

Volusia County Schools

# Edith I. Starke Elementary School



## 2018-19 Schoolwide Improvement Plan

## Edith I. Starke Elementary School

730 S PARSONS AVE, Deland, FL 32720

<http://myvolusiaschools.org/school/starke/pages/default.aspx>

### School Demographics

School Type and Grades Served (per MSID File)	2017-18 Title I School	2017-18 Economically Disadvantaged (FRL) Rate (as reported on Survey 3)
Elementary School PK-5	Yes	96%
Primary Service Type (per MSID File)	Charter School	2018-19 Minority Rate (Reported as Non-white on Survey 2)
K-12 General Education	No	78%

### School Grades History

Year	2017-18	2016-17	2015-16	2014-15
Grade	C	C	C	F*

*\*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 Volusia 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.

### 2018-19 DA Category and Statuses for Edith I. Starke Elementary School

DA Region and RED	DA Category and Turnaround Status
Southeast - <a href="#">LaShawn Russ-Porterfield</a>	- N/A

## I. Part I: Current School Status

### A. Supportive Environment

#### 1. School Mission and Vision

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

The Edith I. Starke Elementary learning community meets all challenges by building on the strengths and diversity of our community. We hold high expectations for all students, ensuring their success in learning.

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

All students at Edith I. Starke Elementary achieve success due to a diverse, caring, committed learning community of teachers, families, school support staff and community partners. Research-based teaching strategies and a positive school environment close the achievement gap and inspire each student to become a contributing citizen.

#### 2. School Environment

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

At Starke Elementary, we encourage cooperative learning and collaboration between teachers through Professional Learning Communities (PLC'S) and by establishing an Academic Leadership Team that meets on a regular basis. Students also learn school wide strategies to work collaboratively with each other. Teachers communicate daily with parents by using either a daily planner or homework communication folder. Teachers facilitate parent conferences and others utilize student led conferences. Teachers hold data chats with their students to gain a better perspective on student personal goals. We have numerous family nights throughout the school year that address not only academic content, but also cultural events. We welcome parent involvement as volunteers. We have implemented a school student leadership team over the past couple of years, and this year we are adding a fourth and fifth grade SGA.

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

At Starke Elementary we promote a safe environment by utilizing teachers and staff for arrival and dismissal procedures located throughout the campus. Fifth grade students have been selected to be safety patrols at various posts. During the school day all classrooms remain locked, all visitors are required to check in at the front office and require a pass. Our school will be trained in PBIS(Positive Behavior Interventions & Support), support staff will use Koala dollars to reinforce smart choices within classrooms and throughout the campus. Throughout the school day students are encouraged to display their PRIDE (Positive Attitude, Respect, Integrity, Discipline and Excellence). The security team routinely practices emergency drills and follows up with a meeting to discuss effectiveness and concerns. We now have fencing up around the complete school with only one entry point after the first bell has rang. We also have a School Guardian on campus every day.

##### 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.

The teachers will receive professional development in PBIS and CHAMPS. Follow-up training and support will be provided by Academic Leadership Team members as needed. Teachers post classroom rules and expectations and reward students for demonstrating P.R.I.D.E. Students were informed of the school-wide expectations by the Principal in P.R.I.D.E assembly during the first week of school. They are held accountable to all school rules and are given consequences according to the teachers behavior management system. The school uses Koala dollars to reinforce appropriate behavior. We have also implemented a Cafeteria system where classes can earn Koala Coins if their table shows Koala P.R.I.D.E. On occasion, students will participate in Fun Friday end of the day activities for outstanding behavior and/or academic achievement.

**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.**

Starke has a full-time counselor that will be working with students individually, in small groups and whole group lessons. Starke's community partners provide catalyst mentors to meet with students who are considered high risk for one-on-one mentoring. The classroom teachers focus on character building and cooperative learning in order to build a supportive learning environment that enhances self confidence.

### 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.**

There are a total of 31 students attending Starke Elementary with attendance below the 90 percent. There were 36 students that had one or more suspensions at Starke Elementary for the 2017-2018 school year  
There were 31 students that scored a level 1 or had a deficiency in ELA or Math at Starke Elementary.

**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	3	3	5	6	7	7	0	0	0	0	0	0	0	31
One or more suspensions	3	3	5	5	14	6	0	0	0	0	0	0	0	36
Course failure in ELA or Math	0	0	0	0	1	0	0	0	0	0	0	0	0	1
Level 1 on statewide assessment	0	0	0	8	15	7	0	0	0	0	0	0	0	30

**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	3	3	5	9	17	9	0	0	0	0	0	0	0	46

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

We are focusing on attendance having students keep track of days present. Implementing PBIS and SEL with our students. Focusing on the Lowest quartile with our intervention teachers.

## 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 accessible through the Continuous Improvement Management System (CIMS) at <https://www.floridacims.org/documents/658137>.

### **2. Description**

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

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

The school builds and sustains partnerships with local community by holding such events as: community welcome back to school event, SAC, parent nights, partnership with Stetson and local business partners. Local churches and other organizations provide backpacks and supplies for students and teachers. PTA offers many opportunities throughout the year for family and community involvement. We have a contact person that helps seek out support for Starke.

## 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
Copeland, Dwayne	Principal
Ruppen, Jessica	Instructional Coach
Ahr, Eileen	Assistant Principal
Fontaine, Victoria	Teacher, K-12
Cervantes, Amy	Instructional Coach

#### **b. Duties**

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



The school-based MTSS leadership team identifies school based resources (both materials and personnel) to determine the continuum of academic and behavioral supports available to students at the individual school site. Academic and behavioral data are considered in order to determine priorities and functions of other existing teams (e.g., Problem Solving Teams, Behavior Leadership Teams, and Professional Learning Communities). The Problem Solving process (i.e., Problem Identification, Analysis of Problem, Intervention Implementation and Response to Intervention) is used as the way of work of all teams and not just for individual student concerns. Adherence to the Problem Solving process ensures that individual, class-wide, and school-wide issues are addressed systematically with data; that interventions (supports) are tiered to the targeted problems; and that a plan is in place to monitor progress.

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

The school improvement plan is data driven and focuses on areas of school- based need for both specific content areas as well as specific student populations. Similarly, MTSS is a data-driven framework that seeks to find solutions/resources matched in intensity to student need in academic and behavioral areas. The MTSS framework follows the district's four-step problem solving process, with Rtl as an integral component of the process. As a result, the school improvement plan is based on a strategic analysis of data, and identified resources (as identified by the MTSS school based leadership team) are matched to the needs of the students/schools. Building the SIP within the context of MTSS results in the school determining the areas of most significant need and, as importantly, enables the school to develop a plan that can be addressed based on existing resources.

#### Title I, Part A

Under Title I Part A our school works with outside agencies that provide specific services to targeted children and their families. These organizations team with our school to provide specific services to students, parents, and staff, including all special needs groups. It is the expectation of those involved in these partnerships that the activities and services will benefit the students by providing the children served with the support, tools, and materials they need to be ready to learn as they move down the appropriate path to graduation.

Programs supported by Title I at Edith I Starke Elementary....

- \*Instructional Coaches (2/5, 3/4, and Primary) for the purpose of comprehensive staff development
- \*Instructional intervention teachers (reading and math)
- \*Family Center Para-professional who facilitates our extensive parent involvement program
- \*Supplemental Tutoring before or after school
- \*Supplemental materials and supplies needed to close the achievement gap
- \*Supplemental funds for ongoing staff development as determined by the results of FSA data
- \*Parent To Kids workshops to teach literacy skills to parents so they can help their children to become better readers

#### Title I, Part C- Migrant

The District Migrant Education Program Coordinator, Migrant Advocates and Migrant Recruiters work together to provide services and support to the migrant students and their parents. The MEP Coordinator works with Title I and other programs to ensure student needs are met. The Migrant Education Program provides the following:

- Academic Assistance through credit accrual/recovery, tutoring, and summer school
- Translation Services for parent/teacher conferences
- Parental support through parent/kid activity nights and workshops on school success

- Migrant Parent Advisory Council (MPAC)
- Medical Assistance through referrals to outside community agencies
- Food Assistance through referrals to food assistance programs

#### Title I, Part D

The district receives funds to support the N & D programs to accelerate the rate of student achievement and close the achievement gaps for students in these programs. Services are coordinated with district DJJ and Neglected programs. Students are transitioned from DJJ centers back into the district schools with a transition plan to ensure academic and social success.

#### Title II

The district receives federal funds to provide access to Professional Development activities for public and private school teachers and principals in the core subject areas to ensure quality instruction and student success.

#### Title III

The District ESOL Coordinator and staff provide ongoing support and Professional Development to teachers to ensure instructional best practices are utilized. Teachers consistently monitor the progress of ELL students to identify specific needs, as well as target interventions and enrichments that ensure the appropriate pathway toward graduation.

#### Title X- Homeless

The school works closely with Pam Woods, Title X Coordinator, to ensure that homeless students have the materials and resources they need to be successful.

#### Supplemental Academic Instruction (SAI)

The district provides remedial and supplemental instructional resources to students who fail to meet performance levels.

#### Violence Prevention Programs...

Edith I Starke Elementary offers the following non-violence and anti-drug programs: Our P.R.I.D.E Expectations are taught and modeled throughout the year. We participate in the Red Ribbon Week and encourage all of our students to participate in the week long activities.....

#### Nutrition Programs

Edith I Starke Elementary offers a variety of nutrition programs including: Healthy Care program, Safe Routes to School, Walk to School, Flu Shots, Dental program where students get free sealants on their teeth. Finally we our students who participate in SNA have health classes.

#### Housing Programs

N/A

#### Head Start

The District, in conjunction with the Head Start agency serving the community, coordinates efforts to promote continuity of services and effective transitions for children and their families. These include:

- Providing the opportunity for ongoing channels of communication with Head Start to facilitate coordination of programs and for shared expectations for children's learning and development as the children transition to elementary school.
- Assisting in the development of a systematic procedure for transferring, with parental consent, Head Start program records, for each participating child to the school in which such child will enroll.
- Collaborating and participating in joint Professional Development, including transition-related training for school staff and Head Start staff when feasible.
- Coordinating the services being provided by Head Start with services in elementary schools.

- Providing to the Head Start agency local public school policies, kindergarten registration and other relevant information to ease the transition of children and families from Head Start.

Adult Education  
N/A

Career and Technical Education  
N/A

Job Training  
Edith I Starke Elementary offers students' career awareness opportunities through Jr. Achievement programs, job shadowing opportunities, guest speakers from business and industry, and field trips to business and industry locations.

## 2. School Advisory Council (SAC)

### a. Membership

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

Name	Stakeholder Group
Kahlin Morris	Teacher
Dwayne Copeland	Principal
Rev. Wilbert A. Ridgley, Jr.	Business/Community
Kevin Winchell	Business/Community
Sandra Huitando	Parent
Judith Thompson	Business/Community
Maria Cristina Ibarra	Parent
Savannah Woide	Business/Community
Eilene Ahr	Principal
Amber Finnicum-Simmons	Business/Community
Blanca Estela Vara	Parent
Ema Valerio	Parent
Yesika Vargas	Parent
Loyda Bartolon	Student
	Student
Gail Loose	Education Support Employee

### 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

The SAC looks at the school wide data from the previous school year and determines whether the SIP was effective. After that determination is made they brainstorm barriers and strategies and discuss ways to move forward on this years SIP.

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

The School Leadership team looks at the school wide data, reviews the previous school improvement plan, brainstorms barriers and strategies and shares the draft with the staff and SAC. Both staff and SAC provide feedback in order to develop the current school improvement plan. Staff also made suggestions for professional development to support SIP. SAC members and staff made minor suggestions to the wording of our goal.

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

The school's annual budget and plan are shared for input and discussion at the Back to School Title 1 Open House. SAC balance from 2017-2018 school year was shared at first SAC meeting. Updates on the school's budget, spending, and progress indicators are shared at monthly SAC meetings. The plan for spending is to provide forms to teachers in order to submit SAC grants, which will enhance student achievement and is aligned to the school goal.

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

School improvement funds are allocated based on requests submitted by faculty and staff for projects related to support of school improvement goals. Each request is evaluated by the SAC and voted upon for approval.

Materials and Resources- \$920

Field trips- \$755

Safety Patrols- \$250

**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
Cervantes, Amy	Instructional Coach
Fontaine, Victoria	Teacher, K-12
Ahr, Eileen	Assistant Principal
Copeland, Dwayne	Principal
Ruppen, Jessica	Instructional Coach

**b. Duties**

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

- \*analyzing data
- \*aligning lessons/ assessments to standards
- \*school wide interventions
- \*school wide family literacy night
- \*parents to kids sessions
- \*reading counts

- \*young authors
- \*story book parade
- \*social studies fair
- \*literacy PD needs
- \*exemplar text selection
- \*literacy week
- \*Veterans Day
- \*multi-cultural night
- \*literacy nights

## 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.

This year we are continuing with Professional Learning Communities (PLC). Our focus this year is to deepen the implementation of our PLC through continued Professional Learning. We have a teams collaborate on lesson plans and share resources. Instructional coaches, teachers, and other support staff attend weekly Koala Collaboration meetings. Many teams meet weekly to plan and may invite academic coaches in order to support classroom teachers with content knowledge, pedagogy, and resources. Leadership team celebrates successes. Each month we honor a teacher of the month and a staff member of the month. Our sunshine committee organizes social gatherings.

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

1. New Teacher Programs (Individualized PD, mentors, peer classroom visits, other site visits, coaching support)- Adminsitration, PAR
2. Leadership Opportunities- adminstrator
3. Professional Development- administration, instructional coaches, teacher leaders
4. PLC Activities- administration, instructional coaches, teacher leaders
5. Participation in District Job Fair and Recruitment Activities- administration
6. Attempting to keep new teachers at the same grade level for at least 2 consecutive years.

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

Each first year teacher is assigned a PAR, and has access to an academic coach that will work with the teachers one on one and assist in any way. Academic Coaches are divided up by grade levels and support all subjects. They will meet during planning and before or after school. PARS as well as coaches will help with the general housekeeping of the school, lesson plans, and other requested services.

The following teachers are assigned to Ms. Altier (PAR)  
Laney King

Year 2 teachers include:  
Elizabeth Lizalde  
Brooke Anderson

## 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.**

Teacher's at all grade levels utilize curriculum maps and modules that have been created by district teams. They are aligned to the Florida standards and they include suggested research based resources. Additionally, teacher teams and instructional coaches create common formative and summative assessments to monitor student achievement. School leaders and teachers are given significant professional development on the implementation of the curriculum maps, resources, and assessments.

PLCs, and instructional coaches help ensure that instruction is aligned to the Florida Standards, well-paced, engaging, differentiated, and rigorous.

## **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.**

Collaborative planning allows teachers to participate in weekly plc's to review assessment data to drive instruction accordingly. Extended PLC's after school will be utilized when necessary. Assessment data is used to identify groups of students to receive targeted instruction during an intervention period. During this intervention time the students are deployed to an expert teacher. Our teachers, coaches and intervention teachers collaboratively create lessons that coincide with the students targeted needs. Students requiring intensive remediation receive additional support from intervention teachers, student tutors as well as teacher tutors. Students not responding to intervention are brought up for PST and progress monitored.

Administrators walk through classes daily and identify areas on which follow-up coaching is needed. Coaches diligently complete the coaches cycle to provide maximum support and specific feedback. Coaches and veteran teachers model lessons for novice teachers. Academic Leadership team supports each other and colleagues as needed.

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

**Strategy: After School Program**

**Minutes added to school year: 81,000**

SIPPS has four levels that are utilized during reading intervention an hour of each school day. The curriculum addresses all components of reading, turning the struggling reader into a skilled reader through daily, explicit, and systematic instruction focused on phonemic awareness and critical content. Mastery is assessed and determined mostly during independent practice portion of the activities by the teacher. Student progress is monitored and changes are made monthly to meet their needs.

Volusia County STAR tutoring program - this program is provided for students who are not meeting grade level expectations and proficiency on state standards. It is taught by certified teachers and uses research-based materials and/or strategies.

ESOL tutoring is offered to the highest need students.

Parent to Kid Program - offered mid-year inviting families of primary students to learn reading strategies to help their child or children in the reading process at home.

After school planning and extended PLC to address needs for implementation of differentiated small group instruction.

**Strategy Rationale**

To promote rigor and to increase proficiency in math, reading and science to insure that the needs of all students are being met.

**Strategy Purpose(s)**

- Core Academic Instruction
- Enrichment
- Teacher collaboration, planning and professional development

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

Copeland, Dwayne , dcopelan@volusia.k12.fl.us

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

Data is collected through classroom assessments, county based testing, and state testing. Information gathered is used to create tutoring groups, differentiate instruction, and determine the skill, content, and standards being taught.

**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.**



The District, in conjunction with the local Head Start agency, Early Learning Coalition, VPK Sites and other local pre-school facilities, coordinates efforts to promote continuity of services and effective transitions for children and their families. These include:

- Providing the opportunity for ongoing communication between agencies to facilitate coordination of programs and shared expectations for children's learning and development as the children transition to elementary school.
- Collaborating and participating in joint professional development, including transition-related training for school staff and pre-school staff when feasible.
- Utilizing pre-school assessments to monitor readiness skills for students transitioning from pre-school to kindergarten.
- Providing to the pre-school agencies local public school policies, kindergarten registration, kindergarten orientation and other relevant information to ease the transition of children and families.

#### **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.** If all teachers at Starke Elementary work collaboratively to strengthen core instruction in both whole group and small group, then achievement will increase in all content areas.

## Strategic Goals Detail

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

**G1.** If all teachers at Starke Elementary work collaboratively to strengthen core instruction in both whole group and small group, then achievement will increase in all content areas. **1a**

 G100495

**Targets Supported** **1b**

Indicator	Annual Target
FCAT 2.0 Science Proficiency	59.0
FSA Mathematics Achievement	65.0
FSA ELA Achievement	47.0
ELA/Reading Lowest 25% Gains	45.0
ELA/Reading Gains	45.0
Math Lowest 25% Gains	50.0
Math Gains	67.0

**Targeted Barriers to Achieving the Goal** **3**

- Novice and veteran teachers have a lack knowledge of the content and best practices in whole group instruction, and focused structured small group instruction.

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

- \*Professional Development days and early release days school choice \*Technology programs for math and reading (SuccessMaker, Waterford) \*School wide Reading programs & resources (SIPPS, curriculum maps and modules) \*School wide Math programs (Lakeshore, AIMS, modules) \*School wide Science Coach resource book grades 5 \*additional science resources (AIMS, Envision) \*Academic Coaching staff (3 coaches) \*Intervention teachers (Math/Reading/ESE/ESOL) \*Bi-Weekly PLC and weekly Koala Collaboration \*science consumables \*math manipulatives \*Teacher Leaders/Academic Leadership team \*ELA Coach Books

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

SIP Progress Monitoring Meeting

**Person Responsible**

Eileen Ahr

**Schedule**

Semiannually, from 8/28/2018 to 5/14/2019

**Evidence of Completion**

Feedback received from stakeholders and the data for each component.

## 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

 = Problem Solving Step     S123456 = Quick Key


**G1.** If all teachers at Starke Elementary work collaboratively to strengthen core instruction in both whole group and small group, then achievement will increase in all content areas. 1

 G100495

**G1.B1** Novice and veteran teachers have a lack knowledge of the content and best practices in whole group instruction, and focused structured small group instruction. 2

 B270963

**G1.B1.S1** Weekly and Monthly PLCS provide time for teams to collaborate on what it is we expect students to learn, how will we know if they have learned it, what will we do if they don't, what will we do if they have. 4

 S286883

### Strategy Rationale

We recognize that when teachers collaborate and share best practices and knowledge on instructional strategies not only will their capacity increase, but student learning will increase.

### Action Step 1 5

Provide a review of Starke's structures and expectations of PLCs that will also include next steps for grade level PLCs.

#### Person Responsible

Dwayne Copeland

#### Schedule

On 8/8/2017

#### Evidence of Completion

Attending all PLC meetings and provide feedback to teams as needed, minutes, agendas, sign sheets

### Action Step 2 5

Administration will observe and support PLC Teams in action, provide feedback to move each team forward.

#### Person Responsible

Eileen Ahr

#### Schedule

Every 6 Weeks, from 8/21/2017 to 5/21/2018

#### Evidence of Completion

Agenda and minutes

**Action Step 3** **5**

Plan and Facilitate Monthly PLCs

**Person Responsible**

Eileen Ahr

**Schedule**

Monthly, from 9/11/2018 to 5/14/2019

***Evidence of Completion***

Agenda and Minutes

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

Determine status towards effective PLC implementation

**Person Responsible**

Eileen Ahr

**Schedule**

Weekly, from 8/21/2017 to 5/21/2018

***Evidence of Completion***

Administration attending PLCs weekly, PLC agenda, minutes and products self assessment-  
PLC rubric

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

Monthly School-wide PLC

**Person Responsible**

Eileen Ahr


**Schedule**

Monthly, from 9/11/2018 to 5/14/2019

***Evidence of Completion***

Observations, Feedback from faculty, Learning Walk Data for School Wide Trends

## G1.B1.S2 Standards Study 4

 S286884

### Strategy Rationale

Teachers will have a deeper understanding of standard, strategies and misconceptions.

### Action Step 1 5

Teachers will analyze and determine the standard(s) based on 2017-2018 FSA/VXT data.

#### Person Responsible

Amy Cervantes

#### Schedule

Weekly, from 8/21/2018 to 5/14/2019

#### Evidence of Completion

PLC agendas, the outcome of the PLCs

### Action Step 2 5

Studying the vertical alignment of the standards during action step 1.

#### Person Responsible

Amy Cervantes

#### Schedule

Triannually, from 9/11/2018 to 5/14/2019

#### Evidence of Completion

I-Ready

### Action Step 3 5

Learning Walks

#### Person Responsible

Eileen Ahr

#### Schedule

Weekly, from 8/21/2018 to 5/14/2019

#### Evidence of Completion

Evidence of Attendance and sign-in sheets.

**Action Step 4** 5

**Person Responsible**

**Schedule**

***Evidence of Completion***

**Action Step 5** 5

**Person Responsible**

**Schedule**

Semiannually, from 9/1/2016 to 5/26/2017

***Evidence of Completion***

**Plan to Monitor Fidelity of Implementation of G1.B1.S2** 6

Standards Study

**Person Responsible**

Amy Cervantes

**Schedule**

Monthly, from 8/21/2018 to 5/14/2019

***Evidence of Completion***

PLC minutes



**Plan to Monitor Effectiveness of Implementation of G1.B1.S2** 7

Observations, walk-through data collection, Learning Walk data trends

**Person Responsible**

Eileen Ahr

**Schedule**

Monthly, from 9/11/2018 to 5/14/2019

***Evidence of Completion***

student data; common assessments, teacher impact

**G1.B1.S3** Conducting Learning walks to identify and analyze school wide trends that will improve core instruction and specific feedback provided to the students. 4

 S286885

### Strategy Rationale

Learning walks will give teachers the opportunity to increase knowledge by observing best practices and student engagement to strengthen our core instruction by using best practices.

### Action Step 1 5

Schedule a minimum of two learning walks for the year,

#### Person Responsible

Eileen Ahr

#### Schedule

Semiannually, from 9/19/2017 to 9/18/2018

#### Evidence of Completion

On the calendar

### Action Step 2 5

Conduct the learning walk

#### Person Responsible

Eileen Ahr

#### Schedule

Semiannually, from 9/18/2018 to 5/14/2019

#### Evidence of Completion

School wide trends

### Action Step 3 5

Share Learning Walk Data

**Person Responsible**

Eileen Ahr

**Schedule**

Semiannually, from 9/18/2018 to 5/21/2019

***Evidence of Completion***

Faculty meeting agenda

### Plan to Monitor Fidelity of Implementation of G1.B1.S3 6

Learning walk teams will use the IPG tools to gather data on school wide trends.

**Person Responsible**

Amy Cervantes

**Schedule**

Semiannually, from 9/18/2018 to 5/14/2019

***Evidence of Completion***

Data from walks and analysis of results.

### Plan to Monitor Effectiveness of Implementation of G1.B1.S3 7

Compare rubric data from initial walk through to continuous walk throughs

**Person Responsible**

Eileen Ahr


**Schedule**

Semiannually, from 9/18/2018 to 5/14/2019

***Evidence of Completion***

Growth in our walk through data

**G1.B1.S4** The implementation of SEL **4**

 S286886

**Strategy Rationale**

We will be implementing SEL to establish a classroom environment that is safe for students to take risks.

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

The guidance counselor will create a survey for our teachers to give input needs assessment for our students.

**Person Responsible**

Eileen Ahr

**Schedule**

On 5/21/2019

***Evidence of Completion***

Survey data

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

The guidance counselor will create groups and plan to support their needs.

**Person Responsible**

Eileen Ahr

**Schedule**

Weekly, from 8/28/2018 to 5/14/2019

***Evidence of Completion***

**Plan to Monitor Fidelity of Implementation of G1.B1.S4** 6

Guidance Counselor schedule with groups

**Person Responsible**

Eileen Ahr

**Schedule**

Weekly, from 8/28/2018 to 5/21/2019

***Evidence of Completion***

Monthly meetings with administration

**Plan to Monitor Effectiveness of Implementation of G1.B1.S4** 7

We will monitor discipline data

**Person Responsible**

Dwayne Copeland

**Schedule**

Monthly, from 9/28/2018 to 5/21/2019

***Evidence of Completion***

Referrals and suspensions

## V. Professional Development Opportunities

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

**G1.** If all teachers at Starke Elementary work collaboratively to strengthen core instruction in both whole group and small group, then achievement will increase in all content areas.

**G1.B1** Novice and veteran teachers have a lack knowledge of the content and best practices in whole group instruction, and focused structured small group instruction.

**G1.B1.S1** Weekly and Monthly PLCs provide time for teams to collaborate on what it is we expect students to learn, how will we know if they have learned it, what will we do if they don't, what will we do if they have.

### PD Opportunity 1

Provide a review of Starke's structures and expectations of PLCs that will also include next steps for grade level PLCs.

#### Facilitator

Mr. Copeland and school leadership team

#### Participants

Faculty

#### Schedule

On 8/8/2017

### PD Opportunity 2

Administration will observe and support PLC Teams in action, provide feedback to move each team forward.

#### Facilitator

Administration, Instructional Coaches Teacher Leaders, District Facilitators

#### Participants

Faculty/Staff

#### Schedule

Every 6 Weeks, from 8/21/2017 to 5/21/2018

## 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	Provide a review of Starke's structures and expectations of PLCs that will also include next steps for grade level PLCs.				\$0.00
	Function	Object	Budget Focus	Funding Source	FTE	2018-19
			6441 - Edith I. Starke Elem. School	Title I, Part A		\$0.00
			Notes: Reading Coach will develop			
2	G1.B1.S1.A2	Administration will observe and support PLC Teams in action, provide feedback to move each team forward.				\$16,000.00
	Function	Object	Budget Focus	Funding Source	FTE	2018-19
			6441 - Edith I. Starke Elem. School	Title I, Part A		\$16,000.00
			Notes: Administration and coaches are responsible to review survey and come up with a plan			
3	G1.B1.S1.A3	Plan and Facilitate Monthly PLCs				\$0.00
4	G1.B1.S2.A1	Teachers will analyze and determine the standard(s) based on 2017-2018 FSA/VXT data.				\$0.00
5	G1.B1.S2.A2	Studying the vertical alignment of the standards during action step 1.				\$0.00
6	G1.B1.S2.A3	Learning Walks				\$5,000.00
	Function	Object	Budget Focus	Funding Source	FTE	2018-19
			6441 - Edith I. Starke Elem. School			\$5,000.00
7	G1.B1.S2.A4					\$2,000.00
	Function	Object	Budget Focus	Funding Source	FTE	2018-19
			6441 - Edith I. Starke Elem. School			\$2,000.00
8	G1.B1.S2.A5					\$1,000.00
	Function	Object	Budget Focus	Funding Source	FTE	2018-19
			6441 - Edith I. Starke Elem. School			\$1,000.00
9	G1.B1.S3.A1	Schedule a minimum of two learning walks for the year,				\$0.00
10	G1.B1.S3.A2	Conduct the learning walk				\$0.00


11	G1.B1.S3.A3	Share Learning Walk Data	\$0.00
12	G1.B1.S4.A1	The guidance counselor will create a survey for our teachers to give input needs assessment for our students.	\$0.00
13	G1.B1.S4.A2	The guidance counselor will create groups and plan to support their needs.	\$0.00
Total:			\$24,000.00



## IV. Implementation Timeline

Source	Task, Action Step or Monitoring Activity	Who	Start Date (where applicable)	Deliverable or Evidence of Completion	Due Date/End Date
2019					
G1.B1.S2.A4 A388432	[no content entered]		No Start Date		No End Date one-time
G1.B1.S2.A5 A388433	[no content entered]		9/1/2016		5/26/2017 semiannually
G1.B1.S1.A1 A388426	Provide a review of Starke's structures and expectations of PLCs that will also include next steps...	Copeland, Dwayne	8/8/2017	Attending all PLC meetings and provide feedback to teams as needed, minutes, agendas, sign sheets	8/8/2017 one-time
G1.B1.S1.MA1 M424442	Determine status towards effective PLC implementation	Ahr, Eileen	8/21/2017	Administration attending PLCs weekly, PLC agenda, minutes and products self assessment- PLC rubric	5/21/2018 weekly
G1.B1.S1.A2 A388427	Administration will observe and support PLC Teams in action, provide feedback to move each team...	Ahr, Eileen	8/21/2017	Agenda and minutes	5/21/2018 every-6-weeks
G1.B1.S3.A1 A388434	Schedule a minimum of two learning walks for the year,	Ahr, Eileen	9/19/2017	On the calendar	9/18/2018 semiannually
G1.MA1 M424449	SIP Progress Monitoring Meeting	Ahr, Eileen	8/28/2018	Feedback received from stakeholders and the data for each component.	5/14/2019 semiannually
G1.B1.S1.MA1 M424441	Monthly School-wide PLC	Ahr, Eileen	9/11/2018	Observations, Feedback from faculty, Learning Walk Data for School Wide Trends	5/14/2019 monthly
G1.B1.S1.A3 A388428	Plan and Facilitate Monthly PLCs	Ahr, Eileen	9/11/2018	Agenda and Minutes	5/14/2019 monthly
G1.B1.S2.MA1 M424443	Observations, walk-through data collection, Learning Walk data trends	Ahr, Eileen	9/11/2018	student data; common assessments, teacher impact	5/14/2019 monthly
G1.B1.S2.MA1 M424444	Standards Study	Cervantes, Amy	8/21/2018	PLC minutes	5/14/2019 monthly
G1.B1.S2.A1 A388429	Teachers will analyze and determine the standard(s) based on 2017-2018 FSA/VXT data.	Cervantes, Amy	8/21/2018	PLC agendas, the outcome of the PLCs	5/14/2019 weekly
G1.B1.S2.A2 A388430	Studying the vertical alignment of the standards during action step 1.	Cervantes, Amy	9/11/2018	I-Ready	5/14/2019 triannually
G1.B1.S2.A3 A388431	Learning Walks	Ahr, Eileen	8/21/2018	Evidence of Attendance and sign-in sheets.	5/14/2019 weekly
G1.B1.S3.MA1 M424445	Compare rubric data from initial walk through to continuous walk throughs	Ahr, Eileen	9/18/2018	Growth in our walk through data	5/14/2019 semiannually
G1.B1.S3.MA1 M424446	Learning walk teams will use the IPG tools to gather data on school wide trends.	Cervantes, Amy	9/18/2018	Data from walks and analysis of results.	5/14/2019 semiannually
G1.B1.S3.A2 A388435	Conduct the learning walk	Ahr, Eileen	9/18/2018	School wide trends	5/14/2019 semiannually
G1.B1.S4.A2 A388438	The guidance counselor will create groups and plan to support their needs.	Ahr, Eileen	8/28/2018		5/14/2019 weekly
G1.B1.S3.A3 A388436	Share Learning Walk Data	Ahr, Eileen	9/18/2018	Faculty meeting agenda	5/21/2019 semiannually
G1.B1.S4.MA1 M424447	We will monitor discipline data	Copeland, Dwayne	9/28/2018	Referrals and suspensions	5/21/2019 monthly
G1.B1.S4.MA1 M424448	Guidance Counselor schedule with groups	Ahr, Eileen	8/28/2018	Monthly meetings with administration	5/21/2019 weekly

Volusia - 6441 - Edith I. Starke Elem. School - 2018-19 SIP  
Edith I. Starke Elementary School

Source	Task, Action Step or Monitoring Activity	Who	Start Date (where applicable)	Deliverable or Evidence of Completion	Due Date/End Date
G1.B1.S4.A1  A388437	The guidance counselor will create a survey for our teachers to give input needs assessment for our...	Ahr, Eileen	8/21/2018	Survey data	5/21/2019 one-time