

Miami-Dade County Public Schools

# South Hialeah Elementary School



2016-17 Schoolwide Improvement Plan

## South Hialeah Elementary School

265 E 5TH ST, Hialeah, FL 33010

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

### School Demographics

<b>School Type and Grades Served</b> (per MSID File)	<b>2015-16 Title I School</b>	<b>2015-16 Economically Disadvantaged (FRL) Rate</b> (as reported on Survey 3)
Elementary School PK-5	Yes	95%
<b>Primary Service Type</b> (per MSID File)	<b>Charter School</b>	<b>2018-19 Minority Rate</b> (Reported as Non-white on Survey 2)
K-12 General Education	No	99%

### School Grades History

	<b>2015-16</b>	<b>2014-15</b>	<b>2013-14</b>	<b>2012-13</b>
<b>Year</b>				
<b>Grade</b>	C	C*	C	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>.

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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 South Hialeah Elementary School

DA Region and RED	DA Category and Turnaround Status
Southeast - <a href="#">LaShawn Russ-Porterfield</a>	Not In DA - N/A

## I. Part I: Current School Status

### A. Supportive Environment

#### 1. School Mission and Vision

##### a. Provide the school's mission statement.

The mission of South Hialeah Elementary Community School is to accept the challenge of preparing our students to reach their greatest potential and become responsible and contributing members of our school and the community.

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

The parents, students, teachers, and community are the educational entities that ensure our students achieve the maximum educational experience with an extensive variety of educational programs empowering not only our students but also our community to become one entity.

#### 2. School Environment

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

South Hialeah Elementary School continuously looks to have parents and local community members participate in functions to promote and motivate academic success in students, as well as teachers. The (EESAC) advisory board first looks to meet the needs of parents and students in the community. During Title 1 Advisory Meetings, as well as personal parent conferences, the needs of the students and families are identified. The Community Involvement Specialist (CIS), the After school Care Program and the PTA, offer parents and students access and support with homework assistance, technology resources and intervention opportunities. They also provide contact between the school and home in multi-languages. Furthermore, the school Meet and Greet, Open House, and Parent workshops are organized by the Leadership Team and the CIS to make connections and build relationships between the school and home.

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

South Hialeah Elementary strives to promote a safe and respectful environment by embracing a team concept. The school provides students free use of technology before and after school. Free breakfast is served for all students every school day. The Music Department offer interested students chorus, strings and drama. The art department enters student projects in local, state and national competitions throughout the school year. The music and art department work together to put on a yearly production for the holidays. The After School Care program provides enrichment programs such as piano.

##### 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.

South Hialeah Elementary School follows a progressive discipline approach where discipline interventions and support begins at the least intrusive and lowest level, then works up to more restrictive and punitive levels if students continue to repeat poor choices and poor behaviors. The first level of discipline begins with parents and students themselves. Appropriate language, dress code, and attendance help to minimize discipline issues. The second level of action is that teachers and

staff are responsible for discipline in the classroom and school grounds. Teachers set personal discipline procedures by modeling respect and desired behavior. Teachers set clear and visible rules and consequences. If negative behavior persists, the third level is implemented with a referral to the school counselor. The school counselor will then use a behavior log so that the student and parent can monitor progress on desired behavior. Level four is a referral to the Assistant Principal when teacher, staff members and counselor have exhausted all methods with no success. At this time, a consequence from The District Code of Conduct will be issued.

**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.**

South Hialeah Elementary has a partnership with The Institute of Children and Family Health and PsychSolutions, Inc. These organizations provide us with on-site therapists who work with individual students and their families to meet the students' specific social-emotional needs. The counselors also share a lesson on a Core Value over closed circuit television every morning. The announcements utilize a specific theme for students that emphasizes personal responsibility for behavior and its impact on creating a safe school environment. Embedded in each announcement are behavior examples and expectations for students that should be demonstrated each day at school. Classroom teachers follow up with monthly value lessons and nominate a student of the month based on the district selected value of the month.

### 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 dominant early warning signs at South Hialeah Elementary School are attendance below 90% and receiving a score of a level 1 or 2 on the statewide, standardized assessments in English Language Arts or Math. Attendance below 90% is an Early Warning Indicator because students miss quality instruction when they are not in class. South Hialeah Elementary has an attendance initiative plan where student attendance is monitored daily through attendance reports, student case management and attendance review committee conferences. During Attendance Review Committee meetings parents receive resources and counseling to maximize attendance.

Course failure, as well as failing to demonstrate proficiency on statewide assessments, is closely monitored at the school site to provide students with strategic and viable interventions that will enhance their proficiency in the core subject areas. As a data-driven school site, administrators and instructional staff are provided with a comprehensive overview of the students overall performance. Intervention strategies are implemented based on the students' individual needs and monitored. Students failing to demonstrate improvement may be referred to the schools RtI/SST team for diagnostic testing and an individual student growth monitoring plan.

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

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

Indicator	Grade Level												Total	
	K	1	2	3	4	5	6	7	8	9	10	11		12
Attendance below 90 percent	4	8	37	12	33	34	0	0	0	0	0	0	0	128
One or more suspensions	0	0	0	0	0	0	0	0	0	0	0	0	0	
Course failure in ELA or Math	2	5	8	19	6	18	0	0	0	0	0	0	0	58
Level 1 on statewide assessment	4	6	58	13	96	116	0	0	0	0	0	0	0	293

**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	4	8	26	15	61	88	0	0	0	0	0	0	0	202

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

McGraw Hill Reading Wonders: Wonder Works, i-Ready, Imagine Learning, Interventionist, ELL After school CANA 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 available at the school site.

**2. Description**

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

The school builds partnerships with various businesses such as McDonald's, Milam's, Subways, Domino's Pizza, Chuck E Cheese's, Publix, Donor's Choose, Office Express, The Rotary Club, City of Hialeah, AARP to support our school and student achievement with donations that include school supplies, support personnel, and educational materials for the students and staff.

## 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
Williams, Dillon	Principal
Penedo, Chris	Assistant Principal
Faraldo, Gladys	Instructional Coach
Lezcano, Zulay	Teacher, K-12
Migueluez, Eloisa	Teacher, K-12
Parra-Quevedo, Giselle	Teacher, K-12
Quintana, Ashley	Instructional Media
Vega-Garcia, Mercedes	Teacher, K-12
Williams, Tamme	Assistant Principal
Zacca Miyar, Shirley	Teacher, K-12
Puebla, Jennifer	Teacher, K-12
Moya, Arazary	Teacher, K-12
Feliciano, Shelly	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.**

Linette Tellez, Principal  
 Chris Penedo (Intermediate) and Tamme Y. Williams (Primary), Assistant Principals  
 Gladys Faraldo (Reading Coach), Nedd H. Elvin, (EESAC Chairperson) Arazary Moya (Mathematics), and Eloisa Migueluez (Science)  
 Shelly Feliciano, Mercedes Vega, Jaime Puebla (Primary Chairpersons) and Giselle Parra-Quevedo, Zulay Lezcano, Shirley Zacca-Miyar, (Intermediate Chairpersons)  
 Deborah Martinez, SPED Department Chairperson  
 Olga Vasallo, ELL Department Chairperson  
 William Brown, Counselor (Intermediate)  
 Susanne MacDougal, Counselor (Primary)  
 Ashley Quintana, (Instructional Media)

**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 South Hialeah Elementary MTSS/RtI Leadership Team holds monthly meetings using the eight step problem solving process as the basis for goal setting, planning, and program evaluation with the focus on increasing student achievement and/or success. The team will analyze resources that will facilitate the implementation of intervention strategies in the classroom to address each students' needs. Finally, data will be gathered and analyzed at all tiers to determine professional development needs for the faculty as indicated by group and individual student needs.

Title I Part A:

South Hialeah provides District services to ensure students requiring additional remediation are assisted

through extended learning opportunities after-school programs, or summer school. Support services are provided to the school, students, and families. School based, Title I funded Community Involvement Specialists (CIS), who 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 to encourage parents to support their child's education, provide 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 intervention services for children 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 life of the school and the annual 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 extensive 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. Other components that are integrated into the school-wide program include an extensive Parental Program; Supplemental Educational Services; and special support services to special needs populations such as homeless, migrant, neglected and delinquent students.

**Title I Part C Migrant:**

The school provides services and support to migrant students and parents. The District Migrant liaison coordinates with Title I and other programs to conduct a comprehensive needs assessment of migrant students to ensure that the unique needs of migrant students are met. Students are also provided extended learning opportunities (after-school and summer school) by the Title I, Part C, Migrant Education Program.

**Title I Part D:**

District receives funds to support the Educational Alternative Outreach program. Services are coordinated with District Drop-out Prevention programs.

**Title II:**

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

- training to certify qualified mentors for the New Teacher (MINT) Program
- training for add-on endorsement programs, such as Reading, Gifted, ESOL
- training and substitute release time for Professional Development Liaisons (PDL) at each school focuses on

Professional Learning Community (PLC) development and facilitation, as well as Lesson Study Group implementation and protocols.

**Title III:**

South Hialeah utilizes Title III funds to supplement and enhance the programs for English Language Learner (ELL) and Recently Arrived Immigrant Children and Youth by providing funds to implement and/or provide:

- tutorial programs (K-12)
- parent outreach activities (K-12) through the Bilingual Parent Outreach Program (The Parent Academy)
- professional development on best practices for ESOL and content area teachers
- coaching and mentoring for ESOL and content area teachers(K-12)
- reading and supplementary instructional materials(K-12)
- cultural supplementary instructional materials (K-12)
- purchase of supplemental hardware and software for the development of language and literacy skills in reading, mathematics and science, as well as, thematic cultural lessons are purchased for selected schools to be used by ELL students and recently arrived immigrant students (K-12, RFP Process)
- Cultural Activities through the Cultural Academy for New Americans for eligible recently arrived, foreign born students

The above services will be provided should funds become available for the 2016-2017 school year and should the FLDOE approve the application(s).

#### Title X- Homeless

- Miami-Dade County Public Schools' School Board approved the School Board Policy 5111.01 titled, Homeless Students. The board policy defines the McKinney-Vento Law and ensures homeless students

receive all the services they are entitled to.

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

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

- Project Upstart, Homeless Children & Youth Program assists South Hialeah with the identification, enrollment, attendance, and transportation of homeless students. South Hialeah is eligible to receive services

and will do so upon identification and classification of a student as homeless.

- The Homeless Liaison provides training for school registrars on the procedures for enrolling homeless

students and for school counselors on the McKinney-Vento Homeless Assistance Act-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.

- Project Upstart provides a homeless sensitivity, awareness campaign to South Hialeah and also provides a

video and curriculum manual, and a contest is sponsored by the Homeless Trust a Community Organization.

- Project Upstart provides tutoring and counseling to twelve homeless shelters in the community.

The District Homeless Student Liaison continues to participate in community organization meetings and task

forces as it relates to homeless children and youth. South Hialeah will identify a school based homeless

coordinator to be trained on the McKinney-Vento Law ensuring appropriate services are provided to the

homeless students.

#### Supplemental Academic Instruction (SAI)

This school will receive funding from Supplemental Academic Instruction (SAI) as part of its Florida Education Finance Program.

#### Violence Prevention Programs

- The Safe and Drug-Free Schools Program addresses violence and drug prevention and intervention

services for students through curriculum implemented by classroom teachers, elementary counselors, and/or TRUST Specialists.

• Training and technical assistance for elementary, middle, and senior high school teachers, administrators, counselors, and/or TRUST Specialists is also a component of this program.

#### Nutrition Programs

1) The 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. Additionally, South

Hialeah Elementary participates in the Alliance for a Healthier Generation program that provides increasing

opportunities for students to exercise and play. It provides healthy foods and beverages in our school's

cafeteria and offers resources for teachers and staff to become healthy role models on a quarterly basis.

#### Housing Programs (N/A)

#### Head Start

The Head Start program is located at South Hialeah Elementary. Joint activities, including professional

development and transition processes are shared. South Hialeah Elementary fosters this program to develop

a continuum of care, education and services to support the families and children of its surrounding community.

#### Adult Ed (N/A)

Career and Technical Education (N/A)

Job Training (N/A)

## 2. School Advisory Council (SAC)

### a. Membership

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

Name	Stakeholder Group
Neddro Elvin	Teacher
Gladys Faraldo	Teacher
Anita Martin	Teacher
Mireily Mollinedo	Teacher
Maria Morales	Parent
Eloisa Miguez	Teacher
Mercy Vega-Garcia	Teacher
Chris Penedo	Principal
Tamme Y. Williams	Principal
Jeimy Solis	Teacher
Shirley Zacca-Miyar	Teacher
	Student
Cebrena Cohen	Teacher
William Brown	Education Support Employee
Susan Macdougall	Education Support Employee
Nancy Narvaez	Parent
Mario Medina	Parent
Brett Rayon	Parent
Anita Martin	Parent
Ciro Santana	Parent
Galyn Ridley	Student
Deborah Martinez	Teacher
Ashley Quintana	Education Support Employee
Shelly Feliciano	Teacher
Everal McCoy	Education Support Employee
Geidy Anglada	Parent
Linette Tellez	Principal

## b. Duties

### 1. Provide a description of the SAC's involvement with the following activities, as required by section 1001.452(2), Florida Statutes

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

The EESAC met at the end of the 2015-16 school year to provide input on the strategies utilized toward school improvement goals.

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

The EESAC met at the end of the 2015-16 school year to provide input on the strategies utilized toward school improvement goals. The Committee will meet again in September to make additional recommendations and revisions to the SIP.

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

The EESAC Committee has voted to use funds to purchase student incentives and technology.

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

The EESAC will utilize available funds to purchase student incentives and technology. The amounts allocated was \_\_\_\_\_ which will be used to purchase student incentives and technology.

**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
Williams, Dillon	Principal
Penedo, Chris	Assistant Principal
Williams, Tamme	Assistant Principal
Elvin, Neddro	SAC Member
Faraldo, Gladys	Instructional Coach
Lezcano, Zulay	Teacher, K-12
Parra-Quevedo, Giselle	Teacher, K-12
Pla, Norma	Teacher, K-12
Quintana, Ashley	Instructional Media
Vega-Garcia, Mercedes	Teacher, K-12
Zacca Miyar, Shirley	Teacher, K-12
Migueluez, Eloisa	Teacher, K-12
Puebla, Jennifer	Teacher, K-12
Feliciano, Shelly	Teacher, K-12

**b. Duties**

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

The Literacy Leadership Team’s initiatives for the 2016-17 school year is to focus on the use of the District Pacing Guides and its alignment to the Language Arts Florida Standards (LAFS) with the district adopted Wonders Reading series, Wonderworks Intervention program, as well as, the implementation and usage of the Accelerated Reader, iReady and MyOn programs.

**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.**

Teachers work collaboratively in planning and analyzing data for instruction. Grade level chairs serve as mentors to assist teachers in the implementation of the Language Arts Florida Standards (LAFS) and Math Florida Standards (MAFS).

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

South Hialeah Elementary collaborates with universities to provide internship programs in order to recruit teachers. The school Administration solicits referrals for possible recruits from current employees to inquire about the qualifications of new teachers. The school Administration, grade level chairpersons, and instructional coaches, conduct regular meetings with novice teachers. Finally, all novice teachers are assigned a mentor to provide support through MINT and the New Teacher Center.

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

Assign novice teachers a designated mentor (MINT) within their teaching assignment.

## **E. Ambitious Instruction and Learning**

### **1. Instructional Programs and Strategies**

#### **a. Instructional Programs**

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

The District provides Pacing Guides for all core subjects aligned to the Florida Standards. The Administration and School Support Team will insure that the core instructional programs and materials are aligned with the Florida Standards through monitoring lesson plans and classroom observations.

#### **b. Instructional Strategies**

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

The School uses Formal and Informal Assessments to determine how to assign specific differentiated practice to remediate students. Teachers use explicit, teacher led, small group instruction to assist students. Interventionists and after-school tutoring are also used to reinforce skills.

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

**Strategy: After School Program**

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

The South Hialeah Elementary After-School Care Program offers a variety of educational and enrichment activities for all students. The program offers home learning assistance, computer enrichment and piano. The school also offers after school tutorial classes in reading and mathematics for struggling students through Title I funding.

**Strategy Rationale**

To provide students with a well rounded educational and enrichment of the arts and academics.

**Strategy Purpose(s)**

- Enrichment

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

Parra-Quevedo, Giselle, gquevedo@dadeschools.net

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

Attendance records are used to determine interests and need by the community. The tutoring program's effectiveness is measured and monitored using school generated Pre and Post-tests in core subjects.

**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.**

Assessment tools utilized for students in this transition include:

- Learning Accomplishment Profile Diagnostic (LAP-D) which assesses four domains of development with two sub-scales in each domain: Fine Motor (Writing and Manipulation), Cognitive (Counting and Matching), Language (Naming and Comprehension, and Gross Motor Body Movement and Object Movement).
- Phonological and Early Literacy Inventory (P.E.L.I.) which assesses word awareness, rhyme awareness, segmenting, concept of print, alliteration, and blending.
- Devereux Early Childhood Assessment (DECA) utilized to assess initiative, attachment, self-control, and behavioral concerns.
- FLKRS-The FLKRS includes a subset of the Early Childhood Observation System™ (ECHOS™) and the first two measures of the Dynamic Indicators of Basic Early Literacy Skills™ (DIBELS™) for kindergarten (Letter Naming Fluency and Initial Sound Fluency) to gather information on a child's development in emergent literacy.

During the month of April, South Hialeah opens registration for all incoming Kindergarten students. The school offers tours of the campus to new families as well as Kindergarten Orientation in August for all students and parents to inform them of expectations, curriculum and programs. The Friday before school begins, we host a "Meet and Greet" in order to give students and parents an opportunity to familiarize themselves with their classroom and teacher.

**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.**
- 2. Identify the career and technical education programs available to students and industry certifications that may be earned through those respective programs.**
- 3. Describe efforts the school has taken to integrate career and technical education with academic courses (e.g., industrial biotechnology) to support student achievement.**
- 4. Describe strategies for improving student readiness for the public postsecondary level based on annual analysis of the [High School Feedback Report](#), as required by section 1008.37(4), Florida Statutes.**

## II. Needs Assessment

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

### A. Problem Identification

#### 1. Data to Support Problem Identification

##### b. Data Uploads

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

The following documents were submitted as evidence for this section:

*No files were uploaded*

#### 2. Problem Identification Summary

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

### B. Problem Analysis Summary

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

### C. Strategic Goals

## School Improvement Goals

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

### Problem Solving Key

**G** = Goal

**B** =  
Barrier

**S** = Strategy

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

## Strategic Goals Summary

**G1.** Through Project Based Learning student will become 21st Century problem solvers.

## 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. Through Project Based Learning student will become 21st Century problem solvers. 1a**

G087959

**Targets Supported 1b**

Indicator	Annual Target
AMO Reading - All Students	76.0
AMO Reading - African American	77.0
AMO Reading - ED	76.0
AMO Reading - ELL	73.0
AMO Math - All Students	79.0
AMO Math - African American	84.0
AMO Math - ED	79.0
AMO Math - ELL	79.0
FCAT 2.0 Science Proficiency	43.0

**Targeted Barriers to Achieving the Goal 3**

- Limited evidence of gradual release during instruction/instructional release activities.

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

- Scott Foresman Science Series, Science District Pacing Guides, Science Test Item Specifications, Science Lab, Technology in the Classrooms, Common Planning Times, Grade Chairperson, Curriculum Leaders, Science Coach, PD Calendar
- McGraw Hill Reading Wonder Series, ELA District Pacing Guides, ELA Test Item Specifications, Florida Standards Assessment Writing Rubrics, i-Ready, Accelerated Reader, Imagine Learning, Computer Lab, Technology in the Classroom, Scholastic Magazines, Interventionists, Wonder Works Intervention program, After School ELL Tutoring, Common Planning Times, Grade Chairperson, Curriculum Leaders, Reading Coach, PD Calendar, MyOn
- Go Math Reading Series, Math District Pacing Guides, Math Test Item Specifications, i-Ready, Computer Lab, Technology in the Classroom, Common Planning Times, Grade Chairperson, Curriculum Leaders, Math Coach, PD Calendar.

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

Classroom Walkthroughs and Teacher Observation

**Person Responsible**

Dillon Williams

**Schedule**

Weekly, from 10/4/2016 to 6/2/2017

**Evidence of Completion**

Informal Observation Notes, Debriefing Notes, Lesson Plans, Reading Response Journals, Writing Notebooks,

## 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.** Through Project Based Learning student will become 21st Century problem solvers. **1**

 G087959

**G1.B3** Limited evidence of gradual release during instruction/instructional release activities. **2**

 B233888

**G1.B3.S1** Effective use of gradual release will allow time to meet student individual needs. A variety of management strategies such as learning centers, interest centers, learning buddies will be used to target instructional student needs. **4**

 S246710

### Strategy Rationale

As classroom walk-through and IPEGS observations are completed there is little evidence that gradual release is taking place effectively.

### Action Step 1 **5**

Administration will share action plan with the staff during FCIMS meetings.

#### Person Responsible

Dillon Williams

#### Schedule

Monthly, from 10/4/2016 to 6/2/2017

#### Evidence of Completion

Sign in sheets, agenda, powerpoint presentation

**Plan to Monitor Fidelity of Implementation of G1.B3.S1 6**

Consistently monitor for the fidelity of gradual release during the delivery of instruction by conducting walk-throughs and leadership team meetings.

**Person Responsible**

Dillon Williams

**Schedule**

Weekly, from 10/4/2016 to 6/2/2017

***Evidence of Completion***

Walk through logs/documentation, leadership team meeting agenda, sign in sheets

**Plan to Monitor Effectiveness of Implementation of G1.B3.S1 7**

Consistently monitor for the effectiveness of gradual release during the delivery of instruction by conducting walk-throughs and leadership team meetings.

**Person Responsible**

Dillon Williams





**Schedule**

Weekly, from 10/4/2016 to 6/2/2017

***Evidence of Completion***

Walk through logs/documentation, leadership team meeting agenda, sign in sheet

## IV. Implementation Timeline

Source	Task, Action Step or Monitoring Activity	Who	Start Date (where applicable)	Deliverable or Evidence of Completion	Due Date/ End Date
<b>2017</b>					
G1.MA1  M333683	Classroom Walkthroughs and Teacher Observation	Williams, Dillon	10/4/2016	Informal Observation Notes, Debriefing Notes, Lesson Plans, Reading Response Journals, Writing Notebooks,	6/2/2017 weekly
G1.B3.S1.MA1  M333681	Consistently monitor for the effectiveness of gradual release during the delivery of instruction by...	Williams, Dillon	10/4/2016	Walk through logs/documentation, leadership team meeting agenda, sign in sheet	6/2/2017 weekly
G1.B3.S1.MA1  M333682	Consistently monitor for the fidelity of gradual release during the delivery of instruction by...	Williams, Dillon	10/4/2016	Walk through logs/documentation, leadership team meeting agenda, sign in sheets	6/2/2017 weekly
G1.B3.S1.A1  A320406	Administration will share action plan with the staff during FCIMS meetings.	Williams, Dillon	10/4/2016	Sign in sheets, agenda, powerpoint presentation	6/2/2017 monthly

## V. Professional Development Opportunities

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

**G1.** Through Project Based Learning student will become 21st Century problem solvers.

**G1.B3** Limited evidence of gradual release during instruction/instructional release activities.

**G1.B3.S1** Effective use of gradual release will allow time to meet student individual needs. A variety of management strategies such as learning centers, interest centers, learning buddies will be used to target instructional student needs.

### **PD Opportunity 1**

Administration will share action plan with the staff during FCIMS meetings.

#### **Facilitator**

Gladys Faraldo

#### **Participants**

Instructional Staff

#### **Schedule**

Monthly, from 10/4/2016 to 6/2/2017

## VI. Technical Assistance Items

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

## VII. Budget

<b>1</b>	<b>G1.B3.S1.A1</b>	<b>Administration will share action plan with the staff during FCIMS meetings.</b>				<b>\$4,975.00</b>
	Function	Object	Budget Focus	Funding Source	FTE	2016-17
	3361		5201 - South Hialeah Elementary School	Other		\$4,975.00
			<i>Notes: Student Incentive and Technology</i>			
					<b>Total:</b>	<b>\$4,975.00</b>