings will also foster and enhance positive collaboration with colleagues.

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

At the present time we have one teacher that is in the mentoring program. That teacher is paired with a teacher who has Clinical Education certification. They meet on a regular basis to discuss lesson plans, grades, any other concerns and/or questions of a new teacher. Our Instructional Resource Coaches, Mrs. Tiffany Stanley, Mrs. Cathy Moore and Ms. Karen Lawler, also serve as mentors to teachers, visiting the classroom, observing/modeling for teachers as needed.

## **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.**

The district has a rigorous 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 expected to utilize the standards-based resources during daily 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.**

The School-Based Leadership Team (SBLT) will meet regularly to analyze standards-base data. "Child Chat" meetings with teachers and the SBLT will occur on a regular basis looking at individual student needs and growth.

**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:** Before School Program

**Minutes added to school year:**

Before school tutoring aimed at increasing student skill through exposure to and practice of standards for both ELA and math.

**Strategy Rationale**

By increasing student practice, their achievement will improve.

**Strategy Purpose(s)**

- Core Academic Instruction

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

Montgomery, Lee, lee.montgomery@ocps.net

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

Formative classroom data combined with looking at tutoring assessment to monitor the effectiveness of the tutoring practice to the application of the instructional strategies within the classroom.

**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.**

Kindergarten Orientation for those students who will be entering kindergarten is held prior to the end of the school year. The parents and students participate in classroom and school tours to learn about the kindergarten curriculum as well as to see the school and all the activities they will be involved in when they enter school. Kindergarten assessments for our incoming students are offered during the summer. The data is then used to drive the instruction. Parents can sign-up during Kindergarten Orientation. The families that cannot attend the summer assessment selected dates will have their child assessed at the beginning of the school year.

Parents and students are encouraged to attend "Meet the Teacher" during pre-planning week.

Our fifth grade students attend a middle school visit to help with the transitions.

**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.**

Students are exposed to career through our Teach In program. Partners from the community work with students to review careers. Students visit Publix supermarket to learn about the service industry. 5th grade students take a field trip to the Sheraton Hotel to job shadow for a day.

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

Students have the opportunity to participate in the CAPE program and earn certificates in programming and coding.

**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.** Teachers will collaborate through professional learning structures organized as a professional learning community in planning standards-based lessons, reflecting on the effectiveness of instruction, and designing and analyzing common formative assessment as they relate to increased student learning. (Accelerate Student Performance, Invest in Human Capital)
- G2.** There will be a school wide approach to facilitate positive, interdependent relationships and social responsibility among all students with and without disabilities across all general education and natural contexts. (Division Priority: Providing Empowering Environments)

## 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.** Teachers will collaborate through professional learning structures organized as a professional learning community in planning standards-based lessons, reflecting on the effectiveness of instruction, and designing and analyzing common formative assessment as they relate to increased student learning. (Accelerate Student Performance, Invest in Human Capital) **1a**

 G084524

### Targets Supported **1b**

Indicator	Annual Target
AMO Math - All Students	87.0
AMO Math - African American	78.0
AMO Reading - All Students	86.0
AMO Reading - African American	78.0

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

- Teachers are at different levels of understanding of the rigorous Florida Standards, implementation of the strategies identified as effective in the Instructional Framework within all content areas, and need more time to collaborate.

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

- Professional Development Services (PDS) online opportunities and resources
- Professional materials and resources
- IMS
- Florida State Standards
- Lexia
- Reading Plus
- Accelerated Reader
- Florida Ready for reading and math
- Florida Coach for reading and math
- I-Ready

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

iObservation data and formative and summative assessment data will be collected on an ongoing basis to determine the progress toward the grade level goals and targets.

#### **Person Responsible**

Lee Montgomery

#### **Schedule**

Monthly, from 9/6/2016 to 5/26/2017

#### **Evidence of Completion**

iObservation data with actionable feedback and formative and summative assessment data.

**G2.** There will be a school wide approach to facilitate positive, interdependent relationships and social responsibility among all students with and without disabilities across all general education and natural contexts. (Division Priority: Providing Empowering Environments) 1a

G084525

**Targets Supported** 1b

Indicator	Annual Target
AMO Reading - All Students	86.0
AMO Math - All Students	87.0

**Targeted Barriers to Achieving the Goal** 3

- The different levels of knowledge of the inclusion process and strategies resulting in the inconsistent implementation in the classroom and school-wide.

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

- Guidance program
- PBS -Positive Behavior Support
- Professional resources/materials

**Plan to Monitor Progress Toward G2.** 8

Monitor for progress through classroom observations and academic/discipline data.

**Person Responsible**

Lee Montgomery

**Schedule**

Quarterly, from 9/6/2016 to 5/26/2017

**Evidence of Completion**

Classroom observations, lesson plans, formative and summative assessment and discipline data.

## 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.** Teachers will collaborate through professional learning structures organized as a professional learning community in planning standards-based lessons, reflecting on the effectiveness of instruction, and designing and analyzing common formative assessment as they relate to increased student learning. (Accelerate Student Performance, Invest in Human Capital) 1

 G084524

**G1.B1** Teachers are at different levels of understanding of the rigorous Florida Standards, implementation of the strategies identified as effective in the Instructional Framework within all content areas, and need more time to collaborate. 2

 B224591

**G1.B1.S2** Provide specific training on understanding the levels of complexity within the Florida Standards and the use of the Instructional Framework to create appropriate rigorous goals, and scales with artifacts across all content areas as well as strategically plans for the needs of all learners. 4

 S237022

### Strategy Rationale

To enhance our teacher's knowledge of the standards and the learning strategies within the Instructional Framework to ensure maximum student achievement.

### Action Step 1 5

Provide professional development on creating rigorous lessons with artifacts across the content areas based on the Florida Standards.

#### Person Responsible

Tiffany Stanley

#### Schedule

Quarterly, from 9/1/2016 to 5/26/2017

#### Evidence of Completion

Exit slips from professional development, iObservation data with actionable feedback, lesson plans, formative assessment data, collaborative planning meeting minutes, PLC notes.

### Action Step 2 5

Leadership team will conduct classroom observations to calibrate data on the implementation of appropriate instructional strategies to teach the standard as well as evaluate student artifacts that reflect understanding of the standard.

**Person Responsible**

Lee Montgomery

**Schedule**

Monthly, from 8/25/2015 to 5/26/2017

***Evidence of Completion***

i-Observation data and feedback and lesson plans

### Action Step 3 5

Instructional coaches will provide modeling and side-by-side coaching opportunities for struggling teachers.

**Person Responsible**

Karen Lawler

**Schedule**

Biweekly, from 9/12/2016 to 5/26/2017

***Evidence of Completion***

Coaches logs, i-Observation data, and lesson plans

### Action Step 4 5

Professional development will be provided on collaborative planning practices and standards based instruction

**Person Responsible**

Lee Montgomery

**Schedule**

On 5/26/2017

***Evidence of Completion***

sign-in sheet and artifacts

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

Classroom observations will be conducted on an ongoing basis to monitor/support the fidelity of implementation of the standards-based instruction and the use of appropriate planning with artifacts.

#### **Person Responsible**

Lee Montgomery

#### **Schedule**

Every 3 Weeks, from 9/6/2016 to 5/26/2017

#### ***Evidence of Completion***

iObservation data with actionable feedback, lesson plans reviews, and formative assessment data.

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

Classroom observations will be conducted on an ongoing basis to monitor/support the effectiveness of implementation standards-based instruction and the use of scales with artifacts.

#### **Person Responsible**

Lee Montgomery


#### **Schedule**

Every 3 Weeks, from 9/6/2016 to 5/26/2017

#### ***Evidence of Completion***

iObservation data with actionable feedback, lesson plans reviews, and formative assessment data.

**G2.** There will be a school wide approach to facilitate positive, interdependent relationships and social responsibility among all students with and without disabilities across all general education and natural contexts. (Division Priority: Providing Empowering Environments) **1**

 G084525

**G2.B1** The different levels of knowledge of the inclusion process and strategies resulting in the inconsistent implementation in the classroom and school-wide. **2**

 B224593

**G2.B1.S1** Establish an Inclusive education team to ensure implementation with fidelity. **4**

 S237023

### Strategy Rationale

To build strong relationships resulting in a safe, caring and orderly learning environment that supports and enhances student achievement.

### Action Step 1 **5**

Select teachers will attend a Conscious Discipline Conference and bring back information to share with the committee for year long implementation.

#### Person Responsible

Patricia Ramsey

#### Schedule

Quarterly, from 9/3/2015 to 5/31/2016

#### Evidence of Completion

Staff development documents and teacher sign in sheets

### Plan to Monitor Fidelity of Implementation of G2.B1.S1 **6**

Monitor fidelity of the implementation through documentation and notes from the conference as well as committee meetings.

#### Person Responsible

Patricia Ramsey

#### Schedule

Quarterly, from 9/3/2015 to 5/31/2016

#### Evidence of Completion

Conference Agenda and committee notes.

**Plan to Monitor Effectiveness of Implementation of G2.B1.S1** 7

Monitor the effectiveness of the implementation through documentation and notes from the conference as well as committee meetings.

**Person Responsible**

Patricia Ramsey

**Schedule**

Quarterly, from 9/3/2015 to 6/8/2016

***Evidence of Completion***

Conference and committee notes.

**G2.B1.S2** Provide professional development on the philosophy of Universal Design for Learning and the strategies involved that provide a safe, caring learning environment. 4

 S237024

### Strategy Rationale

To build and sustain strong relationships resulting in a safe, caring and orderly learning environment that supports and enhances student achievement.

### Action Step 1 5

Provide professional development on UDL philosophy and strategies to use in the classrooms and school-wide.

#### Person Responsible

Lee Montgomery

#### Schedule

Quarterly, from 8/24/2016 to 5/26/2017

#### Evidence of Completion

Exit slips from professional development

### Action Step 2 5

GROWL positive behavior support will be introduced and implemented along with Becky Bailey's Conscious Discipline, to inspire positive behavior.

#### Person Responsible

Lee Montgomery

#### Schedule

Weekly, from 8/29/2016 to 5/26/2017

#### Evidence of Completion

classroom walk through, interaction with staff and students , coaching feedback via iobservation

### Action Step 3 5

Create positive promotion for student choices.

**Person Responsible**

Lee Montgomery

**Schedule**

Monthly, from 10/3/2016 to 5/26/2017

**Evidence of Completion**

Honor roll, Proud Growl recognition, Sunshine state readers for literacy

### Plan to Monitor Fidelity of Implementation of G2.B1.S2 6

Monitor through classroom observations and academic/discipline data to support the fidelity of implementation and assess school wide programs that contribute to the peer support process

**Person Responsible**

Lee Montgomery

**Schedule**

Biweekly, from 9/6/2016 to 5/26/2017

**Evidence of Completion**

iObservation data with actionable feedback, lesson plans, formative assessments, discipline data. and program assessment

### Plan to Monitor Effectiveness of Implementation of G2.B1.S2 7

Monitor for the effectiveness of implementation through classroom observations and collaborative lesson planning meetings

**Person Responsible**

Lee Montgomery

**Schedule**

Biweekly, from 9/6/2016 to 5/26/2017

**Evidence of Completion**

iObservation data with actionable feedback, lesson plans, formative assessments, discipline data, family programs and feedback from events and school wide programs (anti-bullying, peer support, character education)

## 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>					
G2.B1.S1.MA1 M312229	Monitor fidelity of the implementation through documentation and notes from the conference as well...	Ramsey, Patricia	9/3/2015	Conference Agenda and committee notes.	5/31/2016 quarterly
G2.B1.S1.A1 A306130	Select teachers will attend a Conscious Discipline Conference and bring back information to share...	Ramsey, Patricia	9/3/2015	Staff development documents and teacher sign in sheets	5/31/2016 quarterly
G2.B1.S1.MA1 M312228	Monitor the effectiveness of the implementation through documentation and notes from the conference...	Ramsey, Patricia	9/3/2015	Conference and committee notes.	6/8/2016 quarterly
G1.MA1 M312227	iObservation data and formative and summative assessment data will be collected on an ongoing basis...	Montgomery, Lee	9/6/2016	iObservation data with actionable feedback and formative and summative assessment data.	5/26/2017 monthly
G2.MA1 M312232	Monitor for progress through classroom observations and academic/discipline data.	Montgomery, Lee	9/6/2016	Classroom observations, lesson plans, formative and summative assessment and discipline data.	5/26/2017 quarterly
G1.B1.S2.MA1 M312225	Classroom observations will be conducted on an ongoing basis to monitor/support the effectiveness...	Montgomery, Lee	9/6/2016	iObservation data with actionable feedback, lesson plans reviews, and formative assessment data.	5/26/2017 every-3-weeks
G1.B1.S2.MA1 M312226	Classroom observations will be conducted on an ongoing basis to monitor/support the fidelity of...	Montgomery, Lee	9/6/2016	iObservation data with actionable feedback, lesson plans reviews, and formative assessment data.	5/26/2017 every-3-weeks
G1.B1.S2.A1 A306126	Provide professional development on creating rigorous lessons with artifacts across the content...	Stanley, Tiffany	9/1/2016	Exit slips from professional development, iObservation data with actionable feedback, lesson plans, formative assessment data, collaborative planning meeting minutes, PLC notes.	5/26/2017 quarterly
G1.B1.S2.A2 A306127	Leadership team will conduct classroom observations to calibrate data on the implementation of...	Montgomery, Lee	8/25/2015	i-Observation data and feedback and lesson plans	5/26/2017 monthly
G1.B1.S2.A3 A306128	Instructional coaches will provide modeling and side-by-side coaching opportunities for struggling...	Lawler, Karen	9/12/2016	Coaches logs, i-Observation data, and lesson plans	5/26/2017 biweekly
G1.B1.S2.A4 A306129	Professional development will be provided on collaborative planning practices and standards based...	Montgomery, Lee	10/17/2016	sign-in sheet and artifacts	5/26/2017 one-time
G2.B1.S2.MA1 M312230	Monitor for the effectiveness of implementation through classroom observations and collaborative...	Montgomery, Lee	9/6/2016	iObservation data with actionable feedback, lesson plans, formative assessments, discipline data, family programs and feedback from events and school wide programs (anti-bullying, peer support, character education)	5/26/2017 biweekly
G2.B1.S2.MA1 M312231	Monitor through classroom observations and academic/discipline data to support the fidelity of...	Montgomery, Lee	9/6/2016	iObservation data with actionable feedback, lesson plans, formative assessments, discipline data. and program assessment	5/26/2017 biweekly
G2.B1.S2.A1 A306131	Provide professional development on UDL philosophy and strategies to use in the classrooms and...	Montgomery, Lee	8/24/2016	Exit slips from professional development	5/26/2017 quarterly
G2.B1.S2.A2 A306132	GROWL positive behavior support will be introduced and implemented along with Becky Bailey's...	Montgomery, Lee	8/29/2016	classroom walk through, interaction with staff and students , coaching feedback via iobservation	5/26/2017 weekly
G2.B1.S2.A3 A306133	Create positive promotion for student choices.	Montgomery, Lee	10/3/2016	Honor roll, Proud Growl recognition, Sunshine state readers for literacy	5/26/2017 monthly

## V. Professional Development Opportunities

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

**G1.** Teachers will collaborate through professional learning structures organized as a professional learning community in planning standards-based lessons, reflecting on the effectiveness of instruction, and designing and analyzing common formative assessment as they relate to increased student learning. (Accelerate Student Performance, Invest in Human Capital)

**G1.B1** Teachers are at different levels of understanding of the rigorous Florida Standards, implementation of the strategies identified as effective in the Instructional Framework within all content areas, and need more time to collaborate.

**G1.B1.S2** Provide specific training on understanding the levels of complexity within the Florida Standards and the use of the Instructional Framework to create appropriate rigorous goals, and scales with artifacts across all content areas as well as strategically plans for the needs of all learners.

### PD Opportunity 1

Provide professional development on creating rigorous lessons with artifacts across the content areas based on the Florida Standards.

#### Facilitator

Lee Montgomery

#### Participants

Instructional staff

#### Schedule

Quarterly, from 9/1/2016 to 5/26/2017

### PD Opportunity 2

Professional development will be provided on collaborative planning practices and standards based instruction

#### Facilitator

District support

#### Participants

Instructional staff

#### Schedule

On 5/26/2017

**G2.** There will be a school wide approach to facilitate positive, interdependent relationships and social responsibility among all students with and without disabilities across all general education and natural contexts. (Division Priority: Providing Empowering Environments)

**G2.B1** The different levels of knowledge of the inclusion process and strategies resulting in the inconsistent implementation in the classroom and school-wide.

**G2.B1.S1** Establish an Inclusive education team to ensure implementation with fidelity.

**PD Opportunity 1**

Select teachers will attend a Conscious Discipline Conference and bring back information to share with the committee for year long implementation.

**Facilitator**

Dr. Becky Bailey conference facilitators and Whispering Oak Conscious Discipline Committee

**Participants**

Selected Whispering Oak Elementary teachers

**Schedule**

Quarterly, from 9/3/2015 to 5/31/2016

**G2.B1.S2** Provide professional development on the philosophy of Universal Design for Learning and the strategies involved that provide a safe, caring learning environment.

**PD Opportunity 1**

Provide professional development on UDL philosophy and strategies to use in the classrooms and school-wide.

**Facilitator**

Inclusive Instruction Team

**Participants**

Instructional and classified staff

**Schedule**

Quarterly, from 8/24/2016 to 5/26/2017

## **PD Opportunity 2**

GROWL positive behavior support will be introduced and implemented along with Becky Bailey's Conscious Discipline, to inspire positive behavior.

### **Facilitator**

Administration

### **Participants**

All teachers

### **Schedule**

Weekly, from 8/29/2016 to 5/26/2017

## 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.S2.A1	Provide professional development on creating rigorous lessons with artifacts across the content areas based on the Florida Standards.				\$0.00
	Function	Object	Budget Focus	Funding Source	FTE	2016-17
			0322 - Whispering Oak Elementary	Other		\$0.00
2	G1.B1.S2.A2	Leadership team will conduct classroom observations to calibrate data on the implementation of appropriate instructional strategies to teach the standard as well as evaluate student artifacts that reflect understanding of the standard.				\$0.00
3	G1.B1.S2.A3	Instructional coaches will provide modeling and side-by-side coaching opportunities for struggling teachers.				\$0.00
4	G1.B1.S2.A4	Professional development will be provided on collaborative planning practices and standards based instruction				\$0.00
	Function	Object	Budget Focus	Funding Source	FTE	2016-17
	1141	510-Supplies	0322 - Whispering Oak Elementary	General Fund		\$0.00
5	G2.B1.S1.A1	Select teachers will attend a Conscious Discipline Conference and bring back information to share with the committee for year long implementation.				\$0.00
6	G2.B1.S2.A1	Provide professional development on UDL philosophy and strategies to use in the classrooms and school-wide.				\$0.00
7	G2.B1.S2.A2	GROWL positive behavior support will be introduced and implemented along with Becky Bailey's Conscious Discipline, to inspire positive behavior.				\$0.00
	Function	Object	Budget Focus	Funding Source	FTE	2016-17
	7300	730-Dues and Fees	0322 - Whispering Oak Elementary	General Fund		\$0.00
8	G2.B1.S2.A3	Create positive promotion for student choices.				\$0.00
Total:						\$0.00