

Nassau County School District

# Fernandina Beach High School



2016-17 Schoolwide Improvement Plan

## Fernandina Beach High School

435 CITRONA DR, Fernandina Beach, FL 32034

[ 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)
High School 9-12	No	34%
Primary Service Type (per MSID File)	Charter School	2018-19 Minority Rate (Reported as Non-white on Survey 2)
K-12 General Education	No	23%

### School Grades History

Year	2017-18	2014-15	2013-14	2012-13
Grade	A	A*	B	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 Nassau 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 Fernandina Beach High School

DA Region and RED	DA Category and Turnaround Status
Northeast - <a href="#">Cassandra Brusca</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.

Fernandina Beach High School's mission is to develop each student as an inspired life-long learner and problem solver with the strength of character to serve as a productive member of society.

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

Fernandina Beach High School will provide a safe and productive learning environment in which students can communicate effectively, think critically, solve problems and are technologically literate through a variety of curricular and extra-curricular activities. Through a challenging course of study with high standards, students will become responsible learners who can not only work collaboratively, but also be accountable for their own academic and developmental progress.

#### 2. School Environment

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

Our school will infuse the content required by Florida Statute 1003.42(2) as applicable to appropriate grade levels, including but not limited to:

- The history and content of the Declaration of Independence
- The history, meaning, significance, and effect of the provisions of the Constitution of the United States.
- Flag education
- The elements of civil government
- The history of the United States
- The history of the Holocaust
- The history of African Americans
- The history of the state
- The conservation of natural resources
- Comprehensive health education
- The study of Hispanic contributions to the United States
- The study of women's contributions to the United States
- Character development programs
- Sacrifices of veterans

We will ensure that relationship-building is a clear priority and that students will develop the knowledge and skills to become contributing citizens in a multicultural society and global community.

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

Adults across the campus will clarify their expectations for positive interpersonal interaction and create the structures and processes for reporting violations of bullying/harassment/dating violence/ civil rights policies.

Involve all staff in the process of modeling and teaching interpersonal expectations in academic and non-academic settings and give them instruction for reporting violations to appropriate supervisors.

Develop methods of effectively addressing disrespectful comments as well as methods for

respectfully correcting misbehavior at the classroom and administrative levels.

Create methods/formats where the characteristics of safety and respect can be assessed, monitored, and where strategies for improvement can be created, discussed, and supported.

**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.**

Ensure teachers are trained in Classroom management strategies.

Instructional team reviews classroom data to ensure students are engaged while in class.

Ensure differentiation of instruction is taking place to meet the needs of all students. Teachers will convey and review expectations for each learning activity.

Class meetings will occur on a frequent basis to include student feedback.

School-wide recognition systems are in place.

Offer school counseling services with dedicated time for core classroom guidance that contribute to student engagement leading to improved academic achievement resulting in college-career readiness.

**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.**

Mentors are assigned to students identified with concerns.

Offer instruction and various campus activities that address social/emotional needs of students.

Connect students to agencies who have Cooperative Agreements or are on campus.

School counseling program with dedicated time to: 1. Assess the needs of the students and the barriers blocking their success (Data-Driven Decision Making), 2. Identify interventions that the research suggests works to remove the barrier to success (Evidence-Based Intervention), and 3. Evaluate your intervention (Evaluation)

Engage with identified staff (i.e. school counselor, school-based team leader) to provide a differentiated delivery of services based on student/school need. (Include core, supplemental, and intensive supports.)

### 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.**

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

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

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

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

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

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

## 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

School staff, faculty, and administrators strive to strengthen family involvement and family empowerment in the school. The school will coordinate and integrate parental involvement strategies with School Improvement, Strategic Planning, Title I, Title II, Title IV, Title VI, Community Involvement Programs, Business Partnerships, and other community involvement activities.

The school will provide the coordination, technical assistance, and other support necessary to assist in planning and implementing effective and comprehensive parent involvement programs, based on the National Standards for Parent/Family Involvement Programs, which include:

A. Communication between home and school is regular, two-way and meaningful.

B. Responsible parenting is promoted and supported.

C. Parents play an integral role in assisting student learning. The School will help parents understand the state's academic standards, student progression requirements, and how to monitor their children's progress.

D. Parents are welcome in school, treated with courtesy and respect, and their support and assistance are sought.

E. Parents are full partners in the decisions that affect children and families.

F. Community resources are utilized to strengthen school programs, family practices, and student learning.

The school will communicate parental choices and responsibilities to parents. Emphasis will be placed on active parent involvement at each school. The following are examples of family and



community involvement communication:

- Open House
- School Edline web page
- Focus
- Newsletters communicating classroom and school news to parents
- Parent phone calls, School Messenger, and face-to face meetings
- College and Career Fairs
- School Matters Publication

## **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.**

The school and district build and sustain partnerships with our local community. These groups meet regularly to review data, have discussions about progress, and make decisions about implementation plans and strategies ensuring a common vision among all partners. Our school partnerships support our efforts to increase student achievement by:

- Establishing structured opportunities to engage all stakeholders
- Encouraging open dialogue about challenges and solutions
- Engaging stakeholders in the use of data
- Leveraging community resources and funding sources

Volunteer and Community Involvement programs develop community resources in response to the differing needs of classrooms. By accessing the many diverse resources found in communities, these programs enrich and enhance school curriculum. A wide array of community partners enables these programs to maximize their impact. Volunteers may tutor, mentor, assist in the classroom, help with fundraising, participate in developing school plans, as well as many other opportunities. Recognition awards promote community involvement as well as highlight outstanding volunteer practices and showcase exemplary projects which are then shared district-wide.

## **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
Lodree, Spencer	Principal
Coombs, Sarah	School Counselor
Hicks, Robert	School Counselor
Milligan, Lawrence	Teacher, K-12
Lane, Meredith	Instructional Coach
Webber, Chris	Assistant Principal
Romack, Carol	Teacher, K-12
Snyder, Daniel	Teacher, ESE
Snyder, Valerie	Teacher, K-12
Milligan, Debora	Teacher, K-12
Talbert, Shane	Teacher, K-12
Rathmann, Steven	Teacher, K-12

## 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 is responsible for disaggregating and analyzing data to determine areas of deficit. The team is to identify problems within the general population of students and within subgroups of students, analyze why the problems are occurring, formulate an intervention plan and then measure the effectiveness of the interventions through regular progress monitoring. Their plan to address and remediate areas of deficit becomes their MTSS and forms the basis for the school improvement plan.

The MTSS core team consists of: administrators, school counselors, dean of students, and instructional coach. The MTSS leadership team is responsible for ensuring that the school has in place a system that provides increasingly intense and individualized interventions, resources and supports needed to meet the unique needs of its students.

### ***2. Describe the process through which school leadership identifies and aligns all available resources (e.g., personnel, instructional, curricular) in order to meet the needs of all students and maximize desired student outcomes. Include the methodology for coordinating and supplementing federal, state and local funds, services and programs. Provide the person(s) responsible, frequency of meetings, how an inventory of resources is maintained and any problem-solving activities used to determine how to apply resources for the highest impact.***

The school's leadership team oversees the implementation and monitoring of its MTSS and SIP structures through data-based decision making which identifies areas of deficit and identifies and provides supports and resources needed to address those deficits.

In order to identify those needs, the team must analyze data to determine deficits and other areas in need of improvement. The team looks at academic, attendance and behavior related data. As the team disaggregates the data, it is identifying which students are meeting grade level expectations and which are not. It is looking for patterns and trends in the data.

Leading questions: Is our core instruction meeting the needs of 75-80 % of our students? If not, is it a curriculum or instruction issue? Are certain groups of students failing to meet expectations in certain subjects? Or, are there certain groups who have other non-academic barriers to achievement that

must be addressed before they will be able to meet academic success? Are there trends in achievement within specific subgroups that need to be addressed? Have resources (funding and staffing) been allocated in the most effective and efficient manner to meet the needs of all stakeholders?

Once those areas of need have been identified, the leadership team disseminates this information to the departments, literacy teams and other school based teams. The teams will provide input to the leading questions and assist in determining appropriate research based interventions to remediate specific deficits and identify other available resources to meet individual student needs. The departments/teams oversee the implementation of the interventions and monitor student progress through regularly scheduled meetings. The progress monitoring information will be shared with the leadership team and departments/teams together will monitor the effectiveness of interventions through student progress monitoring data and fidelity checks.

#### The Problem Solving Process

The Problem Solving/Response to Intervention model is a decision making process based on the scientific method of problem solving. Florida has embraced the problem solving methodology and incorporated it into its Response to Intervention model.

The Problem Solving process requires the following steps: Problem Identification, Problem Analysis, Intervention Design/ Implementation, and Evaluation: Response to Intervention.

Data based decisions are expected at all levels of the school: school, grade/departments, classroom, (AYP) subgroups (i.e., race, free/reduced lunch, ELL, ESE). A collaborative approach by school staff for development, implementation, and monitoring of the intervention process is expected.

#### Title I

Services are provided to ensure students requiring additional remediation are assisted through extended learning opportunities. The district coordinates with Title II and Title III in ensuring staff development needs are provided. Support services are provided to students. Teachers develop, lead, and evaluate school core content standards/ programs; identify and analyze existing literature on scientifically based curriculum/behavior assessment and intervention approaches. They identify systematic patterns of student need while working with district personnel to identify appropriate, evidence-based intervention strategies; assist with whole school screening programs that provide early intervening services for children to be considered "at risk;" assist in the design and implementation for progress monitoring, data collection, and data analysis; participate in the design and delivery of professional development; and provide support for assessment and implementation monitoring. Other components that are integrated into the school-wide program include Parental Programs; Supplemental Educational Services; and special support services to special needs populations such as homeless, migrant, and neglected and delinquent students.

#### Title II

The District uses supplemental funds for improving basic education as follows:

- training to certify qualified mentors for the New Teacher Program
  - training for add-on endorsement programs, such as Reading, Gifted, ESOL
- training and substitute release time for Professional Learning Community (PLC) development and facilitation

#### Title III

The District provides supplemental academic instruction and services to students who are ELL. The district employs an ELL instructional coach.

Title X- A portion of funds are set aside and reserved to meet the academic and personal needs of identified homeless families. These needs could include academic supplies or assistance with personal hygiene items, or referrals to social service agencies.

#### Supplemental Academic Instruction (SAI)

These funds are utilized to provide supplemental academic coaches.

#### Violence Prevention Programs:

The District has adopted bullying prevention and intervention policies and procedures. Each year training is provided.

#### Nutrition Programs

- 1) The school adheres to and implements the nutrition requirements stated in the District Wellness Policy.
- 2) Nutrition education is taught through many programs and courses
- 3) The School Food Service Program, school breakfast, school lunch, and after care snacks follows the Healthy Food and Beverage Guidelines as adopted in the District's Wellness Policy.

#### Head Start

The Nassau Schools that contain primary grades work in concert with Episcopal Childrens Services, Child Find, and other service agencies in order to strengthen curriculum offerings, provide ease of transition to kindergarten, increase community involvement, and increase meaningful parent involvement.

#### Adult Education

Nassau County Adult High school provides courses to all eligible students on the senior high school's recommendation. Courses can be taken for credit recovery, promotion, remediation, or grade forgiveness purposes. Adult Education also offers night classes for GED Prep at four locations on a flexible schedule.

#### Career and Technical Education

Articulation agreements allow students to earn college and postsecondary technical credits in high school and provide more opportunities for students to work towards postsecondary degrees. Students will gain an understanding of business and industry workforce requirements by acquiring Ready to Work and other industry certifications. Readiness for postsecondary opportunities will strengthen with the integration of academic and career and technical education components and a coherent sequence of courses.

## 2. School Advisory Council (SAC)

### a. Membership

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

Name	Stakeholder Group
Spencer G Lodree	Principal
Melita Hubbard	Education Support Employee
Lori Venerdi	Business/Community
Kim Sheppard	Business/Community
Kerrie Albert	Business/Community
Deborah Yarborough	Parent
Chris Webber	Education Support Employee
Janel Avila	Teacher
Jannett Baker	Parent
Edward Brown	Parent
Heather Bowen	Parent
Nathalie Wu	Parent
Penelope Glackin	Business/Community
Betty Little	Business/Community
Thomas Mallory	Student
Russell Davis	Education Support Employee
Maria Evatt	Business/Community
Kim Page	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*

When looking at the School Improvement Plan for the 2015-2016 school year, Fernandina Beach High School met all of the goals with the exception of student proficiency in Algebra 1. We feel with extra remediation and more teacher support in the classroom, this score will improve in the 2016-2017 school year.

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

The SAC assesses the need for improvement at the school using district, state, and federal goals as a guide and by reviewing student performance data. The SAC prioritizes the school's needs. Furthermore, the SAC identifies problems and barriers that underlie the needed improvements and their causes. The SAC identifies and evaluates possible solutions and develops strategies. The School Advisory Council establishes goals, develops action plans to address goals, monitors the effective implementation of the plans and evaluates the outcomes.

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

Available funds are allocated to support the implementation of goals in the current School Improvement Plan.

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

The council will approve all expenditures in excess of \$100. Fourteen (14) days' advance notice in writing must be provided before the SAC members vote to expend school improvement funds.

**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
Lodree, Spencer	Principal
Lyle-Purvis, Kathy	Teacher, K-12
Milligan, Debora	Teacher, K-12
Monaghan, Joseph	Teacher, K-12
Karpel, Dawn	Teacher, ESE
Porter, Laura	Teacher, K-12
French, Evelyn	Instructional Media
Webber, Chris	Assistant Principal
Lane, Meredith	Instructional Coach
Planz, jacklyn	Teacher, K-12
Crews, Amy	Teacher, K-12
Rodeffer, James	Teacher, K-12

**b. Duties**

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

The LLT will support instructional strategies to improve reading comprehension and the Common Core State Standards for College and Career Readiness in reading, writing, speaking, listening, and language. The LLT team will provide professional development throughout the year to ensure that text complexity, along with close reading and rereading of texts, is central to lessons, to provide scaffolding that does not preempt or replace text reading by students, to develop and ask text dependent questions from a range of question types, to emphasize that students support their answers based upon evidence from the text, and to provide extensive research and writing opportunities.

**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.**

Opportunities for encouraging positive working relationships between teachers include participation in Leadership Meetings, Faculty Meetings, and Team Meetings. In these meetings the focus is on students'

academic and social needs. Teachers regularly engage in professional dialogue with colleagues; share ideas, knowledge, and techniques; and participate in collaborative problem-solving around classroom instruction. Teachers work together to develop shared knowledge and discover common solutions to challenging problems.

The master schedule was revamped to give students early release time every Wednesday in order for teachers to have additional collaborative instructional planning time.

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

1. Provision of mentoring, training and coaching for:
  - a) first and second-year new teachers, including those in Alternative Certification (ACP) or Educator Preparation Institute (EPI) programs; and
  - b) ESOL and Reading teachers in the process of earning an Endorsement.

These activities are coordinated with the district's Personnel system and through the provision of an ESOL Coach and an Instructional Strategies/New Teacher Coach.

2. In order to ensure that all teachers become Effective or Highly Effective, the district will provide resources, coaching, and professional development to any teacher whose overall evaluation rating is Needs Improvement or Unsatisfactory. The principal will conduct a conference with the teacher to determine specific goals and needs for professional development, in addition to needs for classroom strategies and behaviors.
3. Resources and/or professional development will be provided to support the skills and knowledge needed to increase the number of In-field/Highly Qualified/effective teachers. This will include provision of ESOL, Reading, and Gifted Endorsement courses; financial support for testing to add areas of certification to teachers' existing certificates; financial support for provision of study guides and workshops (as available); assistance with cost of adding subject areas to certificates to become in-field in all courses taught.
4. The district will recruit effective teachers and leaders, including minorities, to ensure high quality and diversity of applicants and will retain exemplary teachers through recognition, incentives and leadership development opportunities.
5. Professional development activities and records are efficiently and effectively managed to ensure teachers maintain their certification and remain up to date in their areas of certification.

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

A. First year teachers participate in the following district professional development and mentoring activities:

1. New Teacher Orientation, including introduction to the Nassau District Schools' mission and values
2. Professional Development in the district's Marzano Evaluation Framework.
3. Monthly (8) New Teacher Professional Learning Community sessions with text: Why Didn't I Learn This in College?
4. Florida State Standards and Lesson Planning
5. The Florida Educator Code of Ethics
6. Conducting Effective Parent Conferences
7. District E-mail Protocol and technology-based curriculum programs
8. Professional Education Competencies, as applicable
9. Classroom and Behavior Management
10. Other professional development as specified by the school or district, such as Reading, ESOL, or Writing.

B. Observation and Coaching/Mentoring Components:

1. Two classroom observations followed by a feedback conference, conducted by the District



Instructional Strategies Coach who is trained in highly trained in Clinical Education, observation and feedback/coaching strategies, and the Marzano framework.

2. Two classroom observations (one per semester) followed by a feedback conference, conducted by a mentor teacher or other certified educator who teaches the same grade level/subject area as the new teacher, has been rated as Highly Effective, has been provided with CET or similar training and coaching resources, and is selected by the principal as a mentor.

3. Two classroom observations (one per semester) followed by a feedback conference, by the new teacher in the classroom of the mentor teacher or other certified educator who teaches the same grade level/subject area as the new teacher and who has been rated as Highly Effective.

4. On-going informal observations and coaching with feedback conducted by Instructional Strategies Coach, with related professional development resources available via the district's iObservation system.

5. Walk-throughs, informal observations, and formal observations using the Marzano framework instrument, conducted by a trained principal, assistant principal or other administrator, with related professional development resources available via the district's iObservation system.

#### C. RATIONAL FOR MENTOR/NEW TEACHER PAIRINGS AND PLANNED MENTORING ACTIVITIES:

The District Instructional Strategies Coach and the school principal confer to select a mentor teacher or other certified educator who teaches the same grade level/subject area/role as the new teacher or other educator, and who has been rated as Highly Effective.

The planned mentoring activities provide on-going and regularly-scheduled opportunities for classroom visits and observations, reflection, and coaching and feedback, as well as monthly collaboration in PLCs for professional development in best practices and highly effective instructional strategies. The purpose of these on-going support strategies is to increase teacher effectiveness and as a result, to increase 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.***

Core instructional materials and programs are selected from the list of state approved adoptions. It is also the intent of the Nassau County School District that textbooks be selected for district-wide use by course/grade/level to assure continuity and economy throughout the district. Media materials should be selected to provide enrichment and curriculum support taking into consideration the varied needs, interests, and abilities of the school population. School Textbook Selection Committees include representatives of faculty, parents and community members.

District Adoption Process:

1. Sample materials of all state adopted texts will be obtained by the appropriate director and evaluated by the school committee using appropriate forms and criteria.

2. Each school will select its choice for the district adoption in each area under consideration. Each school's selection will be submitted to the appropriate instructional director.

3. School selections will be tallied. The title receiving the most votes will be designated as the district adoption for each course or subject area.

Resources used to evaluate instructional materials include: Florida State Standards and Next



Generation Sunshine State Standards, grade level expectations, curriculum frameworks or course descriptions, and FLDOE instructional materials specifications.

## **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.**

Data analysis is at the center of all instructional decisions. The master schedule contains blocks of time for instruction based on the diverse needs of students. Remediation and enrichment in the classroom is based on progress monitoring data collected in core classes such as reading and math. This data is reviewed in team meetings and data chats are conducted with students.

The school-based leadership team is responsible for disaggregating and analyzing data to determine areas of deficiency. The team is charged with identifying problems within the general population of students and within subgroups of students, analyzing why the problems are occurring, formulating an intervention plan and then measuring the effectiveness of the interventions through regular progress monitoring. Their plan to address and remediate areas of deficiency becomes their MTSS (multi-tiered system of supports) and forms the basis for the school improvement plan.

**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:** 0

Strategy Description: Before and after-school tutoring and remediation is offered by teachers and peer mentors for students who are struggling in their classes. All teachers and peer tutoring clubs have their hours posted. These activities are readily available to any student in need.

### **Strategy Rationale**

Strategy Rationale The rationale for providing support during and after school hours allows students to have more time to receive basic instruction with the support necessary to achieve mastery.

### **Strategy Purpose(s)**

- Enrichment

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

Lodree, Spencer, spencer.lodree@nassau.k12.fl.us

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

The school representatives monitors the progress of all students enrolled in the after school program. Progress monitoring includes classroom grade reports, FSA scores, and communicating with teachers and guidance counselors to ensure student success.

## **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.**

Each school holds student/parent orientation meetings to assist with the transitioning from one school level to another. The Student Progression Plan and student handbook is distributed and reviewed.

**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.**

Several initiatives and programs have been established to foster college-going culture and to support and assist students as they work toward achieving college and career readiness.

Students receive daily instruction and support to prepare them for college and careers. These academic strategies impact students school-wide as strategies like writing to learn, inquiry, collaboration, organizational skills, and critical reading (WICOR ) are taught in all classes. In class students learn organizational skills, study skills, and work on critical thinking skills that will better prepare them for college and career readiness.

Initiatives include: AP and Dual Enrollment courses, SAT school day test administration, College and Career Fairs, college and career field trips, and assemblies with guest speakers.

The Nassau County Economic Development Board conducts soft-skills training and seminars on employment seeking to the district's students as a component of their partnership with the district. Other business partners assist in career education curriculum development and placement efforts through their participation in program area advisory boards. Partners include trade organizations such as the First Coast Manufacturing Association and the Northeast Florida Builders Association, and numerous employers in the area.

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

Course Title Industry Certification  
Introduction to Information Technology Word  
Administration Office Technology I Powerpoint  
Business Software Applications Excel  
Digital Design I Photoshop  
Digital Design II Premier  
TV Productions I Premier  
Customer Assistance Technology II Quickbooks  
Culinary Arts I & II ServeSafe  
Culinary Arts III Prostart Level I (Exam Only)  
Culinary Arts IV Prostart Level II (Exam Only)  
HVAC 1 NCCER HVAC Level 1  
HVAC 2 NCCER HVAC Level 2  
Electricity 2 NCCER Electricity Level 1  
FAA Ground School  
Game & Simulation Programming Flash  
Drafting 1 AutoDesk Certified User - AutoCAD  
Drafting 2 AutoDesk Certified Professional - AutoCAD  
Nursing Assistant III C.N.A  
JAVA JAVA Programming

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

Career Education teachers have received staff development training in teaching reading through the content area. Other career education courses such as Drafting, Culinary Arts, HVAC/Electrical, and Machining include application of mathematical principles. In addition, the JAVA class was added to the 2015-2016 school year allowing student to sit for the AP Computer Science Exam. Health Science and Biomedical sciences programs curriculum includes instruction in Anatomy and Physiology and other science concepts.

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

To be considered “college and career” ready, students must demonstrate mastery of the Florida Postsecondary Readiness Competencies in English and mathematics that have been identified through a cross-sector collaborative effort by Florida’s K12, college and university faculty. Students demonstrate proficiency by achieving passing-level scores in reading, writing and mathematics on the Postsecondary Education Readiness Test or an approved alternative. Students scoring below state-adopted common cut scores in these discipline areas are required to enroll in and successfully complete remedial courses in the areas of their deficiencies prior to enrollment in postsecondary, General Education, college-credit courses.

Higher levels of demonstrated competence in mathematics, language arts, the natural sciences, and the social sciences increase the options available to a student (e.g., selective university enrollment, high-skill occupation) and the likelihood that a student will succeed in postsecondary education and the skilled workforce. These higher levels of competency may be measured by SAT and/or ACT scores, in addition to earning postsecondary credits through AP, Dual Enrollment, or by earning state-approved industry certifications.

Strategies:

- Remediation classes are offered
- School-wide SAT day
- SAT/ACT prep given in content area classes
- After school/Sat. review classes offered
- The implementation of Khan Academy throughout the curriculum
- 8th/9th grade PSAT, 10th grade PSAT/NMSQT, and 11th grade NMSQT School Day
- Implementation of the AVID system district wide

## 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.** Increased the percentage of graduated seniors who earned college credit or industry certification through Advanced Placement, Dual Enrollment or Career and Technical Education courses..
- G2.** Increase the percentage of students scoring at or above proficiency level on the ELA Florida Standards Assessment.
- G3.** Increase the percentage of students scoring at or above proficiency level on the Algebra 1, Geometry, and Algebra 2 End Of Course Exams.
- G4.** Increase the percentage of student scoring at or above the proficiency level on the Biology 1 End-of-Course exam.
- G5.** Increase the percentage of students scoring at or above the proficiency level on the US History EOC Exam.

## 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.** Increased the percentage of graduated seniors who earned college credit or industry certification through Advanced Placement, Dual Enrollment or Career and Technical Education courses.. 1a

G087336

**Targets Supported** 1b

Indicator	Annual Target
High School Acceleration	71.0

**Targeted Barriers to Achieving the Goal** 3

- Not all students understand the benefits of achieving college and career readiness while in high school.
- Preparation/registration for post secondary education can be a confusing and complex process.

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

- AVID WICOR strategies school-wide
- Teacher participation in AP Summer Institutes
- Increase cooperation and communication with Florida State College of Jacksonville
- College campus field trips
- Advertise scholarship and grants

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

Increase the percentage of graduated seniors who earned college credit or industry certification through Advanced Placement, Dual Enrollment and Industry Certification.

**Person Responsible**

Spencer Lodree

**Schedule**

On 8/1/2017

**Evidence of Completion**

FTE Survey 5 data on college readiness.

**G2. Increase the percentage of students scoring at or above proficiency level on the ELA Florida Standards Assessment.** 1a

G087337

**Targets Supported** 1b

Indicator	Annual Target
FSA ELA Achievement	67.0
ELA/Reading Lowest 25% Gains	40.0

**Targeted Barriers to Achieving the Goal** 3

- Students are unable to read carefully and grasp information, arguments, ideas and details based on evidence in the text. Students must be able to answer a range of text-dependent questions, whose answers require inferences based on careful attention to the text. English Language Learners are non English speaking, reading and writing.
- Students may lack experiences with text-based writing which will be required for the new ELA Writing Component and they may also lack experiences with the Florida Standards Assessment question types (Equation response - Graphic response - Multiple Choice response - Multi-select response - May require selection responses. Natural language response, Simulation response)

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

- Professional Learning Communities, Remediation program, Achieve 3000, Preparation Workbooks, AP Summer Institutes, District Professional Development, HMH Curriculum package, student writing exemplars, AVID WICOR Strategies, HMH System 44, English Language Learner Para-professionals

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

Review of reading program data. Monthly meeting with reading coaches and teachers.

**Person Responsible**

Spencer Lodree

**Schedule**

Monthly, from 8/10/2016 to 5/26/2017

**Evidence of Completion**

Assessment data, student interviews, administrative walk-throughs, ELA FSA

**G3.** Increase the percentage of students scoring at or above proficiency level on the Algebra 1, Geometry, and Algebra 2 End Of Course Exams. 1a

G087338

**Targets Supported** 1b

Indicator	Annual Target
Algebra I EOC Pass Rate	52.0
Geometry EOC Pass Rate	68.0
Algebra II EOC Pass Rate	40.0

**Targeted Barriers to Achieving the Goal** 3

- Students need to support interacting with new mathematical concepts and knowledge.
- Students may lack foundational math skills necessary to understand complex mathematical concepts.

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

- Kahn Academy, Pearson Math Institute, Math XL, Kuta Software

**Plan to Monitor Progress Toward G3.** 8

Conduct classroom walkthroughs and observations

**Person Responsible**

Spencer Lodree

**Schedule**


Weekly, from 8/10/2016 to 5/26/2017

**Evidence of Completion**

Administration observations, artifacts of quality math instruction



**G4.** Increase the percentage of student scoring at or above the proficiency level on the Biology 1 End-of-Course exam. 1a

 G087339

**Targets Supported** 1b

Indicator	Annual Target
Bio I EOC Pass	70.0

**Targeted Barriers to Achieving the Goal** 3

- Students may lack specific scientific knowledge and skills.

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

- Marzano's Arts and Science of Teaching Framework, Science textbooks and labs, AP Summer Institutes, District Curriculum Science Resource Teacher, STEM Professional Development MSP Grant

**Plan to Monitor Progress Toward G4.** 8

Provide students with opportunities to increase level achievement. iObservations walk-through and informal observations.

**Person Responsible**

Spencer Lodree


**Schedule**

Weekly, from 8/10/2016 to 5/26/2017

**Evidence of Completion**

As evidenced by daily curriculum teaching plans and classroom assessments.

**G5.** Increase the percentage of students scoring at or above the proficiency level on the US History EOC Exam. 1a

 G087340

**Targets Supported** 1b

Indicator	Annual Target
U.S. History EOC Pass	77.0

**Targeted Barriers to Achieving the Goal** 3

- Students may lack the skills to analyze, evaluate, and differentiate primary and secondary sources.

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

- Social Studies, United States History End of Course exam, AP Summer Institute, District Professional Development

**Plan to Monitor Progress Toward G5.** 8

Will provide additional practice in the analysis and evaluation of primary and secondary sources. Implement lesson plan format focusing on Marzano's strategies to improve student achievement. iObservations, lesson plans, assessment data, PLC minutes, student work.

**Person Responsible**

Spencer Lodree

**Schedule**

Monthly, from 8/10/2016 to 5/26/2017

**Evidence of Completion**

As evidence by weekly curriculum teaching plans and student work samples.

## 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.** Increased the percentage of graduated seniors who earned college credit or industry certification through Advanced Placement, Dual Enrollment or Career and Technical Education courses.. **1**

 **G087336**

**G1.B1** Not all students understand the benefits of achieving college and career readiness while in high school. **2**

 **B232109**

**G1.B1.S1** Increase the amount college and career advising through the Guidance department, classroom instruction and parent nights. **4**

 **S244960**

### Strategy Rationale

#### Action Step 1 **5**

Guidance counselors and classroom teachers will provide additional career counseling to students and parents.

#### Person Responsible

Spencer Lodree

#### Schedule

Monthly, from 8/10/2016 to 5/26/2017

#### Evidence of Completion

Students status reports, department meeting agenda/minutes, parent night agenda, school calendar

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

Guidance counselors will report progress to administration on a quarterly basis.

**Person Responsible**

Spencer Lodree

**Schedule**

Quarterly, from 8/10/2016 to 5/26/2017

***Evidence of Completion***

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

Surveys/verbal feedback will indicate effectiveness.

**Person Responsible**

Spencer Lodree

**Schedule**


Quarterly, from 8/10/2016 to 5/26/2017

***Evidence of Completion***

**G1.B2** Preparation/registration for post secondary education can be a confusing and complex process. 2

 B232110

**G1.B2.S1** Increase the cooperation and communication with the advising and recruiting office at Florida State College of Jacksonville. 4

 S244961

### Strategy Rationale

#### Action Step 1 5

Establish regularly schedule collaboration meetings with school administration and FSCJ administration.

##### Person Responsible

Spencer Lodree

##### Schedule

Quarterly, from 9/15/2016 to 5/26/2017

##### Evidence of Completion

#### Plan to Monitor Fidelity of Implementation of G1.B2.S1 6

Review quarterly meeting minutes and those minutes will indicate implementation.

##### Person Responsible

Spencer Lodree

##### Schedule

Quarterly, from 9/15/2016 to 5/26/2017

##### Evidence of Completion

**Plan to Monitor Effectiveness of Implementation of G1.B2.S1** 7

Implementation and improvements regarding FSCJ initiative and communication will indicate effectiveness.

**Person Responsible**


**Schedule**

Quarterly, from 9/15/2016 to 5/26/2017

**Evidence of Completion**

Meeting agendas, minutes and outcomes.

**G2.** Increase the percentage of students scoring at or above proficiency level on the ELA Florida Standards Assessment. 1

 G087337

**G2.B1** Students are unable to read carefully and grasp information, arguments, ideas and details based on evidence in the text. Students must be able to answer a range of text-dependent questions, whose answers require inferences based on careful attention to the text. English Language Learners are non English speaking, reading and writing. 2

 B232111

**G2.B1.S1** Student will use WICOR strategies to summarize, analyze, and contextualize contextualize complex informational text. 4

 S244962

**Strategy Rationale**

**Action Step 1** 5

Monitor effectiveness of implementation of effective learning strategies. Review of the implementation of Read 180, Achieve 3000 and System 44 within the learning environment while ensuring differentiated instruction.

**Person Responsible**

Spencer Lodree

**Schedule**

Monthly, from 8/10/2016 to 5/26/2017

**Evidence of Completion**

Evidenced by increased scores on assessments.

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

Monitor effectiveness of implementation of effective learning strategies. Classroom observations, review of reading software data.

**Person Responsible**

Spencer Lodree

**Schedule**

Biweekly, from 8/10/2016 to 5/26/2017

***Evidence of Completion***

Evidenced by assessment data, student interviews, administrative walk-throughs

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

Monitor effectiveness of implementation of effective learning strategies. Classroom walk-through and review of reading programs data.

**Person Responsible**

Spencer Lodree

**Schedule**

Weekly, from 8/10/2016 to 5/26/2017

***Evidence of Completion***

Evidenced by assessment data, student interviews, administrative walk-throughs.

**G2.B2** Students may lack experiences with text-based writing which will be required for the new ELA Writing Component and they may also lack experiences with the Florida Standards Assessment question types (Equation response - Graphic response - Multiple Choice response - Multi-select response - May require selection responses. Natural language response, Simulation response) **2**

 B232112

**G2.B2.S1** Through the use of WICOR strategies, teachers will improve the quality of text based writing for the ELA writing component and assist the students with mastering question complexity on the FSA ELA. **4**

 S244963

### Strategy Rationale

#### Action Step 1 **5**

Review lesson plans and assessments.

##### **Person Responsible**

Spencer Lodree

##### **Schedule**

Weekly, from 8/10/2016 to 5/26/2017

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

Assessment data, administrative walk-throughs, student work samples

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

Monitor instructors lesson plans and assessments

##### **Person Responsible**

Spencer Lodree

##### **Schedule**

Weekly, from 8/10/2016 to 5/26/2017

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

Administration observations



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

Review lesson plans and department meeting minutes.

**Person Responsible**

Spencer Lodree

**Schedule**

Weekly, from 8/10/2016 to 5/26/2017

**Evidence of Completion**

Administration observations.


**G3.** Increase the percentage of students scoring at or above proficiency level on the Algebra 1, Geometry, and Algebra 2 End Of Course Exams. 1

 G087338

**G3.B1** Students need to support interacting with new mathematical concepts and knowledge. 2

 B232113

**G3.B1.S1** Provide teachers with Professional Development to assist them with the implementation of small group instruction in the math classroom. 4

 S244964

**Strategy Rationale**

Monitor the effectiveness of implementation.

**Action Step 1** 5

Administration will monitor the effectiveness of the implementation of learning strategies. Review and provide professional development activities for the implementation of small group instruction.

**Person Responsible**

Spencer Lodree

**Schedule**

Weekly, from 8/10/2016 to 5/26/2017

**Evidence of Completion**

Classroom artifacts and student work samples, weekly lesson plans.

**Plan to Monitor Fidelity of Implementation of G3.B1.S1** 6

Review lesson plans submitted by teachers each week and classroom observations

**Person Responsible**

Spencer Lodree

**Schedule**

Weekly, from 8/10/2016 to 5/26/2017

**Evidence of Completion**

Student work samples, assessments, lesson plan activities, administrative observations

**Plan to Monitor Effectiveness of Implementation of G3.B1.S1** 7

Review best practices and strategies as related to the Art and Science of Teaching Framework.

**Person Responsible**

Spencer Lodree

**Schedule**

Weekly, from 8/11/2016 to 5/26/2017

**Evidence of Completion**

Classroom artifacts and student work samples.

**G3.B2** Students may lack foundational math skills necessary to understand complex mathematical concepts. 2

 B232114

**G3.B2.S1** Utilizing instructional technology resources, teachers will provide skilled based instruction in small groups to differentiate instruction through out the learning environment. 4

 S244965

### Strategy Rationale

#### Action Step 1 5

Through the PLC process, math teachers will collaborate to develop common strategies on how to implement computer based programs through small group instruction.

#### Person Responsible

Spencer Lodree

#### Schedule

Weekly, from 8/10/2016 to 5/26/2017

#### Evidence of Completion

Classroom artifacts.

#### Plan to Monitor Fidelity of Implementation of G3.B2.S1 6

Review lesson plans, administrative walk-throughs, assessments

#### Person Responsible

Spencer Lodree

#### Schedule

Weekly, from 8/10/2016 to 5/26/2017

#### Evidence of Completion

Assessment data, administrative walk-throughs, student work samples

## Plan to Monitor Effectiveness of Implementation of G3.B2.S1 7

Monitor effectiveness of effective learning strategies. Review best teaching practices strategies as related to Marzano's Arts and Sciences Teaching framework.

### Person Responsible

Spencer Lodree


### Schedule

Daily, from 8/10/2016 to 5/26/2017


### Evidence of Completion

Assessment data, administrative walk-throughs, student work samples

**G4.** Increase the percentage of student scoring at or above the proficiency level on the Biology 1 End-of-Course exam. 1

 G087339

**G4.B1** Students may lack specific scientific knowledge and skills. 2

 B232115

**G4.B1.S1** Provide hands-on experience to increase students' scientific knowledge and deepen the understanding of the scientific method. 4

 S244966

### Strategy Rationale

## Action Step 1 5

Provide appropriate resources and quality activities that meet the standards for science instruction.

### Person Responsible

Spencer Lodree

### Schedule

Weekly, from 8/10/2016 to 5/26/2017

### Evidence of Completion

Evidenced by implementation of CCSS as evidence by using Marzano Arts and Science of Teaching.

**Plan to Monitor Fidelity of Implementation of G4.B1.S1** 6

Implement lesson plan format focusing on Marzano's strategies to improve student achievement. Classroom walk-through and observations.

**Person Responsible**

Spencer Lodree

**Schedule**

Weekly, from 8/10/2016 to 5/26/2017

***Evidence of Completion***

Evidenced by implementation of cooperative learning and hands on strategies as evidence by using Marzano Arts and Science of Teaching.

**Plan to Monitor Effectiveness of Implementation of G4.B1.S1** 7

Implement lesson plan format focusing on Marzano's strategies to improve student achievement. iObservations walk-through and informal observations.

**Person Responsible**

Spencer Lodree


**Schedule**

Weekly, from 8/10/2016 to 5/26/2017

***Evidence of Completion***

Evidenced by implementation of cooperative learning and hands on strategies as evidence by using Marzano Arts and Science of Teaching.

**G5.** Increase the percentage of students scoring at or above the proficiency level on the US History EOC Exam. 1

 G087340

**G5.B1** Students may lack the skills to analyze, evaluate, and differentiate primary and secondary sources. 2

 B232116

**G5.B1.S1** Provide professional development to teachers on the Reading FSA and book studies as it relates to US History content utilize non-fiction articles for US History instruction from the Achieve 3000 program. 4

 S244967

### Strategy Rationale

#### Action Step 1 5

Implement lesson plan format focusing on Marzano's strategies to improve student achievement.

#### Person Responsible

Spencer Lodree

#### Schedule

Weekly, from 8/10/2016 to 5/26/2017

#### Evidence of Completion

As evidence by weekly curriculum teaching plans.

#### Plan to Monitor Fidelity of Implementation of G5.B1.S1 6

Implement lesson plan format focusing on Marzano's strategies to improve student achievement.

#### Person Responsible

Meredith Lane

#### Schedule

Monthly, from 8/10/2016 to 5/26/2017

#### Evidence of Completion

Lesson plans and activities by the implementation of the FSA content literacy standards using Marzano Arts and Science of Teaching.

**Plan to Monitor Effectiveness of Implementation of G5.B1.S1** 7

Implement lesson plan format focusing on Marzano's strategies to improve student achievement.  
iObservations, lesson plans, assessment data, PLC minutes, student work.

**Person Responsible**

Spencer Lodree

**Schedule**

Monthly, from 8/10/2016 to 5/26/2017

***Evidence of Completion***











As evidence by the implementation of FSA literacy standards by using Marzano Arts and Science of Teaching, iObservations, lesson plans, assessment data, PLC minutes, student work.

## 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 M329780	Review of reading program data. Monthly meeting with reading coaches and teachers.	Lodree, Spencer	8/10/2016	Assessment data, student interviews, administrative walk-throughs, ELA FSA	5/26/2017 monthly
G3.MA1 M329785	Conduct classroom walkthroughs and observations	Lodree, Spencer	8/10/2016	Administration observations, artifacts of quality math instruction	5/26/2017 weekly
G4.MA1 M329788	Provide students with opportunities to increase level achievement. iObservations walk-through and...	Lodree, Spencer	8/10/2016	As evidenced by daily curriculum teaching plans and classroom assessments.	5/26/2017 weekly
G5.MA1 M329791	Will provide additional practice in the analysis and evaluation of primary and secondary sources....	Lodree, Spencer	8/10/2016	As evidence by weekly curriculum teaching plans and student work samples.	5/26/2017 monthly
G1.B1.S1.MA1 M329771	Surveys/verbal feedback will indicate effectiveness.	Lodree, Spencer	8/10/2016		5/26/2017 quarterly
G1.B1.S1.MA1 M329772	Guidance counselors will report progress to administration on a quarterly basis.	Lodree, Spencer	8/10/2016		5/26/2017 quarterly
G1.B1.S1.A1 A317144	Guidance counselors and classroom teachers will provide additional career counseling to students...	Lodree, Spencer	8/10/2016	Students status reports, department meeting agenda/minutes, parent night agenda, school calendar	5/26/2017 monthly
G1.B2.S1.MA1 M329773	Implementation and improvements regarding FSCJ initiative and communication will indicate...		9/15/2016	Meeting agendas, minutes and outcomes.	5/26/2017 quarterly
G1.B2.S1.MA1 M329774	Review quarterly meeting minutes and those minutes will indicate implementation.	Lodree, Spencer	9/15/2016		5/26/2017 quarterly
G1.B2.S1.A1 A317145	Establish regularly schedule collaboration meetings with school administration and FSCJ...	Lodree, Spencer	9/15/2016		5/26/2017 quarterly
G2.B1.S1.MA1 M329776	Monitor effectiveness of implementation of effective learning strategies. Classroom walk-through...	Lodree, Spencer	8/10/2016	Evidenced by assessment data, student interviews, administrative walk-throughs.	5/26/2017 weekly
G2.B1.S1.MA1 M329777	Monitor effectiveness of implementation of effective learning strategies. Classroom observations,...	Lodree, Spencer	8/10/2016	Evidenced by assessment data, student interviews, administrative walk-throughs	5/26/2017 biweekly
G2.B1.S1.A1 A317146	Monitor effectiveness of implementation of effective learning strategies. Review of the...	Lodree, Spencer	8/10/2016	Evidenced by increased scores on assessments.	5/26/2017 monthly
G2.B2.S1.MA1 M329778	Review lesson plans and department meeting minutes.	Lodree, Spencer	8/10/2016	Administration observations.	5/26/2017 weekly
G2.B2.S1.MA1 M329779	Monitor instructors lesson plans and assessments	Lodree, Spencer	8/10/2016	Administration observations	5/26/2017 weekly
G2.B2.S1.A1 A317147	Review lesson plans and assessments.	Lodree, Spencer	8/10/2016	Assessment data, administrative walk-throughs, student work samples	5/26/2017 weekly
G3.B1.S1.MA1 M329781	Review best practices and strategies as related to the Art and Science of Teaching Framework.	Lodree, Spencer	8/11/2016	Classroom artifacts and student work samples.	5/26/2017 weekly
G3.B1.S1.MA1 M329782	Review lesson plans submitted by teachers each week and classroom observations	Lodree, Spencer	8/10/2016	Student work samples, assessments, lesson plan activities, administrative observations	5/26/2017 weekly
G3.B1.S1.A1 A317148	Administration will monitor the effectiveness of the implementation of learning strategies. Review...	Lodree, Spencer	8/10/2016	Classroom artifacts and student work samples, weekly lesson plans.	5/26/2017 weekly



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Source	Task, Action Step or Monitoring Activity	Who	Start Date (where applicable)	Deliverable or Evidence of Completion	Due Date/ End Date
G3.B2.S1.MA1  M329783	Monitor effectiveness of effective learning strategies. Review best teaching practices strategies...	Lodree, Spencer	8/10/2016	Assessment data, administrative walk-throughs, student work samples	5/26/2017 daily
G3.B2.S1.MA1  M329784	Review lesson plans, administrative walk-throughs, assessments	Lodree, Spencer	8/10/2016	Assessment data, administrative walk-throughs, student work samples	5/26/2017 weekly
G3.B2.S1.A1  A317149	Through the PLC process, math teachers will collaborate to develop common strategies on how to...	Lodree, Spencer	8/10/2016	Classroom artifacts.	5/26/2017 weekly
G4.B1.S1.MA1  M329786	Implement lesson plan format focusing on Marzano's strategies to improve student achievement....	Lodree, Spencer	8/10/2016	Evidenced by implementation of cooperative learning and hands on strategies as evidence by using Marzano Arts and Science of Teaching.	5/26/2017 weekly
G4.B1.S1.MA1  M329787	Implement lesson plan format focusing on Marzano's strategies to improve student achievement....	Lodree, Spencer	8/10/2016	Evidenced by implementation of cooperative learning and hands on strategies as evidence by using Marzano Arts and Science of Teaching.	5/26/2017 weekly
G4.B1.S1.A1  A317150	Provide appropriate resources and quality activities that meet the standards for science...	Lodree, Spencer	8/10/2016	Evidenced by implementation of CCSS as evidence by using Marzano Arts and Science of Teaching.	5/26/2017 weekly
G5.B1.S1.MA1  M329789	Implement lesson plan format focusing on Marzano's strategies to improve student achievement....	Lodree, Spencer	8/10/2016	As evidence by the implementation of FSA literacy standards by using Marzano Arts and Science of Teaching, iObservations, lesson plans, assessment data, PLC minutes, student work.	5/26/2017 monthly
G5.B1.S1.MA1  M329790	Implement lesson plan format focusing on Marzano's strategies to improve student achievement.	Lane, Meredith	8/10/2016	Lesson plans and activities by the implementation of the FSA content literacy standards using Marzano Arts and Science of Teaching.	5/26/2017 monthly
G5.B1.S1.A1  A317151	Implement lesson plan format focusing on Marzano's strategies to improve student achievement.	Lodree, Spencer	8/10/2016	As evidence by weekly curriculum teaching plans.	5/26/2017 weekly
G1.MA1  M329775	Increase the percentage of graduated seniors who earned college credit or industry certification...	Lodree, Spencer	5/26/2017	FTE Survey 5 data on college readiness.	8/1/2017 one-time

## V. Professional Development Opportunities

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

**G2.** Increase the percentage of students scoring at or above proficiency level on the ELA Florida Standards Assessment.

**G2.B1** Students are unable to read carefully and grasp information, arguments, ideas and details based on evidence in the text. Students must be able to answer a range of text-dependent questions, whose answers require inferences based on careful attention to the text. English Language Learners are non English speaking, reading and writing.

**G2.B1.S1** Student will use WICOR strategies to summarize, analyze, and contextualize contextualize complex informational text.

### PD Opportunity 1

Monitor effectiveness of implementation of effective learning strategies. Review of the implementation of Read 180, Achieve 3000 and System 44 within the learning environment while ensuring differentiated instruction.

#### Facilitator

ELA Department Chairperson

#### Participants

ELA Teachers: grades 9-12

#### Schedule

Monthly, from 8/10/2016 to 5/26/2017

**G3.** Increase the percentage of students scoring at or above proficiency level on the Algebra 1, Geometry, and Algebra 2 End Of Course Exams.

**G3.B1** Students need to support interacting with new mathematical concepts and knowledge.

**G3.B1.S1** Provide teachers with Professional Development to assist them with the implementation of small group instruction in the math classroom.

**PD Opportunity 1**

Administration will monitor the effectiveness of the implementation of learning strategies. Review and provide professional development activities for the implementation of small group instruction.

**Facilitator**

Administration and Math Department Chair

**Participants**

Members of the Math Department

**Schedule**

Weekly, from 8/10/2016 to 5/26/2017

**G3.B2** Students may lack foundational math skills necessary to understand complex mathematical concepts.

**G3.B2.S1** Utilizing instructional technology resources, teachers will provide skilled based instruction in small groups to differentiate instruction through out the learning environment.

**PD Opportunity 1**

Through the PLC process, math teachers will collaborate to develop common strategies on how to implement computer based programs through small group instruction.

**Facilitator**

Math Department Chairperson

**Participants**

Math Department members

**Schedule**

Weekly, from 8/10/2016 to 5/26/2017

**G4.** Increase the percentage of student scoring at or above the proficiency level on the Biology 1 End-of-Course exam.

**G4.B1** Students may lack specific scientific knowledge and skills.

**G4.B1.S1** Provide hands-on experience to increase students' scientific knowledge and deepen the understanding of the scientific method.

**PD Opportunity 1**

Provide appropriate resources and quality activities that meet the standards for science instruction.

**Facilitator**

Administrators, Science Department Chairperson

**Participants**

Biology instructors

**Schedule**

Weekly, from 8/10/2016 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.S1.A1	Guidance counselors and classroom teachers will provide additional career counseling to students and parents.	\$0.00
2	G1.B2.S1.A1	Establish regularly schedule collaboration meetings with school administration and FSCJ administration.	\$0.00
3	G2.B1.S1.A1	Monitor effectiveness of implementation of effective learning strategies. Review of the implementation of Read 180, Achieve 3000 and System 44 within the learning environment while ensuring differentiated instruction.	\$0.00
4	G2.B2.S1.A1	Review lesson plans and assessments.	\$0.00
5	G3.B1.S1.A1	Administration will monitor the effectiveness of the implementation of learning strategies. Review and provide professional development activities for the implementation of small group instruction.	\$0.00
6	G3.B2.S1.A1	Through the PLC process, math teachers will collaborate to develop common strategies on how to implement computer based programs through small group instruction.	\$0.00
7	G4.B1.S1.A1	Provide appropriate resources and quality activities that meet the standards for science instruction.	\$0.00
8	G5.B1.S1.A1	Implement lesson plan format focusing on Marzano's strategies to improve student achievement.	\$0.00
Total:			\$0.00