

Miami-Dade County Public Schools

North Hialeah Elementary School



2016-17 Schoolwide Improvement Plan

North Hialeah Elementary School

4251 E 5TH AVE, Hialeah, FL 33013

<http://nhes.dadeschools.net/>

School Demographics

School Type and Grades Served (per MSID File)	2015-16 Title I School	2015-16 Economically Disadvantaged (FRL) Rate (as reported on Survey 3)
Elementary School PK-5	Yes	89%
Primary Service Type (per MSID File)	Charter School	2018-19 Minority Rate (Reported as Non-white on Survey 2)
K-12 General Education	No	98%

School Grades History

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

**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 Dade County School Board.

SIP Authority and Template

Section 1001.42(18), Florida Statutes, requires district school boards to annually approve and require implementation of a school improvement plan (SIP) for each school in the district.

The Florida Department of Education (FDOE) SIP template meets all statutory and rule requirements for traditional public schools and incorporates all components required for schools receiving Title I funds. This template is required by State Board of Education Rule 6A-1.099811, Florida Administrative Code, for all non-charter schools with a current grade of D or F or a monitoring status of "Former F" (see page 4). For all other schools, the district may use a template of its choosing. All districts must submit annual assurances that their plans meet statutory requirements.

This document was prepared by school and district leadership using the Florida Department of Education's school improvement planning web application located at <https://www.floridacims.org>.

Table of Contents

Purpose and Outline of the SIP	4
Differentiated Accountability	5
Current School Status	6
Supportive Environment	6
Family and Community Engagement	8
Effective Leadership	9
Public and Collaborative Teaching	16
Ambitious Instruction and Learning	16
8-Step Planning and Problem Solving Implementation	20
Goals Summary	20
Goals Detail	20
Action Plan for Improvement	22
Appendix 1: Implementation Timeline	26
Appendix 2: Professional Development and Technical Assistance Outlines	27
Professional Development Opportunities	27
Technical Assistance Items	28
Appendix 3: Budget to Support Goals	28

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 North Hialeah Elementary School

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

I. Part I: Current School Status

A. Supportive Environment

1. School Mission and Vision

a. Provide the school's mission statement.

The faculty and staff at North Hialeah Elementary will maximize the potential of every child by fostering and creating life-long learners in a challenging and balanced 21st century environment.

b. Provide the school's vision statement.

The North Hialeah faculty and staff will motivate students to maximize their academic potential and foster their social and moral growth as they prepare to become literate, productive members of society.

2. School Environment

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

At North Hialeah Elementary we believe that learning about our student's culture and building positive teacher/student relationships is vital in creating a welcoming learning environment. The school uses appropriate school-wide data and survey results to better guide us in developing a plan of action that will help meet the needs of all students. Through various school-wide activities, we provide the opportunity for our students to become educated and express their diverse cultures. Teachers build positive relationships with all students by demonstrating respect for their students' individual differences, cultures, backgrounds, and learning styles. Great emphasis is placed on acceptance and respectfulness of each others cultures through our Values Matter Miami program which provides students with daily activities on core values, daily announcements, and classroom visits by the school counselor and administration.

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

The school has grade level orientation meetings with all students the first week of school and the expectations for the school year are set. Topics of discussion during this orientation include: mutual respect of everyone including peers, incentives for proper behavior and exhibiting a positive attitude of success. Students participate in the Values Matter Miami program and are introduced to monthly core values. Activities, daily announcements, and classroom visits are completed based on the monthly core value. Student of the month and Do the Right Thing rewards are in place to highlight students who exhibit and practice the core value of the month.

Students are closely monitored before, during, and after school by all of our staff. We also have a Safety Patrol program that is in place to involve our students in helping create a safe and respectful environment.

c. Describe the schoolwide behavioral system in place that aids in minimizing distractions to keep students engaged during instructional time. This may include, but is not limited to, established protocols for disciplinary incidents, clear behavioral expectations, and training for school personnel to ensure the system is fairly and consistently enforced.

Our school wide behavioral system is used before/after school, throughout the school day, and during extra-curricular activities. All staff members were trained and provided with school-wide behavioral

expectations, documentation, and all school wide incentive plans. Instructional staff reviewed the school wide behavioral plan as well as the Code of Student Conduct with students and parents during Open House night in order to set behavioral expectations for all of our students.

North Hialeah Elementary
SCHOOL RULES AND CONSEQUENCES

SCHOOL RULES

1. Be in your seat and ready to learn when the bell rings.
2. Remain in your assigned seat unless authorized to do otherwise.
3. Do not use profane, abusive, or derogatory language.
4. Follow directions the first time they are given.
5. Keep your body parts and belongings to yourself.
6. Show respect and common decency at all times.
7. Remain silent while any instructional activity is taking place.
8. Do not chew gum on school property.
9. Follow the school uniform policy and dress codes.
10. Follow the rules of a straight line:

Date of Incident Consequences Conduct Grades

_____ 1. Warning _____	A
_____ 2. Notice of Misconduct _____	B
_____ 3. Phone Call _____	C
_____ 4. Conference _____	D
_____ 5. Referral to Counselor _____	F
_____ 6. Referral to Administrator/SCAM _____	F

Be aware that as rules are broken and consequences are given the conduct grade is lowered.

STUDENT SIGNATURE PARENT SIGNATURE

HOMEROOM TEACHER: _____

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.

The school counselor ensures that the social-emotional needs of all students are met through counseling and active monitoring of academic and behavioral progress. Our goal and focus at the school is on the whole child and the social-emotional needs of all students are always a priority. The staff at North Hialeah Elementary provides a nurturing and caring environment for students. The staff is also trained in the process of referring students to student services or administration when they suspect that a student needs assistance. There is an open-door policy for the counselor and

administrators where students are always welcomed in order to address any social-emotional needs which need to be met.

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.

The early warning indicators for North Hialeah Elementary identify students with attendance below 90%, one or more suspensions, course failure in ELA or Math, and students receiving a level 1 on a statewide assessment.

Students with attendance below 90% are monitored using the iAttend Attendance Plan which was developed by the district. Attendance is monitored on a monthly basis, and the students identified receive the appropriate intervention according to our school's attendance action plan.

Students identified with course failure in ELA or Math or receiving a Level 1 on a statewide assessment are targeted for interventions as well as before school and Saturday tutoring.

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	2	10	4	8	5	0	0	0	0	0	0	0	29
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	2	7	1	12	0	0	0	0	0	0	0	22
Level 1 on statewide assessment	0	11	33	13	8	59	0	0	0	0	0	0	0	124

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	4	15	13	32	38	0	0	0	0	0	0	0	102

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

Students are provided with 30 minutes daily Reading intervention through the use of McGraw-Hill's WonderWorks intervention program. Students in this category will also be receiving On Going Progress Monitoring (OPM) through i-ready, and before/after-school tutoring and Saturday tutoring.

B. Family and Community Engagement

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

1. Describe how the school works at building positive relationships with families to increase involvement, including efforts to communicate the school's mission and vision, and keep parents informed of their child's progress.

Title I schools use the Parent Involvement Plan (PIP) to meet the requirements of 20 U.S.C. Â§ 6314(b)(1)(F).

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

Yes

1. PIP Link

The school completes a Parental Involvement Plan (PFEP), which is accessible through the Continuous Improvement Management System (CIMS) at <https://www.floridacims.org/documents/314718>.

2. Description

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

2. Describe the process by which the school builds and sustains partnerships with the local community for the purpose of securing and utilizing resources to support the school and student achievement.

The school connects with the members of the community by inviting them to school activities such as resource fairs, PTA meetings, EESAC meetings, attendance meetings and parent informational nights. The school also solicits the assistance of the community to assist and donate resources for students. In addition, the school promotes district provided family engagement practices to sustain partnerships with the community such as, Dad Take Your Child to School Day, Parent Portal, Family Engagement Month, etc.

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
Salcedo, Carlos	Principal
Cardeso, Monica	Assistant Principal
Carballeira, Ivette	Instructional Coach
Hernandez, Jessica	Instructional Coach
Bacelo, Maria	Teacher, K-12
Earl, Nadia	Teacher, K-12
Exposito, Irene	Teacher, K-12
Huguet, Carlos	Teacher, K-12
Jimenez, Ileana	Teacher, ESE
Morales, Karla	Teacher, K-12
Palacios, Yaimet	Teacher, K-12
Parrondo, Zunilda	Teacher, K-12
Rodriguez, Maytee	Teacher, K-12
Soles, Yolanda	School Counselor

b. Duties

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

Tier 1(Leadership Team)

Principal- Yanelys Canales

Assistant Principal- Monica Cardeso

- Provides a common vision for the use of data-based decision making, ensures that the school-based team

is implementing MTSS/Rtl plan, conducts assessment of the MTSS/Rtl skills of school staff, ensures implementation of intervention support and documentation, ensures adequate professional development is

conducted to support MTSS/Rtl implementation, and communicates with parents regarding school-based

MTSS/Rtl plans and activities.

Instructional Coaches:

Ivette Carballeira-Reading Coach

Jessica Hernandez-Math Coach

General Education Teachers:

Primary Teacher- Maytee Rodriguez

Primary Teacher- Irene Exposito

Intermediate Teacher- Carlos Huguet

Intermediate Teacher- Karla Morales

Intermediate Teacher- Yaimet Palacios

Spanish Teacher- Maria Bacelo

Art Teacher- Nadia Earl

ESE Teacher-Ileana Jimenez

Gifted Teacher- Zunilda Parrondo

- Provides information about core instruction
- Participates in student data collection
- Delivers Tier 1 instruction/intervention
- Collaborates with other staff to implement Tier 2 interventions
- Integrates Tier 1 materials/instruction with Tier 2/3 activities

Counselor- Yolanda Soles

- Participates in the collection, development, and interpretation of student data in the Student Services

Plan for the Tier 1, 2, and 3 students.

- Conducts and prepares a brief family history about the social and behavioral background of the students.

- Participates in collection, interpretation, and analysis of data.

- Facilitates development of intervention plans.

- Provides support for intervention fidelity and documentation; program evaluation and facilitates data-based decision making activities.

English Language Learners (ELL)- Maria Bacelo

- Serves as an advisor in the academic progress of ELL students

- Assesses language acquisition through ESOL Placement Test

- Monitors the ELL requirements involving LEP Plan.

Exceptional Student Education (ESE)- Ileana Jimenez

- Participates in student data collection.

- Integrates core instructional activities/materials to meet students' needs.

- Collaborates with general education teachers through such activities as co-teaching.

In addition to Tier 1 problem solving, the Leadership Team members will meet once a month to

review consensus, infrastructure, and implementation of building level MTSS.

Tier 2

Selected members of the MTSS Leadership Team (Yanelys Canales-Principal, Monica Cardeso-Assistant Principal, Ivette Carballeira-Reading Coach, Yolanda Soles-Counselor, Eilen Aguilera-Psychologist, and Cecilia Carrasco-Social Worker) will conduct regular meetings to evaluate intervention efforts for students by subject, grade, intervention, or other logical organization.

In addition to those selected, other teachers will be involved when needed to provide information or revise efforts.

Tier 3 SST

The Leadership Team, Tier 2 Team, and parent/guardian make up the Tier 3 SST Problem Solving Team.

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 MTSS Leadership Team uses the Tier 1 Problem Solving process to set Tier 1 goals, and monitors academic and behavioral data to evaluate progress towards those goals at least three times per year by:

1. Holding regular team meetings where problem solving is the sole focus.
2. Using the four step problem solving process as the basis for goal setting, planning, and program evaluation during all team meetings that focus on increasing student achievement or behavioral success.
3. Determining how we will know if students have made expected levels of progress towards proficiency.
(What progress will show a positive response?)
4. Respond when grades, subject areas, classes, or individual students have not shown a positive response. (MTSS problem solving process and monitoring progress of instruction)
5. Responding when students are demonstrating a positive response or have met proficiency by raising goals or providing enrichment respectively.
6. Gather and analyze data at all Tiers to determine professional development for faculty as indicated by group or individual student diagnostic and progress monitoring assessment.
7. Ensure that students in need of intervention are actually receiving appropriate supplemental Tier 2 intervention. Gather ongoing progress monitoring (OPM) for all interventions and analyze that data using the Tier 2 problem solving process after each OPM.

Tier 2

The second level of support consists of supplemental instruction and interventions provided in addition to and in alignment with effective core instruction and behavioral supports to groups of targeted students who need additional instructional and/or behavioral support. Tier 2 problem solving meetings occur regularly (monthly is suggested) to:

1. Review OPM data for intervention groups to evaluate group and individual student response.

2. Support interventions where there is not an overall positive group response
3. Select students (see SST guidelines) for SST Tier 3 intervention

The School Improvement Plan (SIP) summarizes the school's academic and behavioral goals for the year and describes the school's plan to meet those goals. The specific supports and actions needed, implement the SIP strategies and are closely examined, planned, and monitored on the MTSS Tier 1 worksheets completed three times per year. The MTSS Problem-Solving process is used to carry out, monitor, and adjust if necessary, the supports that are defined in the SIP. Annual goals are translated into progress monitoring (3 times per year) and ongoing progress monitoring measures (approximately once per month) that can reliably track progress on a schedule based on student need across Tiers. Tier 2 supports are provided to students who have not met proficiency or who are at risk of not meeting proficiency. MTSS End of Year Tier 1 problem solving evaluates the SIP efforts and dictates strategies for the next year's SIP. At this time, previous years trend data across grade levels is used to examine grades for support focus or prevention/early intervention efforts.

Title I, Part A

Services are provided to ensure students requiring additional remediation are assisted through extended learning opportunities (before-school and/or after-school programs, or Saturday Academy). The district coordinates with Title II and Title III in ensuring staff development needs are provided. Support services are provided to the schools, students, and families. School based, Title I funded Community Involvement Specialists (CIS), serves as a bridge between the home and school through home visits, telephone calls, school site and community parenting activities. The CIS schedules meetings and activities, encourages parents to support their child's education, provides materials, and encourages parental participation in the decision making processes at the school site. Curriculum Coaches 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. Parents participate in the design of their school's Parent Involvement Plan (PIP – which is provided in three languages at all schools), the school improvement process and the Title I Annual Parent Meeting at the beginning of the school year. The annual M-DCPS Title I Parent/Family Involvement Survey is intended to be used toward the end of the school year to measure the parent program over the course of the year and to facilitate an evaluation of the parent involvement program to inform planning for the following year. An all out effort is made to inform parents of the importance of this survey via CIS, Title I District and Region meetings, Title I Newsletter for Parents, and Title I Quarterly Parent Bulletins. This survey, available in English, Spanish and Haitian-Creole, will be available online and via hard copy for parents (at schools and at District meetings) to complete.

Title III

Title III funds are used to supplement and enhance the programs for English Language Learner (ELL) by

providing funds to implement and/or provide:

- tutorial programs (K-5)
- parent outreach activities (K-5)
- professional development on best practices for ESOL and content area teachers
- coaching and mentoring for ESOL and content area teachers (K-5)
- reading and supplementary instructional materials (K-5)

- purchase of supplemental hardware and software for the development of language and literacy skills in reading, mathematics and science, which is purchased for selected schools to be used by ELL students (K-5, RFP Process)
Tutorial services will be provided after school for 80 selected ESOL 1-5 students in reading targeting the Florida Standards.

Title X- Homeless

The Homeless Assistance Program seeks to ensure a successful educational experience for homeless

children by collaborating with parents, schools, and the community.

- All schools are eligible to receive services and will do so upon identification and classification of a student as homeless.
- Project Upstart, Homeless Children & Youth Program assists schools with the identification, enrollment, attendance, and transportation of homeless students.
- The District Homeless Liaison is available to provide training for the school's registrar on the procedures for enrolling homeless students and for school counselors, ensuring homeless children and youth are not to be stigmatized or separated, segregated, or isolated on their status as homeless-and are provided with all entitlements.
- The District Homeless Student Liaison continues to participate in community organization meetings and task forces as it relates to homeless children and youth.
- The school's counselor has been trained to provide appropriate services are provided to the homeless students.

Violence Prevention Programs

North Hialeah Elementary addresses violence and drug prevention and intervention services for students through a curriculum implemented by classroom teachers and the elementary counselor.

Nutrition Programs

- 1) North Hialeah Elementary School adheres to and implements the nutrition requirements stated in the District Wellness Policy.
- 2) Nutrition education, as per state statute, is taught through physical education.
- 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.

2. School Advisory Council (SAC)

a. Membership

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

Name	Stakeholder Group
Yanelys Canales	Principal
Ivette Carballeira	Teacher
Deborah Stokes	Teacher
Nadia Earl	Teacher
David Perez	Parent
Denise Algaze	Teacher
Monica Cardeso	Teacher
Cinthia Sanchez	Teacher
Ella Anderson	Education Support Employee
Brigitte Herrera	Parent
Vilma Aguilar	Parent
Lucy Valido	Parent
Teresa Mejides-Perez	Parent
Yuniesky Ruiz	Business/Community
Alex Gurdian	Business/Community
Javier Perez	Parent
Jose Carballeira	Student
Zunilda Parrondo	Teacher
Jessica Hernandez	Teacher
Carlos Huguet	Teacher
Emily Avila	Teacher
Michael Mut	Parent
Chastity Acosta	Parent
Aurora Pelaez	Parent
Vincent Perez	Student
Jose Carballeira	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

Using faculty feedback, the SAC met at the end of 2015-2016 school year to discuss data and strategies in place. Strategies were reviewed and were modified, removed or kept based on faculty feedback. The SAC's members reviewed with the school leadership team data collected from all on-going District assessments, school generated assessments and district and school reports and made recommendations for modifications to the current strategies utilized to reach the goals established in the SIP.

b. Development of this school improvement plan

The SAC is actively involved in the evaluation of school performance data and preparation of the school's improvement plan as well as our annual budget. The leadership team met and discussed the

overall goal for the school and the barriers for each content areas. This was presented to the entire faculty and discussed. Strategies were selected to assist in the development and implementation of the SIP.

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

The school's annual budget was developed based on the needs of the school and generated FTE. The principal prepared the budget based on the needs of the school with monies being allocated towards interventions in order to increase student achievement.

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

The SAC used \$1,000 from their fund to provide student incentives.

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
Salcedo, Carlos	Principal
Carballeira, Ivette	Instructional Coach
Hernandez, Jessica	Instructional Coach
Cardeso, Monica	Assistant Principal
Parrondo, Zunilda	Teacher, K-12
Bacelo, Maria	Teacher, K-12
Earl, Nadia	Teacher, K-12
Exposito, Irene	Teacher, K-12
Huguet, Carlos	Teacher, K-12
Jimenez, Ileana	Teacher, ESE
Morales, Karla	Teacher, K-12
Palacios, Yaimet	Teacher, K-12
Rodriguez, Maytee	Teacher, K-12
Soles, Yolanda	School Counselor

b. Duties

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

- Adheres to the District's Pacing Guides.
- Addresses curriculum issues and analyzes school wide growth trends.
- Uses team members to support literacy instruction.
- Utilizes data to identify curriculum needs and finds supplementary materials to address the needs

- accordingly. Addresses school wide growth trends in order to identify the areas of need.
- Identifies topics based on curriculum trends to be researched for Learning Communities.
 - Helps to establish model classrooms for new teachers.
 - Collaborates as a team to make instructional and programmatic decisions.

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.

Administration and instructional coaches are active members of weekly collaborative meetings with all grade levels. All staff actively participates in the planning session and shares best practices with other staff during the collaboration. This encourages buy in and collaboration amongst all staff. In addition, teachers participated in a team-building session prior to the start of the school year that focused on team work and building positive relationships with co-workers. This year we implemented a School Culture Committee group that is geared towards improving school culture amongst the staff, this committee focuses on motivating staff and improving staff relationships.

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

1. Create an effective environment for professional cooperation and collaboration.
2. Empowering teachers to participate in school decision making processes.
3. Providing opportunities for ongoing professional development and reflection based on needs assessment. – PD Liaison and Instructional Coaches.
4. Teachers participate in Professional Learning Communities (PLCs). –PD Liaison and Administration.
5. Recognize teachers on a monthly basis for contributing to a positive and rigorous learning environment.
6. Continue to develop relationships with universities to recruit teachers (Florida International University, Miami-Dade College).

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

Beginning teachers with 1-3 years of experience will be paired up with one of the trained mentors of the MINT program. Mentors and mentees will meet at the beginning of the school year to develop a strategic plan needed to help the beginning teacher succeed. They will also meet on a weekly basis to discuss concerns the new teacher is having. In addition, the mentor will schedule classroom observations for and of the mentee and model lessons as necessary.

E. Ambitious Instruction and Learning

1. Instructional Programs and Strategies

a. Instructional Programs

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

The school administration ensures that all state adopted materials are being utilized and implemented and are aligned to the Florida Standards. This is monitored through collaborative planning meetings and classroom walk-throughs. During collaborative planning meetings only state and district approved

materials are utilized in the lesson planning. This ensures that research based materials are utilized in the delivery of the instruction.

b. Instructional Strategies

1. Describe how the school uses data to provide and differentiate instruction to meet the diverse needs of students. Provide examples of how instruction is modified or supplemented to assist students having difficulty attaining the proficient or advanced level on state assessments.

i-ready data for students in grades K-5 is used to identify students' needs and weaknesses in order to provide remediation and properly group students depending on their needs. During collaborative planning, the teachers analyze the content and the delivery in order to fit the needs of the group of students that they serve. Varied instructional strategies are planned in order to assist students from varied levels and abilities to understand concepts deeply. OPM data will also be used for school wide monitoring of students. Data chats are held numerous times throughout the year in order to monitor and analyze student data and provide students with the instruction/interventions needed in order to meet their needs.

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: 5,700

Through a Title III grant, before school tutoring will be held Monday-Friday for one hour and Saturday tutoring for five weeks, one hour each day.

Strategy Rationale

Our school has a large number of ELL students (over 300 levels 1-4). Our 2015-2016 FSA data indicates that only 46% of our students achieved proficiency in the ELA Florida Standards Assessment. Our target goal for the 2017 assessments is to ensure that a higher percentage of our students achieve proficiency. Providing these tutoring interventions will allow us to give additional assistance and support to ensure that they increase student achievement.

Strategy Purpose(s)

- Core Academic Instruction
- Enrichment

Person(s) responsible for monitoring implementation of the strategy

Salcedo, Carlos, pr3901@dadeschools.net

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

Data is collected through ongoing assessments and analyzed through collaborative planning meetings and data chats to discuss effectiveness of tutoring as well as suggestions for improvement and instructional focus. The effectiveness of the strategies in place are also determined by the growth in the areas of weaknesses for each student.

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.

Title I Administration assists the school by providing supplemental funds beyond the State of Florida funded Voluntary Pre-Kindergarten Program (VPK). Funds are used to provide extended support through a full time Highly Qualified teacher and paraprofessional. This will assist with providing young children with a variety of meaningful learning experiences in environments that give them opportunities to create knowledge through initiatives shared with supportive adults. Print letter knowledge and level of phonological awareness/processing as well as social/emotional development will be assessed using the Florida Voluntary Prekindergarten (VPK) Education Program Child Progress Portfolio.

At North Hialeah Elementary, all incoming Kindergarten students are assessed upon entering Kindergarten in order to ascertain the individual needs by administering the FLKRS to all students. All students are assessed within the areas of Initial sound and Letter naming. Parents are given a Kindergarten Parent Orientation at the beginning of the school year and standards are outlined as well as parent activities are provided in the packet. North Hialeah has established a welcome to Kindergarten program to build partnership with local early education programs, including the in-school pre kindergarten program. Through this joint venture, parents and children will gain familiarity with Kindergarten as well as receive information relative to the registration of students at the school. The principal will also meet with the directors of neighborhood centers to improve articulation. Minimum standards for Reading will be discussed in order to better prepare students who enter Kindergarten.

b. College and Career Readiness

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

N/A

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

N/A

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

N/A

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

N/A

II. Needs Assessment

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

A. Problem Identification

1. Data to Support Problem Identification

b. Data Uploads

Data uploads are not required by the Florida Department of Education but are offered as a tool for the needs assessment. In this section, the school may upload files of locally available data charts and graphs being used as evidence of need.

The following documents were submitted as evidence for this section:

No files were uploaded

2. Problem Identification Summary

This section is not required by the Florida Department of Education but is provided as an opportunity for the school to summarize the points of strength and areas of need that have been identified in the data.

B. Problem Analysis Summary

This section is not required by the Florida Department of Education but is provided as an opportunity for the school to summarize the underlying "why" or root causes for the areas of need identified in the data, as determined by situational awareness of, and research conducted by, the stakeholders involved in the needs assessment.

C. Strategic Goals

School Improvement Goals

The following key is intended to help readers understand how the sections of this document correspond to the steps of the 8-step planning and problem-solving framework used in the School Improvement Plan. The Quick Key numbers can help registered users go directly to the point of entry for any given goal, barrier and strategy within the online survey.

Problem Solving Key

G = Goal

B =
Barrier

S = Strategy

1 = Problem Solving Step  S123456 = Quick Key

Strategic Goals Summary

- G1.** To increase student achievement by planning for and delivering instruction that engages students in activities that will enhance creativity and critical thinking skills through lessons that require applying, evaluating, and synthesizing information across all content areas.

Strategic Goals Detail

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

G1. To increase student achievement by planning for and delivering instruction that engages students in activities that will enhance creativity and critical thinking skills through lessons that require applying, evaluating, and synthesizing information across all content areas. 1a

G087601

Targets Supported 1b

Indicator	Annual Target
FSA ELA Achievement	50.0
FCAT 2.0 Science Proficiency	60.0
FSA Mathematics Achievement	60.0
ELA/Reading Gains	55.0
Math Gains	65.0
ELA/Reading Lowest 25% Gains	50.0
Math Lowest 25% Gains	60.0

Targeted Barriers to Achieving the Goal 3

- There is limited evidence of planning lessons which include engaging students in critical thinking.

Resources Available to Help Reduce or Eliminate the Barriers 2

- Reading/Writing: McGraw-Hill Wonders and Wonderworks, District Pacing Guides, Language Arts Florida Standards Item Specifications, FLDOE website, iReady, myON, Imagine Learning, Writing Rubric.
- Science: Science Next Generation Sunshine State Standards (NGSSS), FCAT 2.0 Item Specifications, District Pacing Guides, Topic Assessments, Instructional Frameworks, GIZMOS, Discovery Education, Essential Labs, AIMS, 5th Grade J & J Educational Bootcamp Speedbag.
- Mathematics: Houghton Mifflin Harcourt Go-Math, District Pacing Guides, Item Specifications, Claim, Evidence and Reasoning Strategy, FLDOE website, Promethean boards, Reflex Math, Gizmos, Model Eliciting Activities (MEA's), CPALMS, Think Central, iReady.
- Instructional Coaches, Curriculum Support Staff

Plan to Monitor Progress Toward G1. 8

Analyze student data reports to monitor student progress.

Person Responsible

Carlos Salcedo

Schedule

Quarterly, from 8/22/2016 to 6/8/2017

Evidence of Completion

iReady Data Reports, iReady Growth Monitoring Reports, Science Mid Year Assessment, Florida Standards Assessment, FCAT 2.0 for Science.

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. To increase student achievement by planning for and delivering instruction that engages students in activities that will enhance creativity and critical thinking skills through lessons that require applying, evaluating, and synthesizing information across all content areas. 1

G087601

G1.B1 There is limited evidence of planning lessons which include engaging students in critical thinking. 2

B232853

G1.B1.S1 Plan professional development that is geared towards developing lessons which engage students in critical and creative thinking. 4

S245820

Strategy Rationale

Teachers will have a deeper understanding of planning for and delivering lessons that enhance critical and creative thinking.

Action Step 1 5

Work collaboratively during common planning time to create lesson plans that include strategies that will enhance creative and critical thinking.

Person Responsible

Ivette Carballeira

Schedule

Weekly, from 8/22/2016 to 6/8/2017

Evidence of Completion

Lesson Plans, Coaches Log, Student Work Journals and folders.

Action Step 2 5

Provide professional development that focuses on enhancing creative and critical thinking skills within the planning and delivery of instruction.

Person Responsible

Ivette Carballeira

Schedule

Monthly, from 8/22/2016 to 6/8/2017

Evidence of Completion

Roster, Follow up assignment, Coaches log, copies of training material

Action Step 3 5

Conduct coaching cycles and model instructional delivery that is student centered and focuses on enhancing creative and critical thinking skills through lessons that require applying, evaluating, and synthesizing information across all content areas.

Person Responsible

Ivette Carballeira

Schedule

Weekly, from 9/5/2016 to 6/8/2017

Evidence of Completion

Coaches calendar, Coaches log, walkthrough data

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

Monitor the fidelity of enhancing creative and critical thinking skills by attending the professional development sessions, observing collaborative planning, and conducting formal/informal walk throughs.

Person Responsible

Carlos Salcedo

Schedule

Weekly, from 8/22/2016 to 6/8/2017

Evidence of Completion

Walk Through informal observation notes and feedback.

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

Analyze student performance data.

Person Responsible

Carlos Salcedo

Schedule

Weekly, from 8/22/2016 to 6/8/2017

Evidence of Completion

i-Ready Reports, Student journals, myON Reports, Teacher/Coaches observational data, Reflex Reports, Imagine Learning Reports, WonderWorks, Growth Monitoring data, Student Assessment Profile, Data Chats.

IV. Implementation Timeline

Source	Task, Action Step or Monitoring Activity	Who	Start Date (where applicable)	Deliverable or Evidence of Completion	Due Date/ End Date
2017					
G1.MA1 M331616	Analyze student data reports to monitor student progress.	Salcedo, Carlos	8/22/2016	iReady Data Reports, iReady Growth Monitoring Reports, Science Mid Year Assessment, Florida Standards Assessment, FCAT 2.0 for Science.	6/8/2017 quarterly
G1.B1.S1.MA1 M331610	Analyze student performance data.	Salcedo, Carlos	8/22/2016	i-Ready Reports, Student journals, myON Reports, Teacher/Coaches observational data, Reflex Reports, Imagine Learning Reports, WonderWorks, Growth Monitoring data, Student Assessment Profile, Data Chats.	6/8/2017 weekly
G1.B1.S1.MA1 M331611	Monitor the fidelity of enhancing creative and critical thinking skills by attending the...	Salcedo, Carlos	8/22/2016	Walk Through informal observation notes and feedback.	6/8/2017 weekly
G1.B1.S1.A1 A318326	Work collaboratively during common planning time to create lesson plans that include strategies...	Carballeira, Ivette	8/22/2016	Lesson Plans, Coaches Log, Student Work Journals and folders.	6/8/2017 weekly
G1.B1.S1.A2 A318327	Provide professional development that focuses on enhancing creative and critical thinking skills...	Carballeira, Ivette	8/22/2016	Roster, Follow up assignment, Coaches log, copies of training material	6/8/2017 monthly
G1.B1.S1.A3 A318328	Conduct coaching cycles and model instructional delivery that is student centered and focuses on...	Carballeira, Ivette	9/5/2016	Coaches calendar, Coaches log, walkthrough data	6/8/2017 weekly

V. Professional Development Opportunities

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

G1. To increase student achievement by planning for and delivering instruction that engages students in activities that will enhance creativity and critical thinking skills through lessons that require applying, evaluating, and synthesizing information across all content areas.

G1.B1 There is limited evidence of planning lessons which include engaging students in critical thinking.

G1.B1.S1 Plan professional development that is geared towards developing lessons which engage students in critical and creative thinking.

PD Opportunity 1

Provide professional development that focuses on enhancing creative and critical thinking skills within the planning and delivery of instruction.

Facilitator

Ivette Carballeira.

Participants

All instructional staff

Schedule

Monthly, from 8/22/2016 to 6/8/2017

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	Work collaboratively during common planning time to create lesson plans that include strategies that will enhance creative and critical thinking.	\$0.00
2	G1.B1.S1.A2	Provide professional development that focuses on enhancing creative and critical thinking skills within the planning and delivery of instruction.	\$0.00
3	G1.B1.S1.A3	Conduct coaching cycles and model instructional delivery that is student centered and focuses on enhancing creative and critical thinking skills through lessons that require applying, evaluating, and synthesizing information across all content areas.	\$0.00
Total:			\$0.00