

Hillsborough County Public Schools

# Foster Elementary School



2017-18 Schoolwide Improvement Plan

## Foster Elementary School

2014 E DIANA ST, Tampa, FL 33610

[ no web address on file ]

### School Demographics

School Type and Grades Served (per MSID File)	2016-17 Title I School	2016-17 Economically Disadvantaged (FRL) Rate (as reported on Survey 3)
Elementary School PK-5	Yes	97%
Primary Service Type (per MSID File)	Charter School	2018-19 Minority Rate (Reported as Non-white on Survey 2)
K-12 General Education	No	93%

### School Grades History

Year	2016-17	2015-16	2014-15	2013-14
Grade	D	D	D*	D

*\*Informational Baseline School Grade*

**Note:** The school grades calculation was revised substantially for the 2014-15 school year to implement statutory changes made by the 2014 Legislature and incorporate the new Florida Standards Assessments. The 2014-15 school grades serve as informational baseline data that schools can use to improve in future years.

### School Board Approval

This plan is pending approval by the Hillsborough County School Board.

### SIP Authority and Template

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

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 (see page 4). For schools receiving a grade of A, B, or C, the district may opt to require a SIP using a template of its choosing.

This document was prepared by school and district leadership using the FDOE'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 two 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** - A school with a current school grade of A, B, or C; charter schools; and ungraded schools.
- **Targeted Support and Improvement** - A school with a current school grade of an initial D.
- **Comprehensive Support and Improvement** - A school with a current school grade of F or two consecutive grades of D, or a high school with a graduation rate of 67 percent or less in the most recent data release.

### DA Turnaround Status

Additionally, Comprehensive Support and Improvement schools have a turnaround status of "Implementing," based on a school's grades history, including the current school grade:

- 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.

### 2017-18 DA Category and Statuses for Foster Elementary School

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

## I. Part I: Current School Status

### A. Supportive Environment

#### 1. School Mission and Vision

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

At Foster, we are fostering our students' total educational responsibilities.

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

We support the District's vision of Preparing Students for Life, and are working to ensure that our students leave our school equipped with the tools they need to graduate on time. Our District's graduation rate goal is 90% by 2020. With that in mind, we have developed the following Vision for our school:

We will become a school that empowers, achieves, and guides life-long educational success.

#### 2. School Environment

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

We begin the school year with a "Meet and Greet" where the parents and families are invited to meet the teacher, learn school procedures, and ask questions. Parent conferences are held throughout the year. We solicit parent feedback through various formal and informal means, including school meetings and newsletters. We hold a variety of events targeted to parents and community members.

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

We have staff members strategically assigned duties in the morning and after school. Staff members greet children and families as they arrive on campus. Students and family members are welcomed and we work to provide assistance to each individual as needed. We continuously seek parental input into the programs and procedures that we have established as well as seek input in supporting our students to be successful learners. We are a CHAMPS school which supports our students knowing the expectations so there is clear communication between adults and children.

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

Our school has developed a school wide discipline plan that includes a tiered system for support. The staff is trained in how to use the system and support is provided as needed for individual students needing a differentiated plan. Our school also uses CHAMPS and we have a team who has worked to refine particular areas, such as the cafeteria to make unstructured times more structured.

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

At Foster, our students sign in to the front office and then report to class. If student tardies become excessive in nature, the school social worker, parent liaison, and other school personnel will work with both students and parents to increase student punctuality and attendance.

**d. Describe how the school ensures the social-emotional needs of all students are being met, which may include providing counseling, mentoring and other pupil services.**

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

### 3. Early Warning Systems

The school's response to this section may address the requirements of ESSA, P.L. No. 114-95, Â§ 1114(b)(7)(A)(i) and (b)(7)(A)(iii)(III).

**a. Describe the school's early warning system and provide a list of the early warning indicators used in the system.**



Early warning indicators include:

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

Early warning system data can come from the following sources:

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

FSA Item Specifications: School generated excel database; Reading Coach/Math Coach/AP.

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

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

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

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

WIDA: Sagebrush (IPT); ELL/PSLT Representative.

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

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

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

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

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

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

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

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



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

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

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

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

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

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

Indicator	Grade Level													Total
	K	1	2	3	4	5	6	7	8	9	10	11	12	
Attendance below 90 percent	2	18	12	18	10	5	0	0	0	0	0	0	0	65
One or more suspensions	0	0	6	2	5	1	0	0	0	0	0	0	0	14
Course failure in ELA or Math	0	0	0	0	0	0	0	0	0	0	0	0	0	
Level 1 on statewide assessment	0	0	0	18	14	31	0	0	0	0	0	0	0	63

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

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

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

The purpose of the core Leadership Team is to:

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

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

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

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

## B. Family and Community Engagement

The school's response to this section may address the requirements of ESSA, P.L. No. 114-95, Â§ 1114(b)(2) and (b)(7)(A)(iii)(I).

**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.**

**a. Will the school use its Title I Parent and Family Engagement Policy (PFEP) to satisfy this question?**

Yes

**1. PFEP 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.**

We have organizations that have offered to support our school in a variety of ways. The administration and its leadership team have met with key people in the organizations to create a list of volunteer opportunities. Our plan is to communicate through emails, phone calls, and meetings in order to develop meaningful projects to support our school and increase student achievement.

## C. Effective Leadership

## 1. School Leadership Team

### a. Membership

Identify the name, email address and position title for each member of the school leadership team.:

Name	Title
Thompson, Kimberly	Principal

### b. Duties

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

Elementary PSLT Members

The leadership team includes, for example:

- Principal
- Assistant Principal
- Guidance Counselor
- School Psychologist
- School Social Worker
- Academic Coaches (Reading, Math, etc. and other specialists on an ad hoc basis)
- ESE teachers
- PLC Liaisons for each grade level, K-5
- SAC Chair
- ELP Coordinator
- ELL Representative
- Attendance Committee Representative
- Behavior team Representative/Behavior Specialist/Coach

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

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

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

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

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

PSLT Data Consultant— e.g., Assistant Principal, Reading Coach, Math Coach, Science Coach, Academic Intervention Specialist, Behavior Specialist, Technology Support Personnel, School

Psychologist, School Social Worker, ESE Specialist, and/ or Guidance Counselor: Prior to the meeting, the Data Consultant assists team members with collecting, organizing, analyzing, graphing and interpreting data. The data should be presented in easily understandable visual displays to guide the decision making process.

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

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

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

HCPS Efforts to Recruit and Retain Effective Leaders: We are investing in the future by investing in school leaders. Our principals and assistant principals have a broad impact on our schools, our students and our community. By investing in our principals, we are investing in our children and our community. Strong leaders form the foundation of our schools and ultimately impact the success of both our teachers and our students. We have following programs in place:

Hillsborough Principal Pipeline: Through the Hillsborough Principal Pipeline, current and future school leaders gain valuable skills to help them lead a school to success. They also develop new perspectives and become part of a close-knit network that they can tap into throughout their career. Quality schools require quality personnel. Principals and Assistant Principals are matched to complement each other's leadership skills based on the HCPS School Leader Competencies and Key Elements Matrix. A principal coach, a veteran principal with a track record of success, is assigned to support all new school principals. A principal coach will also be assigned to support principals at turnaround schools.

Recruiting Leaders for Turnaround Schools: The purpose of this program is to recruit aspiring administrators to teach in high-need schools while earning their Master's Degree in Educational Leadership. These aspiring leaders will develop their capacity to lead in a high-need school thru reflecting on and studying effective practices in turnaround schools. Upon completion of their Master's Degree and the Future Leaders Academy, leaders will begin their assistant principal career with a highly effective principal in a less-demanding school and then move to a high-need school after serving a minimum of 2 years in an entry level assistant principal position.

The Master's in Educational Leadership program at University of Tampa and Hillsborough County Public Schools are partnering together to prepare instructional staff for leadership in high-need schools. One of the many benefits of this dedicated course of study is the specific foci within each course on the complex nature of leadership in high-need schools. As a part of the district's Turnaround Leadership Pipeline, we will be seeking diverse cohorts of experienced teachers to aggressively prepare to lead in a high-need school.

Educational Specialist Degree in Educational Leadership with Emphasis on Leadership in Turnaround

Schools: The Educational Leadership and Policy Studies Department at USF and Hillsborough County Public Schools have been partnering together for a few years through our partnership with the Wallace Foundation to prepare administrators for leadership in turnaround schools. As a part of the district's Turnaround Leadership Pathway, we will be seeking diverse cohorts of experienced leaders who have completed Preparing New Principals to pursue the Educational Specialist degree in Turnaround Leadership.

**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.**

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

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

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

The PSLT meets regularly (e.g., bi-weekly/monthly) The PSLT meeting calendar is structured around the district's assessment calendar to ensure there are opportunities to review assessment outcome data and engage in the problem solving process for appropriate data-driven decisions. The members on the team include administrator(s), guidance counselor(s), school psychologist, ESE specialist, content area coaches/specialists, PLC liaisons, and other school personnel as needed.

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

- Supports school teams with creating, managing and updating the school's resource maps for academic and non-academic areas.
- Ensures the master schedule incorporates allocated time for intervention support at all grade levels and assist teacher teams in identifying evidence-based strategies and materials for intervention delivery.
- Coordinates data sorts at the beginning of each year to identify students in need of enrichment, remediation and intervention support at each tier.
- Facilitates the implementation of specific programs (e.g., Extended Learning Programs during and after school) that provide support to students in need of remediation of core skills.
- Determines the school-wide professional development needs of faculty and staff and arrange trainings aligned with the SIP goals.
- Organizes and support systematic data collection (e.g., universal screenings, formative, ongoing progress monitoring and summative data).
- Strengthen Tier 1 core instruction by:
  - o Implementing evidence-based instructional strategies and/or interventions. (as outlined in the SIP)

- o Supporting PLCs with planning and delivering rigorous core instruction.
- o Ensuring opportunities for common assessments are provided across each grade level.
- o Reviewing common assessment data to monitor students Response to Core Instruction.
- o Monitoring the fidelity of instructional practices.

The HCPS Fidelity of MTSS-Rtl Practices Rubric (found on the Rtl icon) will be used to evaluate the schools implementation of MTSS practices. The rubric is broken into 4 domains (Administrative Support, Tier 1 Practices, Tier 2 Practices, and Tier 3 Practices). Each domain has 5-7 items are rated on the scale below:

Not Evident (0) – the PSLT indicates that the school has not implemented/engaged in MTSS practices on an identified item.

Developing (1) – the PSLT indicates that the school has implemented/engaged in MTSS practices but no documented evidence exists to support the specified item.

Operational (2) – The PSLT indicates that the school has implemented/engaged in MTSS practices but the documented evidence and data does align with or support the specified item.

Exemplary (3) – the PSLT indicates that the school has implemented/engaged in MTSS practices and the documented evidence clearly aligns with and supports the specified items

Federal, state, and local funds, services, and programs will be coordinated and integrated in the school, including Title I, Part A; Title I, Part C Migrant; Title I, Part D; Title II; Title III; Title VI, Part B; Title X Homeless; Supplemental Academic Instruction (SAI); violence prevention programs; nutrition programs; housing programs; Head Start; adult education; CTE; and job training as applicable.

#### Title I, Part A

Services are provided to ensure students who need additional remediation are provided support through: after-school, Saturday School and summer programs, quality teachers through professional development, content resource teachers, and mentors.

#### Title I, Part C- Migrant

The migrant advocate provides services and support to students and parents. The advocate works with teachers and other programs to ensure that the migrant students' needs are being met.

#### Title I, Part D

The district receives funds to support the Alternative Education Program which provides transition services from alternative education to school of choice

#### Title II

The district receives funds for staff development to increase student achievement through teacher training. In addition, the funds are utilized in the Salary Differential Program at Renaissance Schools.

#### Title III

Services are provided through the district for educational materials and ELL district supported services to improve the education of immigrant and English Language Learners

#### Title X- Homeless

#### Supplemental Academic Instruction (SAI)

SAI funds will be coordinated with the Title I funds to provide summer school, reading coaches, and extended learning opportunity programs.

#### Violence Prevention Programs

NA



Nutrition Programs  
NA

Housing Programs  
NA

Headstart  
We utilize information from students in Head Start to transition into Kindergarten.

Adult Education  
NA

Career and Technical Education  
The career and technical support is specific to each school site in which funds can be utilized, in a specific program, within Title I regulations.

Job Training  
Job training support is specific to each school site in which funds can be utilized, in a specific program, within Title I regulations.

## 2. School Advisory Council (SAC)

### a. Membership

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

Name	Stakeholder Group
Membership is documented through the Office of School Improvement	Teacher

### b. Duties

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

The school's response to this question may address the requirements of ESSA, P.L. No. 114-95, Â§ 1114(b)(2).

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

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

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

In partnership with the School Leadership Team, the SAC will analyze and assess all pertinent school data that affects student achievement, evaluate progress towards meeting the prior year's school improvement goal(s), develop the school improvement plan, vote on the school improvement plan, monitor the school improvement plan, review the school improvement plan as needed, plan and carry out activities that support the school improvement plan, develop a SAC budget to support the school improvement plan goals, monitor the spending of the SAC budget, and make adjustments to the budget as needed.

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



will be involved in overseeing professional development to aid faculty and staff in maintaining fidelity with maintaining SIP goal.

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

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

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

**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
Thompson, Kimberly	Principal

#### b. Duties

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

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

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

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

The LLT (ILT) members monitors reading/writing data, identifies school-wide and individual teachers' reading/writing-focused instructional strengths and weaknesses, and creates a professional

development plan to support identified instructional needs in conjunction with the Problem Solving Leadership team's support plan. Additionally the principal ensures that time is provided for the LLT ILT to collaborate and share information with all site stakeholders including other administrators, teachers, staff members, parents and students.

## D. Public and Collaborative Teaching

The school's responses to this section may address the requirements of ESSA, P.L. No. 114-95, Â§ 1114(b)(7)(A)(iii)(IV).

### 1. Describe the school's strategies to encourage positive working relationships between teachers, including collaborative planning and instruction.

#### Schools Build a Collaborative Culture Through Regularly Scheduled PLC Meetings

##### Core Beliefs:

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

##### Essential Characteristics of a PLC

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

- Results orientation
- Educators in a PLC assess their efforts on the basis of tangible results.

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

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

The most essential component to an effective school is the quality of the personnel and their effectiveness. The Human Resources Department is a crucial part of supporting our schools, both through their recruitment efforts and their individualized support of each school. Each of the turnaround schools is assigned an HR partner to ensure that all personnel are highly qualified and that teachers retained or assigned to the site exhibit practice that results in effective/highly effective evaluation scores.

Hillsborough County Public Schools (HCPS) promotes student achievement by helping teachers excel in the classroom. Teacher effectiveness is the most influential, controllable factor affecting student achievement. Our goal is to promote effective teaching in every classroom. We intend to elevate the teaching profession by supporting teachers' professional development and helping teachers excel as professionals. We believe that by helping teachers excel, students will achieve more; and when students achieve more, our entire community benefits.

We will support teacher development in two main ways: Job-embedded Professional Development and Evaluation.

**Job-embedded Professional Development:** The evaluation process is both formative and summative. Through classroom observations, administrators can help teachers identify areas to reinforce in order to improve practice. Classroom observation and evaluation results may be used to help teachers set training and professional development paths that support the continuous improvement of their practice. Furthermore, teacher observation and evaluation ratings may be aggregated at the school level to help identify systemic gaps and needs, and to support and drive school improvement planning.

**Evaluation:** The evaluation of teacher performance is based on multiple measures of effectiveness:

- a. Principal / School Administrator
- b. Student Achievement Data -

By considering input from student achievement data and observations, we gain a more comprehensive picture of a teachers practice. We can, therefore, achieve a fair and substantive evaluation. We can also improve our ability as a district to support our students' growth by capturing and implementing best practices from outstanding teachers.

### **Efforts to Recruit Teachers for Turnaround Schools**

HCPS recognizes that teachers have more influence on student learning than any other school factor, followed by the leader. For years, high-need schools have struggled to attract and retain experienced personnel with proven records of success. In an effort to increase recruitment and retention rates in high-need schools, HCPS leadership will give priority to personnel who have successful experiences in high-need schools once they express interest in advancing through the Hillsborough Principal Pipeline as well as when they seek district or school administrative positions. The Turnaround Leadership Pathways (TLP) has established guidelines, with the express purpose of recruiting aspiring administrators to teach

in high-need schools, providing them the opportunity to develop their capacity to lead by learning on-the-ground in turnaround schools. Empowering teachers as leaders is essential to motivating and retaining veteran teachers (Vanderhye, 2015). The TLP is one way in which the district has focused efforts on recruiting highly effective teachers to high needs schools.

HCPS currently utilizes differentiated pay for teachers and administrators in high needs schools. The Salary Differential Program is utilized to provide stability and equity to the highest needs schools and to attract and retain quality teachers. The program is created with a set of criteria that need to be met in order to receive the salary supplement. The criteria require that the teacher have an overall satisfactory evaluation, be highly qualified in their position.

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

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

The Teacher Induction Program (TIP) is a state-mandated two-year induction program that includes specific professional development training and activities. What's different for teachers new to HCPS is that teachers with less than six months of teaching experience are assigned a fully released mentor. HCPS has an entire cadre of fully released mentors, assigned to assist all new teachers for their first two years in the district. These mentors do not evaluate their mentees, they simply guide and support. New teachers and mentors work with the New Teacher Center Formative Assessment System (FAS), a set of tools that helps to identify accomplishments and challenges during the first two years of teaching. Although the FAS tools can help focus new teachers and mentors as they work together, many factors will influence their collaboration. The mentor's knowledge, experience, and growing relationship with the mentee will help support professional areas for growth, as well as to support students' academic needs. The FAS tools provide a mentee and mentor with important information which will systematically guide the advancement of instructional practice. Mentors are assigned by the General Manager of Performance Evaluation. It is in this pairing that special care is taken to match mentors with experience in high-needs settings to any new teachers in turnaround schools.

## **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.***

All Florida students deserve to graduate high school with knowledge and skills they need to succeed in college, careers and life. We know that today's workforce requires our graduates to have strong critical thinking, problem solving and communications skills, more than ever before. High standards that challenge and motivate our students are essential.

Beginning with the 2014–2015 school year, all K–12 schools began implementing the Florida Standards and our schools committed to providing teachers with the professional learning needed for successful ongoing implementation. We will continue to assess our academic standards and work together to ensure they are preparing ALL students to succeed in college, career and life. The Florida

Standards reflect foundational expectations of what ALL students should know and be able to do in each grade from kindergarten through 12th grade.

Public schools are required to provide appropriate instruction to assist students in the achievement of these standards. Section 1008.25, F.S., requires each district school board to incorporate the Florida Standards into the district student progression plan. HCPS has, as required by state statute, adopted a comprehensive plan for student progression, which includes standards for evaluating each student's performance, including mastery of the Florida Standards. The plan also provides specific levels of performance in reading, writing, science, and mathematics at each grade level that includes the levels of performance on statewide assessments at which a student must receive remediation or be retained. The HCPS pupil progression plan can be viewed at: <http://www.sdhc.k12.fl.us/assets/pdf/studentprogressionplan.pdf>

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

## **b. Instructional Strategies**

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

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

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

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

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

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



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

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

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

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

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

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

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

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

**Strategy:** Extended School Day

**Minutes added to school year:** 10,800

Additional instruction in reading as required by State Statute

**Strategy Rationale**

School's inclusion in Low 300

**Strategy Purpose(s)**

- Core Academic Instruction

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

Thompson, Kimberly, kimberly.thompson@hcps.net

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

EasyCBM, FAIR, iReady Progress Reports, district interim assessments. Data will be analyzed after each assessment in cooperation with the district ELA team.

## 2. Student Transition and Readiness

### a. PreK-12 Transition

The school's response to this question may address the requirements of ESSA, P.L. No. 114-95, Â§ 1114(b)(7)(A)(iii)(V).

**1. Describe the strategies the school employs to support incoming and outgoing cohorts of students in transition from one school level to another.**

In Hillsborough County Public schools, all kindergarten children are assessed for Kindergarten Readiness using the FLKRS (Florida Kindergarten Readiness Screener.) This state-selected assessment contains a subset of the Early Childhood Observation System and the first two measures of the Florida Assessments in Reading (FAIR). The instruments used in the screening are based upon the Florida Voluntary Prekindergarten (VPK) Education Standards. Parents are provided with a letter from the Commissioner of Education, explaining the assessments. Teachers will meet with parents after the assessments have been completed to review student performance. Data from the FAIR will be used to assist teachers in creating homogeneous groupings for small group reading instruction. Children entering Kindergarten may have benefited from the Hillsborough County Public Schools' Voluntary Prekindergarten Program. This program is offered at elementary schools in the summer and during the school year in selected Head Start classrooms and as a blended program in several Early Exceptional Learning Program (EELP) classrooms. Starting in the 2012-2013 school year, students in the VPK program were given the state-created VPK Assessment that looks at Print Knowledge, Phonological Awareness, Mathematics and Oral Language/Vocabulary. This assessment continues to be administered at the start and end of the VPK program. A copy of these assessments are mailed to the school in which the child is registered for kindergarten, enabling the child's teacher to have a better understanding of the child's abilities from the first day of school. Parent Involvement events for Transitioning Children into Kindergarten include Kindergarten Round-Up. This event provides parents with an opportunity to meet the teachers and hear about the academic program. Parents are encouraged to complete the school registration procedure at this time to ensure that the child is able to start school on time.

SEE: HCPS Pupil Progression Plan



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

#### **b. College and Career Readiness**

- 1. Describe the strategies the school uses to advance college and career awareness, which may include establishing partnerships with business, industry or community organizations.**
- 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 part may address the requirements of ESSA, P.L. No. 114-95, Â§ 1114(b)(6).

### **A. Problem Identification**

#### **1. Data to Support Problem Identification**

##### **b. Data Uploads**

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

The following documents were submitted as evidence for this section:

*No files were uploaded*

#### **2. Problem Identification Summary**

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

### **B. Problem Analysis Summary**

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

### **C. Strategic Goals**

## School Improvement Goals

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

### Problem Solving Key

**G** = Goal

**B** =  
Barrier

**S** = Strategy

 = Problem Solving Step     S123456 = Quick Key

## Strategic Goals Summary

- G1.** Build school capacity to utilize the problem solving process to create and sustain effective systems that support student achievement.
- G2.** Foster will implement a school wide behavior plan with fidelity.
- G3.** Student achievement will increase when teachers plan and deliver engaging lessons that require discussion, differentiation, and higher-order thinking.

## 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. Build school capacity to utilize the problem solving process to create and sustain effective systems that support student achievement.** 1a

G098658

**Targets Supported** 1b

Indicator	Annual Target
School Grade - Percentage of Points Earned	41.0

**Targeted Barriers to Achieving the Goal** 3

- Professional development for teachers is needed to fully and continually develop their talents
- Differentiated support is needed to support unique student needs
- Need for wraparound services

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

•

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

Our personnel is able to utilize the problem solving process to create and sustain effective systems that support student achievement

**Person Responsible**

Kimberly Thompson

**Schedule**

Annually, from 10/2/2017 to 5/25/2018

**Evidence of Completion**

KPI data, FSA data, school grade data, teacher evaluation data

**G2. Foster will implement a school wide behavior plan with fidelity.** 1a

G098659

**Targets Supported** 1b

Indicator	Annual Target
Discipline incidents	10.0

**Targeted Barriers to Achieving the Goal** 3

- Need to implement the school wide discipline action steps with fidelity and consistency.

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

- Whole school CHAMPS refresher training.
- CHAMPS fidelity walk throughs

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

A consistently implemented school wide behavior plan has resulted in improved student behavior.

**Person Responsible**

Kimberly Thompson

**Schedule**

Weekly, from 8/14/2017 to 5/25/2018

**Evidence of Completion**

Teacher feedback forms, and discipline reflection meetings with the faculty, EWS data, discipline data

**G3.** Student achievement will increase when teachers plan and deliver engaging lessons that require discussion, differentiation, and higher-order thinking. 1a

G098660

**Targets Supported** 1b

Indicator	Annual Target
Statewide Science Assessment Achievement	45.0
FSA ELA Achievement	45.0
FSA Mathematics Achievement	42.0

**Targeted Barriers to Achieving the Goal** 3

- Need to develop a framework for higher order thinking pedagogy

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

- On-Site Teacher Leader
- Content area coaches
- Monthly PD
- After school PLC aligned with domains for teaching best practices

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

Students are engaged in lessons that require discussion, differentiation, and higher-order thinking.

**Person Responsible**

Kimberly Thompson

**Schedule**

Quarterly, from 8/14/2017 to 5/25/2018

**Evidence of Completion**

Feedback forms categorized by area of instructional focus for each staff member, FSA data, interim assessments, EWS data, teacher evaluation data

## Action Plan for Improvement

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

### Problem Solving Key

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

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

**G1.** Build school capacity to utilize the problem solving process to create and sustain effective systems that support student achievement. **1**

 **G098658**

**G1.B1** Professional development for teachers is needed to fully and continually develop their talents **2**

 **B265504**

**G1.B1.S1** Provide professional development for teachers based upon the unique needs of the school to support student academic achievement, as reflected in the budget narrative. **4**

 **S281435**

### Strategy Rationale

1. Teachers will need to continually develop and improve to support the students at their schools. PD will be provided in a variety of platforms and at various times throughout the school year based upon the needs of the teachers, the students, and the school. Data from teacher evaluations, walkthroughs, and student achievement sources will be utilized to make decisions about the appropriateness of PD.

### Action Step 1 **5**

Provide supplemental support personnel (to be utilized for job-embedded PD to build teacher capacity such as coaching cycles, side-by-side coaching, modeling, planning support, data analysis support, etc, to include content coaches, success coaches, academic intervention specialists, behavior specialists, resource teachers)

Person Responsible

#### Person Responsible

Kimberly Thompson

#### Schedule

Daily, from 9/1/2017 to 8/31/2018

#### Evidence of Completion

Staff allocation report

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

Job-embedded support is being provided to teachers that supports the problem solving process and student academic achievement

**Person Responsible**

Kimberly Thompson

**Schedule**

Weekly, from 10/2/2017 to 5/25/2018

***Evidence of Completion***

Coaching Logs

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

Teachers are developing their capacity to deliver rigorous instruction, supporting student academic achievement

**Person Responsible**

Kimberly Thompson

**Schedule**


Daily, from 10/2/2017 to 5/25/2018

***Evidence of Completion***

Walkthrough/observation data, student academic data



**G1.B3** Differentiated support is needed to support unique student needs **2**

 B265506

**G1.B3.S1** Supplemental support may be needed to support struggling or advanced learners, based on data and the unique needs of the students at the school site, as reflected in the budget narrative. **4**

 S281436

**Strategy Rationale**

A research-based curriculum piece may be identified to meet a specific need at a school site, such as a specific reading intervention curriculum. Specific adult support such as an assistant teacher or aide to support PS-MTSS/Rtl implementation, will be identified by specific sites as reflected in the budget narrative.

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

Utilize assistant teachers/aides, NBE retired teachers, and certified teachers to support implementation of PS-MTSS/Rtl systems, as reflected in the budget narrative

**Person Responsible**

Kimberly Thompson

**Schedule**

Daily, from 9/1/2017 to 8/31/2018

***Evidence of Completion***

Staff allocation reports

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

Support personnel has been added

**Person Responsible**

Kimberly Thompson

**Schedule**

Biweekly, from 10/2/2017 to 5/25/2018

***Evidence of Completion***

Personnel records

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

Students and families supported through PS/MTSS-Rtl process

**Person Responsible**

Kimberly Thompson

**Schedule**

Quarterly, from 10/2/2017 to 5/25/2018

**Evidence of Completion**

EWS data

**G1.B4 Need for wraparound services** 2

 B265507

**G1.B4.S1** Include additional school personnel to support students and families as needed, as reflected in the budget narrative. 4 4

 S281437

**Strategy Rationale**

Assist school with implementation of PS-MTSS/Rti and tracking of EWS data

**Action Step 1** 5

Support students and families through additional support services personnel to include social workers, psychologists, guidance counselors - Support PS-MTSS/Rtl systems, track behavior and attendance, link families to essential services, facilitate expedited screening

**Person Responsible**

Kimberly Thompson

**Schedule**

Daily, from 9/1/2017 to 8/31/2018

**Evidence of Completion**

Staff allocation reports

**Plan to Monitor Fidelity of Implementation of G1.B4.S1** 6

Support personnel has been added

**Person Responsible**

Kimberly Thompson

**Schedule**

Biweekly, from 10/2/2017 to 5/25/2018

***Evidence of Completion***

Personnel records

**Plan to Monitor Effectiveness of Implementation of G1.B4.S1** 7

Students and families supported through PS/MTSS-Rtl process

**Person Responsible**

Kimberly Thompson


**Schedule**

Quarterly, from 10/2/2017 to 5/25/2018


***Evidence of Completion***

EWS data

**G2.** Foster will implement a school wide behavior plan with fidelity. **1**

 G098659

**G2.B2** Need to implement the school wide discipline action steps with fidelity and consistency. **2**

 B265509

**G2.B2.S1** Classroom walk-throughs and fidelity checks. **4**

 S281439

**Strategy Rationale**

To monitor the implementation of the school wide discipline plan.

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

Teachers will attend a CHAMPS training to learn how to implement the CHAMPS model in the classroom setting.

**Person Responsible**

Kimberly Thompson

**Schedule**

Weekly, from 8/14/2017 to 5/25/2018

***Evidence of Completion***

Evidence of classroom implementation through walkthroughs and record of attendance at CHAMPS training.

**Action Step 2** **5**

Establish a regular schedule/personnel assignment and feedback cycle for fidelity walkthroughs.

**Person Responsible**

Kimberly Thompson

**Schedule**

On 8/2/2017

***Evidence of Completion***

Calendar

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

Classroom walkthroughs and feedback

**Person Responsible**

Kimberly Thompson

**Schedule**

Weekly, from 8/14/2017 to 5/25/2018

***Evidence of Completion***

Teacher feedback forms and school wide discipline reports

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

School wide discipline plan action steps are being implemented with fidelity and consistency.

**Person Responsible**

Kimberly Thompson

**Schedule**

On 5/25/2018

***Evidence of Completion***

Monthly school wide discipline reports, walkthroughs, feedback cycles

**G3.** Student achievement will increase when teachers plan and deliver engaging lessons that require discussion, differentiation, and higher-order thinking. 1

G098660

**G3.B1** Need to develop a framework for higher order thinking pedagogy 2

B265510

**G3.B1.S1** Professional Development and Follow-Up 4

S281440

### Strategy Rationale

Weekly PLCs will occur that will align with domains and their components of the Charlotte Danielson rubric. The administration is responsible for ensuring this occurs through facilitations, coaching cycles, feedback through observations, and a binder will be provided collecting resources from the PD given.

### Action Step 1 5

Resources will be given through PD

#### Person Responsible

Rebecca Riddell

#### Schedule

Monthly, from 8/14/2017 to 5/25/2018

#### Evidence of Completion

Teachers will have evidence of resources in binders for display for administration during End Of Year evaluation.

### Action Step 2 5

Content resources will be given aligned with domain and component focus

#### Person Responsible

Rebecca Riddell

#### Schedule

Monthly, from 8/14/2017 to 5/25/2018

#### Evidence of Completion

Academic coach will conduct coaching cycles and provide hardcopy of resources and feedback. Resources will be used to place in Instructional Resource 3-inch binder.

**Action Step 3** 5

Spring Evaluation for Domain 4

**Person Responsible**

Kimberly Thompson

**Schedule**

On 5/25/2018

***Evidence of Completion***

Principal will meet with teacher and evidence of PD, resources, and feedback will be included in Instructional Resource binder to present.

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

Instructional data chats and faculty spotlight segments for those teachers attending and participating in PD

**Person Responsible**

Kimberly Thompson

**Schedule**

Weekly, from 8/14/2017 to 5/25/2018

***Evidence of Completion***

Copies of reoccurring PD, and faculty presentation handouts/presentation materials.

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

Monitor staff during walkthroughs to check for best practices being implemented

**Person Responsible**

Kimberly Thompson

**Schedule**


Daily, from 8/14/2017 to 5/25/2018

***Evidence of Completion***

Observation notes will be written on feedback form, copied for administration and for staff and placed in file.



**G3.B1.S2 Collaborative Planning (fixed schedule)** 4

 S281441

**Strategy Rationale**

Grade-level teams along with resource will meet to collaboratively plan weekly (based on grade-level decision). The Team Leader is responsible for ensuring this occurs. Evidence of plans aligned with best practices of the Danielson Framework will be submitted to administration team.

**Action Step 1** 5

Planning meetings and PLCs will be conducted with team members implementing best practices, including opportunities for PD/book studies

**Person Responsible**

Kimberly Thompson

**Schedule**

Weekly, from 8/14/2017 to 5/25/2018

**Evidence of Completion**

Teams will submit agenda, minutes, and resources to administration in reference to Team Meeting.

**Action Step 2** 5

Lesson plans demonstrating instructional differentiation and higher order thinking will be reviewed

**Person Responsible**

Kimberly Thompson

**Schedule**

Weekly, from 8/14/2017 to 5/25/2018

**Evidence of Completion**

**Plan to Monitor Fidelity of Implementation of G3.B1.S2** 6

Teachers will attend district PD, hold book study meetings, and attend after-school pedagogy PLCs

**Person Responsible**

Rebecca Riddell

**Schedule**

Monthly, from 8/10/2017 to 5/25/2018

***Evidence of Completion***

Teachers will present copy of in-service points from courses attended for PD, PLC notes, agendas

**Plan to Monitor Effectiveness of Implementation of G3.B1.S2** 7

Academic coaches will model lessons, plan, and provide feedback to teachers regarding their use of higher order thinking

**Person Responsible**

Rebecca Riddell

**Schedule**

Monthly, from 8/10/2017 to 5/25/2018

***Evidence of Completion***

Teachers will record evidence of what was observed in the classroom. It will be used to improve instruction.

**G3.B1.S3 Fidelity checks (fixed schedule)** 4

 S281442

**Strategy Rationale**

Grade-level teams will have an assigned PLC per week to focus on RTIs/Monitoring progress of students in content area selected. Interventions will be recorded based on student assessments(formative assessments throughout instruction).

**Action Step 1** 5

Monitoring progress of data within grade level teams

**Person Responsible**

Rebecca Riddell

**Schedule**

Weekly, from 8/14/2017 to 5/25/2018

***Evidence of Completion***

Assessment scores; data chats

**Action Step 2** 5

Student needs, staffing, Response to Intervention

**Person Responsible**

Sharon Bennett

**Schedule**

Every 2 Months, from 8/14/2017 to 5/25/2018

***Evidence of Completion***

Psychologist, ESE specialist, and Guidance counselor will monitor Rtl packets in student CUM folders to determine eligibility.

**Plan to Monitor Fidelity of Implementation of G3.B1.S3** 6

Data will be analyzed in PLCs to track teaching and higher order thinking, and for differentiation

**Person Responsible**

Rebecca Riddell

**Schedule**

Biweekly, from 8/14/2017 to 5/25/2018

***Evidence of Completion***

Formative assessment scores and anecdotal notes will be used to monitor student progress

**Plan to Monitor Effectiveness of Implementation of G3.B1.S3** 7

Problem Solving Leadership Team reviews reveal traces of higher order thinking by students, differentiation by teachers

**Person Responsible**

Kimberly Thompson


**Schedule**

Monthly, from 8/14/2017 to 5/25/2018

***Evidence of Completion***

Student data based on intervention techniques being used will determine the progress of students

**G3.B1.S4 Administration Walkthroughs** 4

 S281443

**Strategy Rationale**

Principal and Assistant Principal will conduct daily walkthroughs to ensure best practices through teaching is occurring. Immediate feedback will be given and placed in teacher's mailbox.

**Action Step 1** 5

Content area Walkthroughs with domains attached within descriptions

**Person Responsible**

Kimberly Thompson

**Schedule**

Daily, from 8/14/2017 to 5/25/2018

***Evidence of Completion***

Feedback on walkthrough form in One Drive available to the teacher

**Action Step 2** 5

Observations of teaching practices (instructional differentiation/higher order thinking/discussion) in the classroom

**Person Responsible**

Kimberly Thompson

**Schedule**

Daily, from 8/14/2017 to 5/25/2018

***Evidence of Completion***

Feedback on walkthrough form in One Drive available to the teacher

**Plan to Monitor Fidelity of Implementation of G3.B1.S4** 6

The expectations being discussed throughout the school year, occurring mostly at faculty meetings

**Person Responsible**

Kimberly Thompson

**Schedule**

Weekly, from 8/14/2017 to 5/25/2018

***Evidence of Completion***

PowerPoint slides shown at faculty meetings exhibiting best practices that staff display within their classrooms and on the school site.

**Plan to Monitor Effectiveness of Implementation of G3.B1.S4** 7

Individual meetings with staff members, evaluation data indicates that teachers are utilizing best practices and higher order thinking pedagogy

**Person Responsible**

Kimberly Thompson

**Schedule**

Biweekly, from 8/14/2017 to 5/25/2018

***Evidence of Completion***

Walkthrough forms, mentor feedback forms from school site Teacher Leader, and in-service points records will be present during the meeting.

















## 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>2018</b>					
G2.B2.S1.A2 A379550	Establish a regular schedule/personnel assignment and feedback cycle for fidelity walkthroughs.	Thompson, Kimberly	8/2/2017	Calendar	8/2/2017 one-time
G1.MA1 M411647	Our personnel is able to utilize the problem solving process to create and sustain effective...	Thompson, Kimberly	10/2/2017	KPI data, FSA data, school grade data, teacher evaluation data	5/25/2018 annually
G2.MA1 M411650	A consistently implemented school wide behavior plan has resulted in improved student behavior.	Thompson, Kimberly	8/14/2017	Teacher feedback forms, and discipline reflection meetings with the faculty, EWS data, discipline data	5/25/2018 weekly
G3.MA1 M411659	Students are engaged in lessons that require discussion, differentiation, and higher-order thinking.	Thompson, Kimberly	8/14/2017	Feedback forms categorized by area of instructional focus for each staff member, FSA data, interim assessments, EWS data, teacher evaluation data	5/25/2018 quarterly
G1.B1.S1.MA1 M411641	Teachers are developing their capacity to deliver rigorous instruction, supporting student academic...	Thompson, Kimberly	10/2/2017	Walkthrough/observation data, student academic data	5/25/2018 daily
G1.B1.S1.MA1 M411642	Job-embedded support is being provided to teachers that supports the problem solving process and...	Thompson, Kimberly	10/2/2017	Coaching Logs	5/25/2018 weekly
G1.B3.S1.MA1 M411643	Students and families supported through PS/MTSS-Rtl process	Thompson, Kimberly	10/2/2017	EWS data	5/25/2018 quarterly
G1.B3.S1.MA1 M411644	Support personnel has been added	Thompson, Kimberly	10/2/2017	Personnel records	5/25/2018 biweekly
G1.B4.S1.MA1 M411645	Students and families supported through PS/MTSS-Rtl process	Thompson, Kimberly	10/2/2017	EWS data	5/25/2018 quarterly
G1.B4.S1.MA1 M411646	Support personnel has been added	Thompson, Kimberly	10/2/2017	Personnel records	5/25/2018 biweekly
G2.B2.S1.MA1 M411648	School wide discipline plan action steps are being implemented with fidelity and consistency.	Thompson, Kimberly	8/14/2017	Monthly school wide discipline reports, walkthroughs, feedback cycles	5/25/2018 one-time
G2.B2.S1.MA1 M411649	Classroom walkthroughs and feedback	Thompson, Kimberly	8/14/2017	Teacher feedback forms and school wide discipline reports	5/25/2018 weekly
G2.B2.S1.A1 A379549	Teachers will attend a CHAMPS training to learn how to implement the CHAMPS model in the classroom...	Thompson, Kimberly	8/14/2017	Evidence of classroom implementation through walkthroughs and record of attendance at CHAMPS training.	5/25/2018 weekly
G3.B1.S1.MA1 M411651	Monitor staff during walkthroughs to check for best practices being implemented	Thompson, Kimberly	8/14/2017	Observation notes will be written on feedback form, copied for administration and for staff and placed in file.	5/25/2018 daily
G3.B1.S1.MA1 M411652	Instructional data chats and faculty spotlight segments for those teachers attending and...	Thompson, Kimberly	8/14/2017	Copies of reoccurring PD, and faculty presentation handouts/presentation materials.	5/25/2018 weekly
G3.B1.S1.A1 A379551	Resources will be given through PD	Riddell, Rebecca	8/14/2017	Teachers will have evidence of resources in binders for display for administration during End Of Year evaluation.	5/25/2018 monthly
G3.B1.S1.A2 A379552	Content resources will be given aligned with domain and component focus	Riddell, Rebecca	8/14/2017	Academic coach will conduct coaching cycles and provide hardcopy of resources and feedback. Resources will be used to place in Instructional Resource 3-inch binder.	5/25/2018 monthly



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## Foster Elementary School

Source	Task, Action Step or Monitoring Activity	Who	Start Date (where applicable)	Deliverable or Evidence of Completion	Due Date/End Date
G3.B1.S1.A3  A379553	Spring Evaluation for Domain 4	Thompson, Kimberly	8/14/2017	Principal will meet with teacher and evidence of PD, resources, and feedback will be included in Instructional Resource binder to present.	5/25/2018 one-time
G3.B1.S2.MA1  M411653	Academic coaches will model lessons, plan, and provide feedback to teachers regarding their use of...	Riddell, Rebecca	8/10/2017	Teachers will record evidence of what was observed in the classroom. It will be used to improve instruction.	5/25/2018 monthly
G3.B1.S2.MA1  M411654	Teachers will attend district PD, hold book study meetings, and attend after-school pedagogy PLCs	Riddell, Rebecca	8/10/2017	Teachers will present copy of in-service points from courses attended for PD, PLC notes, agendas	5/25/2018 monthly
G3.B1.S2.A1  A379554	Planning meetings and PLCs will be conducted with team members implementing best practices,...	Thompson, Kimberly	8/14/2017	Teams will submit agenda, minutes, and resources to administration in reference to Team Meeting.	5/25/2018 weekly
G3.B1.S2.A2  A379555	Lesson plans demonstrating instructional differentiation and higher order thinking will be reviewed	Thompson, Kimberly	8/14/2017		5/25/2018 weekly
G3.B1.S3.MA1  M411655	Problem Solving Leadership Team reviews reveal traces of higher order thinking by students,...	Thompson, Kimberly	8/14/2017	Student data based on intervention techniques being used will determine the progress of students	5/25/2018 monthly
G3.B1.S3.MA1  M411656	Data will be analyzed in PLCs to track teaching and higher order thinking, and for differentiation	Riddell, Rebecca	8/14/2017	Formative assessment scores and anecdotal notes will be used to monitor student progress	5/25/2018 biweekly
G3.B1.S3.A1  A379556	Monitoring progress of data within grade level teams	Riddell, Rebecca	8/14/2017	Assessment scores; data chats	5/25/2018 weekly
G3.B1.S3.A2  A379557	Student needs, staffing, Response to Intervention	Bennett, Sharon	8/14/2017	Psychologist, ESE specialist, and Guidance counselor will monitor RtI packets in student CUM folders to determine eligibility.	5/25/2018 every-2-months
G3.B1.S4.MA1  M411657	Individual meetings with staff members, evaluation data indicates that teachers are utilizing best...	Thompson, Kimberly	8/14/2017	Walkthrough forms, mentor feedback forms from school site Teacher Leader, and in-service points records will be present during the meeting.	5/25/2018 biweekly
G3.B1.S4.MA1  M411658	The expectations being discussed throughout the school year, occurring mostly at faculty meetings	Thompson, Kimberly	8/14/2017	PowerPoint slides shown at faculty meetings exhibiting best practices that staff display within their classrooms and on the school site.	5/25/2018 weekly
G3.B1.S4.A1  A379558	Content area Walkthroughs with domains attached within descriptions	Thompson, Kimberly	8/14/2017	Feedback on walkthrough form in One Drive available to the teacher	5/25/2018 daily
G3.B1.S4.A2  A379559	Observations of teaching practices (instructional differentiation/higher order thinking/discussion)...	Thompson, Kimberly	8/14/2017	Feedback on walkthrough form in One Drive available to the teacher	5/25/2018 daily
G1.B1.S1.A1  A379546	Provide supplemental support personnel (to be utilized for job-embedded PD to build teacher...	Thompson, Kimberly	9/1/2017	Staff allocation report	8/31/2018 daily
G1.B3.S1.A1  A379547	Utilize assistant teachers/aides, NBE retired teachers, and certified teachers to support...	Thompson, Kimberly	9/1/2017	Staff allocation reports	8/31/2018 daily
G1.B4.S1.A1  A379548	Support students and families through additional support services personnel to include social...	Thompson, Kimberly	9/1/2017	Staff allocation reports	8/31/2018 daily

## V. Professional Development Opportunities

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

**G1.** Build school capacity to utilize the problem solving process to create and sustain effective systems that support student achievement.

**G1.B1** Professional development for teachers is needed to fully and continually develop their talents

**G1.B1.S1** Provide professional development for teachers based upon the unique needs of the school to support student academic achievement, as reflected in the budget narrative.

### PD Opportunity 1

Provide supplemental support personnel (to be utilized for job-embedded PD to build teacher capacity such as coaching cycles, side-by-side coaching, modeling, planning support, data analysis support, etc, to include content coaches, success coaches, academic intervention specialists, behavior specialists, resource teachers) Person Responsible

#### Facilitator

Coaches and Resource Teachers

#### Participants

Faculty

#### Schedule

Daily, from 9/1/2017 to 8/31/2018

**G2.** Foster will implement a school wide behavior plan with fidelity.

**G2.B2** Need to implement the school wide discipline action steps with fidelity and consistency.

**G2.B2.S1** Classroom walk-throughs and fidelity checks.

### PD Opportunity 1

Teachers will attend a CHAMPS training to learn how to implement the CHAMPS model in the classroom setting.

#### Facilitator

District Personnel

#### Participants

All instructional staff

#### Schedule

Weekly, from 8/14/2017 to 5/25/2018

**G3.** Student achievement will increase when teachers plan and deliver engaging lessons that require discussion, differentiation, and higher-order thinking.

**G3.B1** Need to develop a framework for higher order thinking pedagogy

**G3.B1.S1** Professional Development and Follow-Up

**PD Opportunity 1**

Resources will be given through PD

**Facilitator**

Content coaches/Administrative Team

**Participants**

Teachers

**Schedule**

Monthly, from 8/14/2017 to 5/25/2018

**PD Opportunity 2**

Content resources will be given aligned with domain and component focus

**Facilitator**

Content coaches/Administrative Team

**Participants**

Teachers

**Schedule**

Monthly, from 8/14/2017 to 5/25/2018

## 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	<b>Provide supplemental support personnel (to be utilized for job-embedded PD to build teacher capacity such as coaching cycles, side-by-side coaching, modeling, planning support, data analysis support, etc, to include content coaches, success coaches, academic intervention specialists, behavior specialists, resource teachers) Person Responsible</b>				<b>\$105,744.00</b>
	Function	Object	Budget Focus	Funding Source	FTE	2017-18
	5100	120-Classroom Teachers	1481 - Foster Elementary School	UniSIG	0.83	\$50,287.00
Notes: 83% of 1 Math Resource Teacher along with fringe benefits						
	5100	510-Supplies	1481 - Foster Elementary School	UniSIG	0.0	\$345.00
Notes: Classroom Supplies to include copy paper, ink, markers, chart paper						
	6400	130-Other Certified Instructional Personnel	1481 - Foster Elementary School	UniSIG	0.83	\$55,112.00
Notes: 83% of 1.0 Reading Coach along with fringe benefits						
2	G1.B3.S1.A1	<b>Utilize assistant teachers/aides, NBE retired teachers, and certified teachers to support implementation of PS-MTSS/Rtl systems, as reflected in the budget narrative</b>				<b>\$25,378.00</b>
	Function	Object	Budget Focus	Funding Source	FTE	2017-18
	6150	150-Aides	1481 - Foster Elementary School	UniSIG	0.83	\$25,378.00
Notes: 83% of 1.0 Parent Liaison Aide along with fringe benefits						
3	G1.B4.S1.A1	<b>Support students and families through additional support services personnel to include social workers, psychologists, guidance counselors - Support PS-MTSS/Rtl systems, track behavior and attendance, link families to essential services, facilitate expedited screening</b>				<b>\$52,418.00</b>
	Function	Object	Budget Focus	Funding Source	FTE	2017-18
	6110	130-Other Certified Instructional Personnel	1481 - Foster Elementary School	UniSIG	0.33	\$20,218.00
Notes: 83% of .4 Site based Social Worker along with fringe benefits						
	6140	130-Other Certified Instructional Personnel	1481 - Foster Elementary School	UniSIG	0.33	\$23,860.00
Notes: 83% of .4 School Psychologist along with fringe benefits						
	7200	391-Subagreements up to \$25,000	1481 - Foster Elementary School	UniSIG	0.0	\$8,340.00
Notes: Indirect Cost @ 4.76%						

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4	G2.B2.S1.A1	Teachers will attend a CHAMPS training to learn how to implement the CHAMPS model in the classroom setting.	\$0.00
5	G2.B2.S1.A2	Establish a regular schedule/personnel assignment and feedback cycle for fidelity walkthroughs.	\$0.00
6	G3.B1.S1.A1	Resources will be given through PD	\$0.00
7	G3.B1.S1.A2	Content resources will be given aligned with domain and component focus	\$0.00
8	G3.B1.S1.A3	Spring Evaluation for Domain 4	\$0.00
9	G3.B1.S2.A1	Planning meetings and PLCs will be conducted with team members implementing best practices, including opportunities for PD/book studies	\$0.00
10	G3.B1.S2.A2	Lesson plans demonstrating instructional differentiation and higher order thinking will be reviewed	\$0.00
11	G3.B1.S3.A1	Monitoring progress of data within grade level teams	\$0.00
12	G3.B1.S3.A2	Student needs, staffing, Response to Intervention	\$0.00
13	G3.B1.S4.A1	Content area Walkthroughs with domains attached within descriptions	\$0.00
14	G3.B1.S4.A2	Observations of teaching practices (instructional differentiation/higher order thinking/discussion) in the classroom	\$0.00
<b>Total:</b>			<b>\$183,540.00</b>