

Hillsborough County Public Schools

# Seffner Elementary School



## 2016-17 Schoolwide Improvement Plan

## Seffner Elementary School

109 CACTUS RD, Seffner, FL 33584

[ no web address on file ]

### 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	Yes	71%
Primary Service Type (per MSID File)	Charter School	2018-19 Minority Rate (Reported as Non-white on Survey 2)
K-12 General Education	No	55%

### School Grades History

Year	2015-16	2014-15	2013-14	2012-13
Grade	D	B*	A	B

*\*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 Hillsborough 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 Seffner Elementary School

DA Region and RED	DA Category and Turnaround Status
Central - <a href="#">Lucinda Thompson</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.

We will equip, empower and enrich our future leaders - E3

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

Seffner Elementary will become the district's front-runner in developing problem solvers ready for tomorrow's challenges.

#### 2. School Environment

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

To learn about students' cultures, teachers and staff use parent surveys, plan and support evening activities for families, recruit parent volunteers and encourage student to write and speak about their family cultures. The school recruits a diverse group of parents to participate in the School Advisory Committee. These activities also help build relationships between students and teachers. Other methods teachers and staff use to build student relationships include: Morning Meetings, student writing, team building activities, debriefing moments, clubs, holding "lunch bunch", mentoring, conferencing with both students and parents, interest surveys, engaging lessons, show & tell, greetings in hallways and classrooms, and two way communication with active listening.

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

First and foremost Seffner staff create a safe and respectful environment by implementing a school wide behavior plan based on the Positive Behavior Support (PBS) program and using some pieces of the Champs and Conscious Discipline programs. To implement and support PBS staff and students present information and encouragement on the school's internal morning show, EC3 Communications, maintain a large safety patrol, provide extensive supervision during arrival and departure times, hold safety drills for fire, severe weather, lock downs, shelter in place and elopement. Staff models confidentiality, respect, and positive talk. We promote anti-bullying and anti-abuse helping students know when and how to report incidents. We also participate in Soft-tip with the local sheriff's department. A county sheriff's deputy is assigned to our school, providing classes in safety, building positive relationships with students and maintaining visibility around campus.

##### 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.

Students have the responsibility to be in class on time. Students must attend class, and be on time, in order to receive the maximum benefit from instruction. Tardies will be considered an incident only after four or more have accrued within a grading period. HCPS policies dictate that consequences for tardies include only non-suspension consequences.

At Seffner Elementary children who are not in their classrooms by the 8:00 A.M. bell are tardy. Children arriving at school after 8:00 A.M. must be accompanied by an adult to the main office to

receive a tardy pass. Excessive tardiness requires a plan be developed by the parent, child and principal.

**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.**

- Given that one of the main tasks of the Leadership Team/PSLT is to monitor student data related to instruction and interventions, the Leadership Team/PLST monitors the effectiveness of instruction and intervention by reviewing student data as well as data related to implementation fidelity (teacher walk-through data).
- The Leadership Team/PSLT communicates with and supports the PLCs in implementing the proposed strategies by distributing Leadership Team members across the PLCs to facilitate planning and implementation. Once strategies are put in place, the Leadership Team members who are part of the PLCs regularly report on their efforts and student outcomes to the larger Leadership Team/PSLT.
- The Leadership Team/PSLT and PLCs both use the problem solving process (Problem Identification, Problem Analysis, Intervention Design and Implementation and Evaluation to:
  - o Use the problem-solving model when analyzing data:
    1. What is the problem? (Problem Identification)
    2. Why is it occurring? (Problem Analysis and Barrier Identification)
    3. What are we going to do about it? (Action Plan Design and Implementation)
    4. Is it working? (Monitor Progress and Evaluate Action Plan Effectiveness)
  - o Identify the problem (based on an analysis of the data disaggregated via data sorts) in multiple areas – curriculum content, behavior, and attendance
  - o Develop and test hypotheses about why student/school problems are occurring (changeable barriers).
  - o Develop and target interventions based on confirmed hypotheses. Interventions may include academic interventions as well as counseling, mentoring, and other pupil services.
  - o Identify appropriate progress monitoring assessments/data collection tools to be administered at regular intervals matched to the intensity of the level of instructional/behavioral/intervention support provided.
  - o Develop grading period or units of instruction//intervention goals that are ambitious, time-bound, and measureable (e.g., SMART goals).
  - o Review progress monitoring data at regular intervals to determine when student(s) need more or less support (e.g., frequency, duration, intensity) to meet established class, grade, behavior, and/or school goals (e.g., use of data-based decision-making to fade, maintain, modify or intensify intervention and/or enrichment support).
  - o Each PLC develops PLC action plan for SIP strategy implementation and monitoring.
  - o Assess the implementation of the strategies on the SIP using the following questions:
    1. Does the data show implementation of strategies are resulting in positive student growth?
    2. To what extent are we making progress toward the school's SIP goals?
    3. If we are making progress, what can we do to sustain what is working?
    4. What barriers to implementation are we facing and how will we address them?
    5. What should we do next? What should be our plan of action?

### 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 indicators include:

Attendance (5 or more absences of any type per grading period)  
One or more suspension (in or out of school)  
Excessive tardies (5 or more per grading period)  
ELA/Math course failure  
Level 1 FSA score

Early warning system data can come from the following sources:

**\*\*Core Curriculum (Tier 1) - Information format: DATA SOURCE: Database Management Systems: Person Responsible/Group Responsible.**

FSA RELEASED TESTS: School generated excel database; Reading Coach/Math Coach/AP.

BASELINE & YEAR DISTRICT ASSESSMENTS: SchoolCity; Leadership Team/PLCs/Individual teachers.

DISTRICT GENERATED ASSESSMENTS FROM THE OFFICE OF ASSESSMENT AND ACCOUNTABILITY (NAME THE ASSESSMENTS): Scantron Achievement Series; Data Wall, Dashboard; Leadership Team/PLCs/Individual teachers.

SUBJECT-SPECIFIC ASSESSMENTS GENERATED BY DISTRICT-LEVEL SUBJECT SUPERVISORS IN READING, LANGUAGE ARTS, MATH, WRITING, & SCIENCE (NAME THE ASSESSMENTS): Scantron Achievement Series, Data Wall, PLC Logs; Leadership Team/PLCs/Individual teachers.

FAIR: Progress Monitoring and Reporting Network (PMRN), IPT, Data Wall; Reading Coach/Reading Resource Teacher/Reading PLC Facilitator.

: Sagebrush (IPT); ELL/PSLT Representative.

TEACHERS' COMMON ASSESSMENTS ON UNITS OF INSTRUCTION/BIG IDEAS: PLC Database, PLC Logs; Individual teachers/Team Leaders/PLC Facilitators/Leadership Team Member.

DRA-2: School generated excel database; Individual teacher.

**\*\*Supplemental/Intensive Instruction (Tiers 2 and 3) - Information format: DATA SOURCE: Database: Person Responsible/Group Responsible.**

ASSESSMENTS DATA COLLECTED FROM EXTENDED LEARNING PROGRAMS: School generated excel database; Leadership Team/ELP Facilitator.

FAIR OPM: School generated excel database; Leadership Team/Reading Coach.

ONGOING ASSESSMENTS WITHIN INTENSIVE COURSES (Middle/High): Database provided by course materials (for courses that have one, e.g., Read 180), School generated excel database; Coaches.

CURRICULUM BASED MEASUREMENTS: easyCBM Reports; Leadership Team/PLCs, Individual Teachers, Reading Coaches.

RESEARCH-BASED COMPUTER-ASSISTED INSTRUCTIONAL PROGRAMS (e.g., iStation): Assessments included in computer-based programs; PLCs/Individual teachers/Reading coaches.



**\*\*Engagement - Information format: DATA SOURCE: Database: Person Responsible/Group Responsible.**

**ATTENDANCE DATA (Absenteeism, Chronic Absenteeism, Truancy):** District Databases: Reports on Demand, IPT, EASI; Attendance Clerk/Attendance Committee/PSLT/PLCs.

**DISCIPLINE DATA (Out-of-school suspensions, in-school suspensions, ATOSS, Discipline Referrals):** District Databases: Reports on Demand, IPT, EASI; PSLT/PLCs/Behavior Intervention Committee/PBS Team.

**DROPOUT PREVENTION DATA (Withdrawal codes, academic outcomes, attendance, discipline data):** District databases: Reports on Demand, IPT, EASI, Dashboard, Site generated early warning systems; PSLT/Dropout Prevention Specialist/PLCs/Guidance Counselors/Dropout Prevention Committee.

**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	4	13	13	7	12	5	0	0	0	0	0	0	0	54
One or more suspensions	0	2	1	6	1	4	0	0	0	0	0	0	0	14
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	11	41	54	0	0	0	0	0	0	0	106

**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	1	0	3	5	6	0	0	0	0	0	0	0	15

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

The purpose of the core Leadership Team is to:

1. Review school-wide assessment data on an ongoing basis in order to identify instructional needs at all grade levels.
2. Support the implementation of high quality instructional practices at the core and intervention/enrichment (Tiers 2/3) levels.
3. Review ongoing progress monitoring data at the core to ensure fidelity of instruction and attainment of SIP goal(s) in curricular, behavioral, and attendance domains.
4. Communicate school-wide data to PLCs and facilitate problem solving within the content/grade level teams.

The Leadership team meets regularly (e.g., bi-weekly/monthly). Specific responsibilities include:

- Oversee the multi-layered model of instructional delivery (Tier 1/Core, Tier 2/Supplemental and Tier 3/Intensive)
- Create, manage and update the school resource map
- Ensure the master schedule incorporates allocated time for intervention support at all grade levels.

- Determine scheduling needs, and assist teacher teams in identifying research-based instructional materials and intervention resources at Tiers 2/3
- Facilitate the implementation of specific programs (e.g., Extended Learning Programs during and after school; Saturday Academies) that provide intervention support to students identified through data sorts/charts conducted by the PLCs.
- Determine the school-wide professional development needs of faculty and staff and arrange trainings aligned with the SIP goals
- Organize and support systematic data collection (e.g., district and state assessments; during-the-grading period school assessments/checks for understanding; in-school surveys)
- Assist and monitor teacher use of SMART goals per unit of instruction. (data will be collected and analyzed by PLCs and reported to the Leadership Team/PSLT)
- Strengthen the Tier 1 (core curriculum) instruction through the:
  - o Implementation and support of PLCs
  - o Review of teacher/PLC core curriculum assessments/chapters tests/checks for understanding (data will be collected and analyzed by PLCs and reported to the Leadership Team/PSLT)
  - o Use of Common Core Assessments by teachers teaching the same grade/subject area/course (data will be collected and analyzed by PLCs and reported to the Leadership Team/PSLT)
  - o Implementation of research-based scientifically validated instructional strategies and/or interventions. (as outlined in our SIP)
  - o Communication with major stakeholders (e.g., parents, business partners, etc.) regarding student outcomes through data summaries and conferences.
- On a monthly basis, assist in the evaluation of teacher fidelity data and student achievement data collected during the month.
- Support the planning, implementing, and evaluating the outcomes of supplemental and intensive interventions in conjunction with PLCs and Specialty PSLT.
- Work collaboratively with the PLCs in the implementation of the C-CIM (Core Continuous Improvement Model) on core curriculum material.
- Coordinate/collaborate/integrate with other working committees, such as the Literacy Leadership Team (which is charged with developing a plan for embedding/integrating reading and writing strategies across all other content areas).

## 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 available at the school site.

##### 2. Description

### 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.

Seffner utilizes civic, business, and community resources to support our goal of academic achievement for all our students and to teach and encourage our students to give back to the community.

Seffner has a diverse population of students and community agencies are able to assist our families that

are in need. Parents can use the Schools Resource Map on Seffner's website to gain information for a variety of things including academic, student, family and crisis/emergency assistance along with contacting the School Social Worker or School Counselor.

Our local Rotary Club and the Kiwanis support Seffner through their programs designed to support academic achievement. Local agencies that collaborate with Seffner staff to provide for our students and their families are The Children's Board, Brandon Family YMCA, The Emergency Care Help Organization (ECHO) of Brandon, The Greater Seffner Chamber of Commerce, along with local churches.

Our business partners are supportive through Family Spirit Nights and supplying us with recognition certificates for academic achievement, attendance and citizenship. These business partners include Chick-fil-A, Beef O'Brady's, Revolution Ice Cream Company, Little Caesar's Pizza, Domino's Pizza, Subway, Buffalo Wild Wings, Smokey Bones, and Macaroni Grill. Publix and Wal-Mart are generous in their effort to provide needed school supplies for our students. However, the greatest support is provided by our students' families and individual community members. A local military veterans' group participates in our annual Veterans' Day observance; individual families volunteer to provide Thanksgiving dinners to those in need; individuals provide Christmas gifts for children that would otherwise not enjoy a memorable holiday season; individuals offer sweaters and jackets when children are dressed inappropriately for cold weather, our annual Walk-a-Thon continues to raise money through pledges to build our technology fund. All of this is all done through contributions from our families and community members.

Our efforts to give back to our community includes an annual food drive to assist ECHO during the holiday season and we collect toiletries during October for the veterans at James A. Haley Hospital in Tampa.

## 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
Hermann, Shelly	Principal
Rush, Rosanne	Assistant Principal
Conley, Susan	Instructional Coach

#### 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 includes, for example:

- Principal
- Assistant Principal
- Guidance Counselor
- School Psychologist
- School Social Worker
- Academic Coaches (Reading, Math, etc. and other specialists on an ad hoc basis)
- ESE teacher
- PLC Liaisons for each grade level, K-5
- SAC Chair
- ELP Coordinator

- ELL Representative
- Attendance Committee Representative
- Behavior team Representative/Behavior Specialist/Coach

(Note that not all members attend every meeting, but are invited based on the goals and purpose of the meeting)

The examples below demonstrate the shared roles and responsibilities for members of the PSLT:

PSLT Coordinator—Principal/Assistant Principal: Coordinate and oversee the decision making process to ensure integrity and consistency of the PS/RtI implementation at the building level. The principal should attend PSLT meetings at the Tier 1 level, provide specific procedures for resource allocation, and monitor the fidelity of instruction/intervention at the school-wide and classroom levels (Tier 1)

PSLT Meeting Facilitator— e.g., School Psychologist, Reading Coach, School Social Worker, Guidance Counselor, ESE Specialist, and/or Intervention Specialist: The facilitator opens the meeting with a brief description of what the team expects to accomplish during the meeting. The facilitator is to establish and maintain a supportive atmosphere throughout the meeting by encouraging participation from team members, clarifying and summarizing information communicated during the meeting, design specific procedures for ongoing communication between school staff and PSLT, and assist with monitoring the fidelity of intervention implementation across each tier.

PSLT Content Specialist— e.g., Administrator, Reading Coach, Math Coach, Writing Coach, ESE Specialist, and/or Behavior Specialist: Ensures that when new content curricular materials are obtained, implementers are adequately trained to use the materials, check fidelity of use of curricular materials and strategies, determine what elements need to be included in an effective core instructional program and assist the team in identifying which instructional strategies are most effective to address areas of concerns. The Content Specialist may also assist with monitoring the fidelity of instruction and intervention implementation across each tier.

PSLT Data Consultant— e.g., Assistant Principal, Reading Coach, Math Coach, Science Coach, Academic Intervention Specialist, Behavior Specialist, Technology Support Personnel, School Psychologist, School Social Worker, ESE Specialist, and/ or Guidance Counselor: Prior to the meeting, the Data Consultant assists team members with collecting, organizing, analyzing, graphing and interpreting data. The data should be presented in easily understandable visual displays to guide the decision making process.

PSLT Timekeeper—Ensures that meeting times are respected and helps the team stay focused on the respective agenda. Because many decisions need to be made during the meeting, the timekeeper should redirect the team's discussion when necessary. The timekeeper should know who are working on specific projects and set timelines for completion/implementation as well as monitor the fidelity across each tier.

PSLT Recorder—Records the plans of the team, including meeting minutes/notes. This person will capture all important information, especially related to instruction/ intervention specifics, progress monitoring, data analysis, and future meeting dates. The recorder may need to ask for clarification several times during the meeting to ensure that enough detail is recorded so that a person who did not attend the meeting would be able to clearly understand the nature and implementation of the instructional/intervention plan

The Leadership Team/PSLT communicates with and supports the PLCs in implementing strategies by distributing Leadership Team members across the PLCs to facilitate planning and implementation. Once strategies are put in place, the Leadership Team members who are part of the PLCs regularly report on their efforts and student outcomes to the larger Leadership Team/PSLT.

**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.**

- In an effort to engage in a systematic data-based problem solving process, the school's Leadership Team/PSLT and PLCs use the problem solving process (Problem Identification, Problem Analysis, Intervention Design and Implementation and Evaluation to engage in data-driven decision making for core instruction. The process is outlined below:
  - o Analyze student outcomes and make data-driven decisions:
    1. What is the problem? (Problem Identification)
    2. Why is it occurring? (Problem Analysis and Barrier Identification)
    3. What are we going to do about it? (Action Plan Design and Implementation)
    4. Is it working? (Monitor Progress and Evaluate Action Plan Effectiveness)
  - o Identify the problem (based on an analysis of the data disaggregated via data sorts) in multiple areas – curriculum content, behavior, and attendance
  - o Develop and test hypotheses about why student/school problems are occurring (identify root causes and barriers to success).
  - o Develop and target interventions based on confirmed hypotheses.
  - o Identify appropriate progress monitoring assessments to be administered at regular intervals matched to the intensity of the level of instructional/intervention support provided.
  - o Develop grading period or units of instruction//intervention goals that are ambitious, time-bound, and measureable (e.g., SMART goals).
  - o Review progress monitoring data at regular intervals to determine when student(s) need more or less support (e.g., frequency, duration, intensity) to meet established class, grade, and/or school goals (e.g., use of data-based decision-making to fade, maintain, modify or intensify intervention, remediation and/or enrichment support).
  - o Each PLC develops PLC action plan for SIP strategy implementation and monitoring.
  - o Assess the implementation of the strategies on the SIP using the following questions:
    1. Does the data show implementation of strategies are resulting in positive student growth?
    2. To what extent are we making progress toward the school's SIP goals?
    3. If we are making progress, what can we do to sustain what is working?
    4. What barriers to implementation are we facing and how will we address them?
    5. What should we do next? What should be our plan of action?

At the end and beginning of each year, schools take an inventory of resource materials, staff and allocation of funds for their building to determine the necessary resource materials and personnel available to meet the needs of their students. The leadership team/PSLT develops a resource map to identify gaps in resources and to ensure resources are available and allocated across the building for use by all grade levels and teachers.

To ensure teacher support systems and small group and individual needs are met, the Problem Solving Leadership Team (PSLT):

1. Review school-wide assessment data on an ongoing basis in order to identify instructional needs across the school and all grade levels.
2. Support the implementation of high quality instructional practices during core and intervention blocks.
3. Review progress monitoring data at the core to ensure fidelity of instruction and attainment of SIP goal(s) in curricular, behavioral, and attendance domains.
4. Communicate school-wide data to PLCs and facilitate problem solving within the content/grade level teams.

The PSLT meets regularly (e.g., bi-weekly/monthly) The PSLT meeting calendar is structured around the district's assessment calendar to ensure there are opportunities to review assessment outcome data and engage in the problem solving process for appropriate data-driven decisions. The members



on the team include administrator(s), guidance counselor(s), school psychologist, ESE specialist, content area coaches/specialists, PLC liaisons, and other school personnel as needed.

To build capacity multi-tiered system of instructional delivery (Tier 1/Core, Tier 2/Supplemental and Tier 3/Intensive), the PSLT:

- Supports school teams with creating, managing and updating the school's resource maps for academic and non-academic areas.
- Ensures the master schedule incorporates allocated time for intervention support at all grade levels and assist teacher teams in identifying evidence-based strategies and materials for intervention delivery.
- Coordinates data sorts at the beginning of each year to identify students in need of enrichment, remediation and intervention support at each tier.
- Facilitates the implementation of specific programs (e.g., Extended Learning Programs during and after school; Saturday Academies) that provide support to students in need of remediation of core skills.
- Determines the school-wide professional development needs of faculty and staff and arrange trainings aligned with the SIP goals.
- Organizes and support systematic data collection (e.g., universal screenings, formative, ongoing progress monitoring and summative data).
- Assists and monitor teacher use of SMART goals for core instruction and intervention groups. (data will be collected and analyzed by PLCs and reported to the PSLT)
- Strengthen Tier 1 core instruction by:
  - o Implementing evidence-based instructional strategies and/or interventions. (as outlined in the SIP)
  - o Supporting PLCs with planning and delivering rigorous core instruction.
  - o Ensuring opportunities for common assessments are provided across each grade level.
  - o Reviewing common assessment data to monitor students Response to Core Instruction.
  - o Monitoring the fidelity of instructional practices.

## 2. School Advisory Council (SAC)

### a. Membership

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

Name	Stakeholder Group
Shelly T. Hermann	Principal
Katie Mabe	Parent
Tiauna Sweet	Parent

### 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*

In partnership with the School Leadership Team, the SAC will analyze and assess all pertinent school data that affects student achievement, and evaluate progress towards meeting the prior year's school improvement goal(s). That analysis will then guide the development of this year's SIP.

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

In partnership with the School Leadership Team, the SAC will analyze and assess all pertinent school data that affects student achievement, evaluate progress towards meeting the prior year's school improvement goal(s), develop the school improvement plan, vote on the school improvement plan,

monitor the school improvement plan, review the school improvement plan as needed, plan and carry out activities that support the school improvement plan, develop a SAC budget to support the school improvement plan goals, monitor the spending of the SAC budget, and make adjustments to the budget as needed.

The SAC committee will be involved in the generation of the Standard and Non-Standard Waiver approvals and the SAC composition form. In addition members of the SAC will construct in collaboration with the School- Based Leadership Team (SBLT), the SAC budget. The SAC committee will be involved in the adoption of the SIP and in mid-year reflection and report. The SAC committee will be involved in overseeing professional development to aid faculty and staff in maintaining fidelity with maintaining SIP goal.

All the steps that are part of the school improvement plan reflect and relate to the areas of curriculum, instruction, assessment and behavior. Input, with time for reflection, was sought from staff and SAC committee to do the analyses of these areas. Using data and all components of the school improvement plan, the goals of the SAC committee will be directly tied to student achievement progress.

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

SAC submits a budget within the SIP to support strategy implementation and/or professional development.

In the event that the state does not allocate SAC funds to schools, the district may elect to allocate district dollars to schools to support SIP goals. If and when they become available, schools will be notified of the allocation by the Business Division. An initial allocation of 90% is based on the average un-weighted FTE from the prior year. The second allocation is based on the current year's average un-weighted FTE minus the amount initially allocated. The second allocation usually falls in the month of March. Schools are notified by the Business Division when the first and second allocations have been completed.

The law encourages each local SAC to design their own budget (without infringement at the district level) in order to carry out the school improvement process in their school. Subject to the following restrictions, the law does not set any limitations on how the money can be spent. The principal may not override the recommendation of the SAC. Funds may not be used for capital improvement. Funds may not be used for any project or program that has a duration of more than one year. However, a program or project formerly funded may receive funds in a subsequent year. The SAC is responsible for determining how funds will be appropriated. The SAC must vote on each item in the budget.

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

Describe the use of SAC funds.

Name and Number of Strategy from the School Improvement Plan Description of Resources that improves student achievement or student engagement Projected Amount Final Amount  
Reading goal 5.1 Words Their Way 158.78 158.78  
Suspension goals Behavior Strategy Guides 420.64 420.64  
Reading goals 1.3 and 5D Headphones 1437.80 1437.80

Final Amount Spent  
2017.22



**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
Hermann, Shelly	Principal
Rush, Rosanne	Assistant Principal

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

The LLT (transitioning to an Instructional Leadership Team model) is a subset of the Problem Solving Leadership Team. The team provides leadership for the implementation of the goals, strategies, and actions steps related reading and writing on the SIP. Members include:

Principal  
 Assistant Principal  
 Reading Coach/Resource Teacher  
 ESE Teacher  
 ELL Representative  
 Grade Level Representatives

The principal is the LLT (ILT) chairperson. The reading coach is a member of the team and provides extensive expertise in data analysis and reading/writing instruction in all content areas. The LLT (ILT) is grounded in a shared or distributive leadership model where content teachers, the reading coach, instructional support staff, and the principal all participate equally in the decision-making process based on the team's review of data and its application to the specific SIP reading and writing goals focus.

The LLT (ILT) members monitors reading/writing data, identifies school-wide and individual teachers' reading/writing-focused instructional strengths and weaknesses, and creates a professional development plan to support identified instructional needs in conjunction with the Problem Solving Leadership team's support plan. Additionally the principal ensures that time is provided for the LLT ILT to collaborate and share information with all site stakeholders including other administrators, teachers, staff members, parents and students.

**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.**

Schools Build a Collaborative Culture Through Regularly Scheduled PLC Meetings

#### Core Beliefs:

- No school can help all students achieve at high levels if teachers work in isolation.
- Schools improve when teachers are given the time and support to work together to clarify essential student learning, develop common assessments for learning, analyze evidence of student learning, and use that evidence to learn from one another.
- PLCs measure their effectiveness on the basis of results rather than intentions.
- All programs, policies, and practices are continually assessed on the basis of their impact on student learning.
- All staff members receive relevant and timely information on their effectiveness in achieving intended results.
- PLC meetings will be regularly scheduled.

#### Essential Characteristics of a PLC

- Shared mission, vision, values, goals
- Educators in a PLC benefit from clarity regarding their shared purpose, a common understanding of the school they are trying to create, collective communities to help move the school in the desired direction, and specific, measurable, attainable, results-oriented, and time-bound (SMART) goals to mark their progress.
- Collaborative teams focused on learning
- In a PLC, educators work together interdependently in collaborative teams to achieve common goals for which they are mutually accountable. The structure of the school is aligned to ensure teams are provided the time and support essential to adult learning.
- Collective inquiry
- Teams in a PLC relentlessly question the status quo, seek new methods of teaching and learning, test the methods, and then reflect on the results. Building shared knowledge of both current reality and best practice is an essential part of each team's decision-making process.
- Action orientation and experimentation
- Members of a PLC constantly turn their learning and insights into action. They recognize the importance of engagement and experience in learning and in testing new ideas. They learn by doing.
- Commitment to Continuous improvement
- Not content with the status quo, members of a PLC constantly seek better ways to achieve mutual goals and accomplish their fundamental purpose of learning for all. All teams engage in an ongoing cycle of:
  - ? Gathering evidence of current levels of student learning
  - ? Developing strategies and ideas to build on strengths and address weaknesses in that learning
  - ? Implementing the strategies and ideas
  - ? Analyzing the impact of the changes to discover what was effective and what was not
  - ? Applying the new knowledge in the next cycle of continuous improvement
- Results orientation
- Educators in a PLC assess their efforts on the basis of tangible results.

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

Teacher Interview Day and Recruitment Fairs occur in June under the oversight of Human Resources. All applicants must be pre-approved by the District to attend these events. SDHC is implementing the Empowering Effective Teachers (EET) initiative, which awards salary increases to all teachers based on sustained performance. Performance levels are tied to a 3-year average of value added measures. The teacher evaluation is based on that value added, along with peer/mentor evaluation data and principal/administration evaluation data. PLCs and the District's Mentoring program for new teachers are essential for teacher retention.

The Salary Differential program for identified high needs Title I schools helps to recruit and retain high

quality teachers. All new hires must be approved by the District. This program requires teachers to be rated in the “good to excellent” range, be highly qualified for their position, and to have completed, signed and implemented an Individualized Professional Development Plan (IPDP).

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

District based mentors are provided to teachers new to teaching through the EET initiative. Weekly visits by mentors can include planning, modeling, data analysis, coaching, conference, and problem solving. Mentors work individually with new teachers, developing unique plans to support professional growth. The district-based mentor has strengths in the areas of leadership, mentoring, and increasing student achievement.

## **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.***

Hillsborough County Public Schools use state-adopted standards as the foundation for content area instruction. Florida adopted Common Core State Standards in mathematics, language arts, and literacy in history/social studies, science, and technical subjects in July 2010, which were fully implemented in 2013-14. The Common Core (CC) standards may be accessed at:

[http://www.cpalms.org/Standards/Common\\_Core\\_Standards.aspx](http://www.cpalms.org/Standards/Common_Core_Standards.aspx). These standards describe the level of student achievement for which the state will hold schools accountable for students' learning. The domains, strands, standards, and benchmarks which comprise the Florida Standards are authorized by Section 1003.41, F.S., and are adopted by the State Board of Education (SBE). Rule 6A-1.09401, FAC, requires public schools to provide appropriate instruction to assist students in the achievement of these standards. Section 1008.25, F.S., requires each district school board to incorporate the Florida Standards into the district student progression plan.

The benchmarks are in the subject areas of mathematics beyond college and career ready (calculus, discrete mathematics, and financial literacy), science, social studies, the arts (dance, music, theatre, and visual arts), health education, physical education, world languages, gifted education and special education skills.

HCPS has, as required by state statute, adopted a comprehensive plan for student progression, which includes standards for evaluating each student's performance, including mastery of the Florida Standards. The plan also provides specific levels of performance in reading, writing, science, and mathematics at each grade level that includes the levels of performance on statewide assessments (as established by the Commissioner) at which a student must receive remediation or be retained. The HCPS pupil progression plan can be viewed at: <http://www.sdhc.k12.fl.us/instruction/StudentProgressionPlan/index.asp>.

Pursuant to State law, HCPS Board policies require purchasing current instructional materials so that each student has a textbook or other instructional materials as a major tool of instruction in core courses of the appropriate subject areas of mathematics, language arts, science, social studies, reading, and literature for grades K-12. The primary objective of such instructional materials shall be to enrich, support, and implement the educational program of the school. These purchases shall be for instructional materials included on the State-adopted list, except as otherwise provided in State law, and shall be made within the first two years of the adoption cycle. The primary objective of such

instructional materials shall be to enrich, support, and implement the educational program of the school.

## **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.**

HCPS utilizes Problem-Solving and Response to Instruction/Intervention/Multi-tiered Systems of Support Framework as defined by Florida.

PS-RtI/MTSS is the practice of providing high-quality instruction and intervention matched to student needs using learning rate over time and level of performance to make important instructional decisions. PS-RtI/MTSS involves the systematic use of assessment data to most efficiently allocate resources in order to improve learning for all students. To ensure efficient use of resources, schools begin with the identification of trends and patterns using school-wide and grade-level data. Students who need instructional intervention beyond what is provided universally for positive behavior or academic content areas are provided with targeted, supplemental interventions delivered individually or in small groups at increasing levels of intensity.

The RtI/MTSS framework is characterized by a continuum of academic and behavior supports reflecting the need for students to have fluid access to instruction of varying intensity levels. Three tiers describe the level and intensity of the instruction/interventions provided across the continuum. The three tiers are not, conversely, used to describe categories of students or specific instructional programs. The three tiers are characterized as follows:

Tier 1: Core Universal Instruction and Supports – General academic and behavior instruction and support designed and differentiated for all students in all settings

Tier 2: Targeted Supplemental Interventions and Supports – More focused, targeted instruction/intervention and supplemental support in addition to and aligned with the core academic and behavior curriculum and instruction

Tier 3: Intensive Individualized Interventions and Supports – The most intense (increased time, narrowed focus, reduced group size) instruction and intervention based upon individual student need provided in addition to and aligned with core and supplemental academic and behavior, curriculum, instruction, and supports

The problem-solving process is critical to making the instructional adjustments needed for continual improvement in both student level of performance and rate of progress and is critical for assessing (through students' response) the effectiveness of the instruction/interventions provided. Throughout the continuum of instruction and intervention, problem solving is used to match instructional resources to educational need. Teams continue to engage in problem solving to ensure that student success is achieved and maintained. The four critical parts of the on-going problem-solving cycle as a consistent way of work for teams are as follows:

I. Define the problem by determining the difference between what is expected and what is occurring. Ask, "What specifically do we want students to know and be able to do when compared to what they do know and are able to do?" When engaged in problem solving at the individual student level, the team should strive for accuracy by asking, "What exactly is the problem?"

II. Analyze the problem using data to determine why the issue is occurring. Generate hypotheses

(reasons why students are not meeting performance goals) founded in evidence-based content area knowledge, alterable variables, and instructionally relevant domains. Gather assessment data to determine valid/non-valid hypotheses. Link validated hypotheses to instruction/intervention so that hypotheses will lead to evidence-based instructional decisions. Ask, "Why is/are the desired goal(s) not occurring? What are the barriers to the student(s) doing and knowing what is expected?" Design or select instruction to directly address those barriers.

III. Develop and implement a plan driven by the results of the team's problem analysis by establishing a performance goal for the group of students or the individual student and developing an intervention plan to achieve the goal. Then delineate how the student's or group of students' progress will be monitored and implementation integrity will be supported. Ask, "What are we going to do?"

IV. Measure response to instruction/interventions by using data gathered from progress monitoring at agreed upon intervals to evaluate the effectiveness of the intervention plan based on the student's or group of students' response to the intervention. Progress-monitoring data should directly reflect the targeted skill(s). Ask, "Is it working? If not, how will the instruction/intervention plan be adjusted to better support the student's or group of students' progress?" Team discussion centers on how to maintain or better enable learning for the student(s).

HCPS offers a variety of programs designed to meet the diverse needs of students. In Elementary School these supplemental and enrichment programs include additional time in small teacher-guided groups, computer aided interventions (i.e.iStation, FASTT Math, Dimension U), Extended Learning Time, extended year programs, tutorial support, Math Bowl, Economics Bowl, Tivitz, Fine Arts Festival, Speech Contest, myOn Reader, Battle of the Books, Science Olympics, Magnet Programs, Hillsborough Robots Challenge, and Geography Bee. In Middle and High Schools, these supplemental and enrichment programs include SpringBoard reading support, computer aided interventions (myOn reader, Dimension U), Tutorial support, Robotics, Science Olympiad, AVID, Advanced Placement, IB, Dual Enrollment, Grade Enhancement Courses, Career Pathways, Program Completers, Industry Certifications, Magnet Programs, credit recovery, and extended year programs.

**2. Provide the following information for each strategy the school uses to increase the amount and quality of learning time and help enrich and accelerate the curriculum:**

**Strategy: After School Program**

**Minutes added to school year: 3,600**

For the 2014-2015 school year, ELP will occur in an after school format for 7 weeks during the Fall semester and 8 weeks during the Spring. Second graders will attend twice per week for a total of 2 hours per week; 3rd-5th graders will attend 2 hours per day, 4 hours per week. By analyzing last year's end of the year data, along with current data, students that fall in the 26%-49% in either Reading or Math will be invited to attend. Pre-planning will consist of strategies to assist teachers in preparing skill lessons based upon student need. Both a pre-test and post-test will be given to monitor student growth.

**Strategy Rationale**

By adding additional intensive reading instruction, students receive needed practice to make gains in reading. Formative data throughout the school year has indicated students in the extended learning program make gains in reading.

**Strategy Purpose(s)**

- Core Academic Instruction

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

Rush, Rosanne, rosanne.rush@hcps.net

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

By analyzing last year's end of the year data, along with current data, students that fall in the 26%-49% in either Reading or Math will be invited to attend. Pre-planning will consist of strategies to assist teachers in preparing skill lessons based upon student need. Both a pre-test and post-test will be given to monitor student growth. Student gains are also monitored during the school year using formative assessment.

## **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.**

In Hillsborough County Public schools, all kindergarten children are assessed for Kindergarten Readiness using the FLKRS (Florida Kindergarten Readiness Screener.) This state-selected assessment contains a subset of the Early Childhood Observation System and the first two measures of the Florida Assessments in Reading (FAIR). The instruments used in the screening are based upon the Florida Voluntary Prekindergarten (VPK) Education Standards. Parents are provided with a letter from the Commissioner of Education, explaining the assessments. Teachers will meet with parents after the assessments have been completed to review student performance. Data from the FAIR will be used to assist teachers in creating homogeneous groupings for small group reading instruction. Children entering Kindergarten may have benefited from the Hillsborough County Public Schools' Voluntary Prekindergarten Program. This program is offered at elementary schools in the summer and during the school year in selected Head Start classrooms and as a blended program in several Early Exceptional Learning Program (EELP) classrooms. Starting in the 2012-2013 school year, students in the VPK program were given the state-created VPK Assessment that looks at Print Knowledge, Phonological Awareness, Mathematics and Oral Language/Vocabulary. This assessment



continues to be administered at the start and end of the VPK program. A copy of these assessments are mailed to the school in which the child is registered for kindergarten, enabling the child's teacher to have a better understanding of the child's abilities from the first day of school. Parent Involvement events for Transitioning Children into Kindergarten include Kindergarten Round-Up. This event provides parents with an opportunity to meet the teachers and hear about the academic program. Parents are encouraged to complete the school registration procedure at this time to ensure that the child is able to start school on time.

SEE: HCPS Pupil Progression Plan

Students are programmed & scheduled appropriately through clear communication with feeder schools, utilizing district scheduling guidelines, At-Risk lists, and early warning systems based on a student's need for support.

## **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.**

The Great American Teach In  
JA BizTown for 5th graders.

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

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

**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.**

## **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.** Student achievement will increase when a safe learning environment is grown through greater respect among students as measured by the student SCIP survey.
- G2.** Student achievement will increase when students are highly engaged during dynamic, responsive instruction effectively aligned with Florida grade-level and content standards.

## 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.** Student achievement will increase when a safe learning environment is grown through greater respect among students as measured by the student SCIP survey. 1a

G085778

**Targets Supported** 1b

Indicator	Annual Target
Discipline incidents	

**Targeted Barriers to Achieving the Goal** 3

- School wide behavior plan needs to be fully implemented with fidelity.

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

- Positive Behavior Support team
- Positive Behavior Support resource binder
- USF PBS support team
- Behavior Tracking System

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

PBS incident referrals will be tracked according to incident type, location, motivating factors, and responses

**Person Responsible**

Shelly Hermann

**Schedule**

Monthly, from 8/25/2015 to 6/9/2016

**Evidence of Completion**

Behavior incidents are recorded on in behavior tracker system.

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

District referral forms for severe behaviors, bullying and elopement

**Person Responsible**

Rosanne Rush

**Schedule**

Quarterly, from 8/25/2015 to 6/10/2016

**Evidence of Completion**

District reports indicating type of referral, actions taken, and ethnicity of students receiving referrals

**G2.** Student achievement will increase when students are highly engaged during dynamic, responsive instruction effectively aligned with Florida grade-level and content standards. 1a

G085779

**Targets Supported** 1b

Indicator	Annual Target
AMO Reading - All Students	86.0
FCAT 2.0 Science Proficiency	71.0
AMO Math - All Students	81.0

**Targeted Barriers to Achieving the Goal** 3

- Understand the difference between active engagement and passive compliance
- A need for consistent use of backward planning linked to formal and informal student data

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

- MTSS Leadership Team (SBLT)
- Instructional Leadership Team
- Administrators
- Reading Resource Teacher
- Reading Coach
- On Site Professional Developer (OSPD)
- EET Liason
- District Mentor for new teachers
- 

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

Formative data, such as FAIR and unit test results, and progress monitoring data used in tiers 2 and 3, such as EasyCBM and IStation, will show progress towards the goal and annual targets.

**Person Responsible**

Rosanne Rush

**Schedule**

Weekly, from 8/25/2014 to 6/4/2015

**Evidence of Completion**

Throughout the year formative assessments, subject unit tests, FAIR, and progress monitoring data from EasyCBm and IStation will be used to demonstrate monitoring and progress towards the goal and selected targets. End of year assessments will show multi-tiered support moved students towards meeting annual targets and that the MTSS process increased student achievement. End of year assessments may include end of year subject tests, FSA, and SAT10.

## Action Plan for Improvement

For each strategy selected in the plan to reduce a targeted barrier to a strategic goal, this section lists the rationale for that strategy (i.e., why the school believes it will reduce the barrier) and the action steps that have been identified as necessary to implementing the strategy, including details such as the point person, timing and duration, and evidence of completion. At the end of each set of action steps is the plan for monitoring the implementation and effectiveness of the respective strategy.

### Problem Solving Key

**G** = Goal                      **B** =  
Barrier                      **S** = Strategy

**1** = Problem Solving Step       S123456 = Quick Key

**G1.** Student achievement will increase when a safe learning environment is grown through greater respect among students as measured by the student SCIP survey. **1**

 G085778

**G1.B1** School wide behavior plan needs to be fully implemented with fidelity. **2**

 B227902

**G1.B1.S1** An implementation plan was presented during preplanning and each teacher has a binder with support materials **4**

 S240472

### Strategy Rationale

Consistency in all parts of the school with a plan developed and shared by a team of instructional staff that will be monitored regularly will assist in planning to build respect among students.

### Action Step 1 **5**

Students are made aware of behavior expectations and criteria to monitor appropriate behavior. School wide assemblies and classroom procedure building will ensure students are informed of expectations.

#### Person Responsible

Shelly Hermann

#### Schedule

Daily, from 8/23/2016 to 5/18/2017

#### Evidence of Completion

The administrative team will collect data on the number of PBS positive behavior referrals, behavior incidents with PBS referral and major incidents which require the district referral system.

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

Quarterly district referral system reports provide data on major incidents. Behavior tracker system provides data on minor incidents and the administrative team will track positive behavior referrals.

**Person Responsible**

Rosanne Rush

**Schedule**

Quarterly, from 9/20/2016 to 5/24/2017

***Evidence of Completion***

Referral data that includes: number of incidents, number of students with repeated incidents, ethnic break down of who is receiving referrals, incident locations and times of day. Teachers will complete behavior trackers regarding classroom incidents to monitor effectiveness of PBS plan.

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

The PBS team meets monthly to review behavior tracking data, looking for effectiveness places that may require retraining of expectations.

**Person Responsible**

Rosanne Rush

**Schedule**

Monthly, from 9/22/2016 to 5/25/2017


***Evidence of Completion***

Evidence is derived from teachers records of behavior trackers, PBS system and the District referral system.

**G2.** Student achievement will increase when students are highly engaged during dynamic, responsive instruction effectively aligned with Florida grade-level and content standards. 1

 G085779

**G2.B4** Understand the difference between active engagement and passive compliance 2

 B227906

**G2.B4.S1** On-going professional development on site focused on active engagement strategies. 4

 S240473

### Strategy Rationale

As instructors increase their repertoires of strategies for active engagement will increase and become consistent throughout the school days.

### Action Step 1 5

Teachers will participate in professional development designed to address student engagement in all classes which is scheduled with observations and feedback which is time bound.

#### Person Responsible

Shelly Hermann

#### Schedule

On 5/15/2017

#### Evidence of Completion

Teacher participation in this professional development is confirmed by a sign-in sheet. Evidence of effectiveness will be monitored by classroom visits, informal observations and formal observations.



## Plan to Monitor Fidelity of Implementation of G2.B4.S1 6

Using the district approved observation rubric and content area designed walkthrough rubrics, 3E - student engagement will be monitored with feedback provided to teachers. In June the summary of observations will be used to determine individual and overall improvement in student engagement. Student end of year assessment will provide evidence of effectiveness.

### Person Responsible

Elizabeth Giles

### Schedule

Weekly, from 8/25/2015 to 6/10/2016

### Evidence of Completion

The summary of observations that includes peer and administrator observations will provide data on improvement in classroom engagement. Student end of year scores will provide evidence of the effectiveness of increasing student engagement.

## G2.B5 A need for consistent use of backward planning linked to formal and informal student data 2

 B227907

### G2.B5.S1 Professional development on backward planning 4

 S240474

### Strategy Rationale

More thorough understanding of backward planning will provide techniques to realize the benefits of this planning and ensure instructors increase their toolkit of strategies for the 'how' of engaging students.

## Action Step 1 5

Professional development will consist of planning sessions with team leaders and individual teachers to build capacity.

### Person Responsible

jennifer Begley

### Schedule

Monthly, from 10/3/2016 to 5/19/2017

### Evidence of Completion

Data on domain one ratings during formal observations will be used to monitor implementation of backward planning and student achievement on interim assessments will be used to monitor the effectiveness of the planning.

**Plan to Monitor Fidelity of Implementation of G2.B5.S1** 6

The administrative team and resource teachers/coaches will plan for professional development at the October meeting and any follow up support to be provided in PLCs.

**Person Responsible**

Elizabeth Giles

**Schedule**

Monthly, from 9/14/2015 to 6/13/2016

***Evidence of Completion***

Formal observation data along with PLC/planning notes will be used to monitor implementation of backward planning. Interim student assessments will provide evidence of the effectiveness of the planning.

**Plan to Monitor Effectiveness of Implementation of G2.B5.S1** 7

The administrative staff will monitor the effectiveness of backward planning by reviewing student interim assessment reports. Observation data and PLC notes will provide evidence of appropriate support for implementation.

**Person Responsible**

Elizabeth Giles

**Schedule**

Monthly, from 10/20/2015 to 6/13/2016


***Evidence of Completion***

Observation data for Domain one will provide evidence on implementation of backward planning and student interim and end of year assessments will provide data of the effectiveness of backward planning.

## 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.MA1 M319825	Formative data, such as FAIR and unit test results, and progress monitoring data used in tiers 2...	Rush, Rosanne	8/25/2014	Throughout the year formative assessments, subject unit tests, FAIR, and progress monitoring data from EasyCBM and IStation will be used to demonstrate monitoring and progress towards the goal and selected targets. End of year assessments will show multi-tiered support moved students towards meeting annual targets and that the MTSS process increased student achievement. End of year assessments may include end of year subject tests, FSA, and SAT10.	6/4/2015 weekly
G1.MA1 M319820	PBS incident referrals will be tracked according to incident type, location, motivating factors,...	Hermann, Shelly	8/25/2015	Behavior incidents are recorded on in behavior tracker system.	6/9/2016 monthly
G1.MA2 M319821	District referral forms for severe behaviors, bullying and elopement	Rush, Rosanne	8/25/2015	District reports indicating type of referral, actions taken, and ethnicity of students receiving referrals	6/10/2016 quarterly
G2.B4.S1.MA1 M319822	Using the district approved observation rubric and content area designed walkthrough rubrics, 3E -...	Giles, Elizabeth	8/25/2015	The summary of observations that includes peer and administrator observations will provide data on improvement in classroom engagement. Student end of year scores will provide evidence of the effectiveness of increasing student engagement.	6/10/2016 weekly
G2.B5.S1.MA1 M319823	The administrative staff will monitor the effectiveness of backward planning by reviewing student...	Giles, Elizabeth	10/20/2015	Observation data for Domain one will provide evidence on implementation of backward planning and student interim and end of year assessments will provide data of the effectiveness of backward planning.	6/13/2016 monthly
G2.B5.S1.MA1 M319824	The administrative team and resource teachers/coaches will plan for professional development at the...	Giles, Elizabeth	9/14/2015	Formal observation data along with PLC/planning notes will be used to monitor implementation of backward planning. Interim student assessments will provide evidence of the effectiveness of the planning.	6/13/2016 monthly
G2.B4.S1.A1 A311247	Teachers will participate in professional development designed to address student engagement in all...	Hermann, Shelly	10/1/2015	Teacher participation in this professional development is confirmed by a sign-in sheet. Evidence of effectiveness will be monitored by classroom visits, informal observations and formal observations.	5/15/2017 one-time
G1.B1.S1.A1 A311246	Students are made aware of behavior expectations and criteria to monitor appropriate behavior....	Hermann, Shelly	8/23/2016	The administrative team will collect data on the number of PBS positive behavior referrals, behavior incidents with PBS referral and major incidents which require the district referral system.	5/18/2017 daily
G2.B5.S1.A1 A311248	Professional development will consist of planning sessions with team leaders and individual...	Begley, Jennifer	10/3/2016	Data on domain one ratings during formal observations will be used to monitor implementation of backward planning and student achievement on interim assessments will be used to monitor the effectiveness of the planning.	5/19/2017 monthly
G1.B1.S1.MA1 M319819	Quarterly district referral system reports provide data on major incidents. Behavior tracker...	Rush, Rosanne	9/20/2016	Referral data that includes: number of incidents, number of students with repeated incidents, ethnic break down	5/24/2017 quarterly

**Hillsborough - 3881 - Seffner Elementary School - 2016-17 SIP**  
*Seffner Elementary School*

Source	Task, Action Step or Monitoring Activity	Who	Start Date (where applicable)	Deliverable or Evidence of Completion	Due Date/ End Date
				of who is receiving referrals, incident locations and times of day. Teachers will complete behavior trackers regarding classroom incidents to monitor effectiveness of PBS plan.	
G1.B1.S1.MA1  M319818	The PBS team meets monthly to review behavior tracking data, looking for effectiveness places that...	Rush, Rosanne	9/22/2016	Evidence is derived from teachers records of behavior trackers, PBS system and the District referral system.	5/25/2017 monthly

## V. Professional Development Opportunities

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

**G1.** Student achievement will increase when a safe learning environment is grown through greater respect among students as measured by the student SCIP survey.

**G1.B1** School wide behavior plan needs to be fully implemented with fidelity.

**G1.B1.S1** An implementation plan was presented during preplanning and each teacher has a binder with support materials

### PD Opportunity 1

Students are made aware of behavior expectations and criteria to monitor appropriate behavior. School wide assemblies and classroom procedure building will ensure students are informed of expectations.

#### Facilitator

PBS Team led by Kimberly Opperman

#### Participants

Instructional and instructional support staff

#### Schedule

Daily, from 8/23/2016 to 5/18/2017

**G2.** Student achievement will increase when students are highly engaged during dynamic, responsive instruction effectively aligned with Florida grade-level and content standards.

**G2.B4** Understand the difference between active engagement and passive compliance

**G2.B4.S1** On-going professional development on site focused on active engagement strategies.

### PD Opportunity 1

Teachers will participate in professional development designed to address student engagement in all classes which is scheduled with observations and feedback which is time bound.

#### Facilitator

Shelly Hermann, Tracey Maestre, Kim Compton

#### Participants

All Instructional Staff

#### Schedule

On 5/15/2017

## VI. Technical Assistance Items

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

## VII. Budget

1	G1.B1.S1.A1	Students are made aware of behavior expectations and criteria to monitor appropriate behavior. School wide assemblies and classroom procedure building will ensure students are informed of expectations.	\$0.00
2	G2.B4.S1.A1	Teachers will participate in professional development designed to address student engagement in all classes which is scheduled with observations and feedback which is time bound.	\$0.00
3	G2.B5.S1.A1	Professional development will consist of planning sessions with team leaders and individual teachers to build capacity.	\$0.00
Total:			\$0.00