

Volusia County Schools

# Pride Elementary School



## 2018-19 Schoolwide Improvement Plan

## Pride Elementary School

1100 LEARNING LN, Deltona, FL 32738

<http://myvolusiaschools.org/school/pride/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	78%
Primary Service Type (per MSID File)	Charter School	2018-19 Minority Rate (Reported as Non-white on Survey 2)
K-12 General Education	No	60%

### School Grades History

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

*\*Informational Baseline School Grade*

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

### School Board Approval

This plan is pending approval by the 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 Pride 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.

At Pride we will strive to build meaningful relationships with our students, parents, community, faculty, and staff in order for them to grow academically, socially, and emotionally.

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

Through the individual commitment of all, our students will graduate with the knowledge, skills and values necessary to be successful contributors to our democratic society.

#### 2. School Environment

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

Teachers conduct ice-breaking activities designed to learn about their students and establish a rapport in their classrooms. Many of the students at Pride come from diversified backgrounds. The students are encouraged to embrace and share their cultural differences with classmates and teachers throughout the year to build positive relationships.

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

Teachers instruct students on the processes and procedures intended for all students and staff in all settings and across campus which promote positive behavior and build a school community based upon safety and responsibility.

The school counselor works with students on topics determined by data analysis including incidences requiring immediate intervention. The school counselor also involves district student services personnel to assist with student groups.

##### 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 processes and procedures are based upon school behavioral data and are implicitly taught and reinforced throughout the year. Review of student behavioral data is inclusive of all areas (i.e., core instruction, school-way cafe, special area, administration) and is supported by Student Services personnel who help design targeted supports when need is indicated by school data.

Instructional time is a priority and protected by the administration, which is evidenced by the school infrastructure regarding student and parent accountability for absences and tardies, no non-essential announcements, and student misconduct being handled immediately and with minimal interruption to instruction.

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

The school offers the following non-violence and anti-drug programs:

- \* Student Mentoring
- \* Peer Mediation
- \* Crisis Training Program
- \* Suicide Prevention Program
- \* OLWEUS Anti-Bullying Program

All students are screened quarterly for behavioral and social-emotional issues through electronic report card. Through screening, the school is able to disaggregate data to determine if individual students, classrooms, teachers, grade levels or the school would benefit from targeted interventions to address specific behavioral and social-emotional areas. Student services personnel (i.e. school psychologist, school counselor and school social worker) provide direct and indirect evidenced-based supports to students identified through the screening measure.

### 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.

Our Early Warning System will be used to determine and identify school-wide trends which impact students academic performance. As a result of this we will then use these areas as areas to address school-wide. We will have discussions in Leadership Meetings, PLC's, and Faculty Meetings where we are discussing group data and research based interventions are developed to address the Early Warning System areas of concern.

In the area of Behavioral concerns we will use the Early Warning System and interventions, School Counselor, Assistant Principal and other Leadership Team Members to make sure these are aligned with positive behavioral supports.

We will regularly review our students in the Early Warning System to help remediate and discuss if the supports in place are successful. When these supports are not successful students will then be referred to our Problem Solving Team Process.

#### 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	1	0	0	3	7	4	0	0	0	0	0	0	0	15
One or more suspensions	0	1	0	0	2	0	0	0	0	0	0	0	0	3
Course failure in ELA or Math	0	0	0	3	0	0	0	0	0	0	0	0	0	3
Level 1 on statewide assessment	0	0	0	3	6	4	0	0	0	0	0	0	0	13

##### 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	1	0	2	6	4	0	0	0	0	0	0	0	13	

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

The Early Warning System report is used to determine school-wide trends which impact the academic performance of students. As a result, indicators that are elevated (e. g., attendance below 90%, patterns of office discipline referrals and suspensions) become the focus of school-wide intervention efforts. These areas are addressed through school leadership meetings and during Professional Learning Communities in which group data are considered and evidence-based interventions are developed to address the areas of concern.

For indicators sensitive to behavioral issues (e.g., office discipline referrals and suspensions) interventions are provided directly and indirectly by the Student Services team and are aligned with the tenets of Positive Behavioral Supports.

Regular review of the Early Warning System report enables the school team to determine if interventions are successful in addressing areas of concern (i.e., if numbers are not increasing). For students exhibiting difficulties beyond larger systemic issues being addressed by the school through the EWS, the student is referred to the school's Problem Solving Team (PST) and the parent is invited so that individual interventions can be developed and monitored.

**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/655470>.

**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 the local community by holding such events as: Parent Literacy Night, Family Math Night, Science Night, PTO, Parent to Kids Workshops, Pine Ridge Football Night, Skate Night ,and Young Author's Celebration.

**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
Johnson, Elizabeth	Principal
Madison, Tracy	Instructional Coach
Miller, Joanne	Teacher, K-12
Swindle, Amber	Teacher, K-12
Roberts, Melanie	Teacher, K-12
Scott, Gwendolyn	Teacher, K-12
Taylor, Jared	Teacher, K-12
Alexander, Holly	Teacher, K-12
Mara, Michelle	Teacher, K-12
Nail, Nicole	Teacher, K-12
Heard, Nicci	Teacher, K-12
Smith, Kyle	Teacher, PreK
Maglievaz, Elizabeth	Teacher, ESE
Tidmarsh, Lonnie	Assistant Principal

## 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, 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.

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 Pride Elementary include:

- Academic Coach for the purpose of comprehensive staff development
- Family Center Para-professional who facilitates our extensive parent involvement program
- Intervention Teachers to provide interventions for students
- Supplemental Tutoring 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 and FCAT 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 Jennifer Watley, 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

The school offers the following non-violence and anti-drug programs:

- Student Mentoring
- Peer Mediation
- Crisis Training Program
- Suicide Prevention Program
- OLWEUS Anti-Bullying Program

#### Nutrition Programs

Pride Elementary offers a variety of nutrition programs including:

- Free and Reduced Meal Plan
- Wellness Policy School Plan
- Personal Fitness 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

Pride 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
Elizabeth Johnson	Principal
Tracy Madison	Teacher
Angela Coombs	Parent
Kyle Smith	Teacher
Angelica Camilli	Parent
Brittney Karnes	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

In order to begin evaluating the effectiveness of last year's school improvement plan, our school leadership team met to engage in Step Zero. The results were then shared with the faculty, as well as the School Advisory Council, to receive input.

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

The SAC Team met in August to discuss the focus for this year's plan. SAC members identified barriers and resources for the staff and students at Pride. SAC members brainstormed strategies that would be effective. The SAC Team reviews and assists with monitoring school-wide data and provides input on priorities, goals, and strategies.

#### 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 first meeting of the SAC Team at the beginning of the school year. Updates on the school's budget, spending, and progress indicators are shared monthly at the SAC meetings.

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

We had a remaining balance from last year of approximately \$1800. This year's allocation has not been received. The team discussed, decided on and voted that any funds received will be used to purchase a site license for Brain Pop (\$2,000.00).

### 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
Johnson, Elizabeth	Principal

## **b. Duties**

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

## **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.**

Pride Elementary provides input from teachers through faculty meetings, PLCs, and Team Leader meetings in regards to the school based decision making process. Teachers are provided with a 45-minute Professional Learning Community once a week to work collaboratively as a grade level and also with district personnel to focus on student data.

The use of the academic coach and intervention teachers to assist with teacher collaboration and professional development plays a significant part in designing instruction to meet student needs and encouraging the collaborative process. Instructional Reviews, combined with administrative walk-throughs, provide leadership with data to identify areas in which additional follow-up coaching is needed. The leadership team (which includes coach) meets weekly to talk about what trends are being seen in the classrooms. This process also provides opportunities to identify exemplary teachers for the purposes of videotaping or allowing class visits from peers. The coach works side by side with teachers to enhance instruction.

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

\*New Teacher Programs (Individualized PD, mentors, peer classroom visits, other site visits); Jamie Robinson

\*Professional Development with concentration on reading, math, writing, and science; Administrators, Academic Coach, Intervention Teachers

\*PLC Activities; Administrators, Academic Coach, Intervention Teachers, Team Leaders

\*Celebrations/Teacher Recognitions; Administrators, Academic Coach

\*Network with Community and Business Partners; Administrators, Guidance Counselor, VIPs, Mentors and Business Coordinator

\*Academic Coach/Intervention Teacher supports teachers in regards to curriculum, instruction, assessment, and behavior; Administrators and Academic Coach

\*School wide student showcase events for writing, science and social studies; Administrators, Academic Coach, Teachers

\*Promotion of School; Administration

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

New teachers are supported by many personnel at Pride. The Principal and Assistant Principal meet with the new teachers on a regular basis to address any issues that may arise. Pride has one Academic Coach who provides modeling, coaching, and feedback to teachers. New teachers also have a Peer Assistance Review Teacher assigned by the district that works with them on a weekly basis.

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

**1. Instructional Programs and Strategies**

## a. Instructional Programs

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

The district provides teachers with curriculum maps and resources for all grade levels and content areas aligned to the Florida Standards. Teacher teams create formative and summative assessments to monitor student achievement in all content areas. School leaders and teachers are given significant professional development on the implementation of the curriculum maps, resources, and assessments.

Professional Learning Communities (PLCs) and coaching help ensure that instruction is aligned to Florida Standards, well-paced, engaging, 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.**

Teachers participate in weekly PLCs to regularly review formative and summative assessment data and continuously adjust their instruction accordingly. Assessment data is used to identify groups of students to receive targeted instruction during the intervention period. Teachers, alongside academic coach, create targeted instruction lessons. When necessary, PLCs make recommendations for students to be reviewed and assisted by the school Problem-Solving Team (PST). Additionally, grade levels meet and review student data and address specific academic and behavioral concerns across the content areas. In doing so, teachers are better able to meet the needs of all students in a process that promotes a sense of shared responsibility.

### **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:** 1,279

After school tutoring program.

#### **Strategy Rationale**

Pride is below the district average in Math and ELA FSA.

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

- Core Academic Instruction

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

Roberts, Melanie, marober1@volusia.k12.fl.us

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

We use FAIR data, i-ready data, as well as FSA data to determine the effectiveness of this strategy.

## 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 teachers collaborate to implement standards aligned lessons with efficacy, then student achievement at Pride Elementary will increase.

## 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 teachers collaborate to implement standards aligned lessons with efficacy, then student achievement at Pride Elementary will increase. 1a

G100550

**Targets Supported** 1b

Indicator	Annual Target
FSA ELA Achievement	55.0
ELA/Reading Gains	60.0
FSA Mathematics Achievement	65.0
Math Gains	60.0
ELA/Reading Lowest 25% Gains	30.0
FCAT 2.0 Science Proficiency	62.0
Math Lowest 25% Gains	42.0

**Targeted Barriers to Achieving the Goal** 3

- Lack of professional knowledge for implementation
- Scheduling/Time

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

- Teacher Leaders/Leadership Team
- Academic Coach/Intervention/Leadership Team/District Specialist/Data Wall
- District Support
- PLL, DLTL, Donors Choose
- Team Planning Days (1 per quarter)
- Modified master schedule/weekly experiments/Science rotations

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

Monthly Leadership Team meetings to review walk through data

**Person Responsible**

**Schedule**

Monthly, from 6/7/2018 to 6/4/2019

**Evidence of Completion**

Walk-through observatioin notes

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

State Assessment Results

**Person Responsible**

Elizabeth Johnson

**Schedule**

Annually, from 6/7/2018 to 6/30/2019

***Evidence of Completion***

Step Zero for 2018-2019 SIP

## 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 teachers collaborate to implement standards aligned lessons with efficacy, then student achievement at Pride Elementary will increase. 1

 G100550

**G1.B1** Lack of professional knowledge for implementation 2

 B271217

**G1.B1.S1** Continue implementation of the Instructional Shifts (IS) to include collective efficacy and effective PLCs 4

 S287092

### Strategy Rationale

Increase % of teachers effectively implementing the IS and effective PLCs

### Action Step 1 5

Continue implementation of the Instructional Shifts (IS)

#### Person Responsible

Elizabeth Johnson

#### Schedule

Quarterly, from 6/7/2017 to 6/4/2019

#### Evidence of Completion

Professional Development Implementation Guide and/or VSET Learning Cycles

### Action Step 2 5

Regional ERPLs to include ELA, Math, Science or Technology support

#### Person Responsible

Elizabeth Johnson

#### Schedule

Monthly, from 6/7/2017 to 6/4/2019

#### Evidence of Completion

Professional Development Implementation Guide and/or VSET Learning Cycles

### Action Step 3 5

School-based ERPLs to include guest speakers to support curriculum and provide PLC and planning support

**Person Responsible**

Elizabeth Johnson

**Schedule**

Monthly, from 6/7/2018 to 6/4/2019

***Evidence of Completion***

Professional Development Implementation Guide

### Action Step 4 5

Restructure PLC agenda/roles

**Person Responsible**

Elizabeth Johnson

**Schedule**

Weekly, from 6/7/2018 to 6/4/2019

***Evidence of Completion***

PLC agenda

### Action Step 5 5

Procedures/Norms established per grade level/team

**Person Responsible**

Elizabeth Johnson

**Schedule**

Weekly, from 6/7/2018 to 6/4/2019

***Evidence of Completion***

Observations and district assessments

## Action Step 6 5

Team level planning

**Person Responsible**

Elizabeth Johnson

**Schedule**

Quarterly, from 6/7/2018 to 6/4/2019

***Evidence of Completion***

Lesson plans

## Action Step 7 5

Coaching on IS as determined by data walks

**Person Responsible**

Tracy Madison

**Schedule**

Monthly, from 6/7/2018 to 6/4/2019

***Evidence of Completion***

Observations and walk-throughs

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

Determine status towards completing action steps 1-7 during monthly SLT

**Person Responsible**

Elizabeth Johnson

**Schedule**

Quarterly, from 6/7/2018 to 6/4/2019

***Evidence of Completion***

Monthly SLT meeting notes

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

Restructure PLC agenda/roles

**Person Responsible**

Elizabeth Johnson

**Schedule**

Quarterly, from 6/7/2018 to 6/7/2018

***Evidence of Completion***

Weekly PLC agenda

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

Procedures/Norms established per grade level/team

**Person Responsible**

Elizabeth Johnson

**Schedule**

Monthly, from 6/7/2018 to 6/7/2018

***Evidence of Completion***

Weekly PLC minutes

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

Discuss the effectiveness of the developed knowledge, skills and implementation of the Instructional Shifts in Math

**Person Responsible**

Elizabeth Johnson

**Schedule**

Monthly, from 6/7/2018 to 6/4/2019

***Evidence of Completion***

Leadership minutes, PLC notes, walk through observation notes



**G1.B2 Scheduling/Time** 2

 B271218

**G1.B2.S1** Provide the instructional staff with a variety of opportunities to collaborate and team plan throughout the year. 4

 S287093

**Strategy Rationale**

If the instructional staff at Pride receives adequate time to develop standards aligned lessons with efficacy then student achievement will increase.

**Action Step 1** 5

Provide the instructional staff with additional team planning time each quarter.

**Person Responsible**

Elizabeth Johnson

**Schedule**

Quarterly, from 6/7/2018 to 6/4/2019

***Evidence of Completion***

Lesson Plans

**Action Step 2** 5

Provide planning time during PLCs

**Person Responsible**

Elizabeth Johnson

**Schedule**

Monthly, from 6/7/2018 to 6/4/2019

***Evidence of Completion***

PLC agenda and notes

### Action Step 3 5

District curriculum specialist to assist in mapping out instructional content with teams during a PLC or faculty meeting

**Person Responsible**

Elizabeth Johnson

**Schedule**

Triannually, from 6/7/2018 to 6/4/2019

***Evidence of Completion***

Lesson plans

### Action Step 4 5

Provide grade level teams the opportunity to collaborate and plan across grade levels

**Person Responsible**

Elizabeth Johnson

**Schedule**

Monthly, from 6/7/2018 to 6/4/2019

***Evidence of Completion***

Observation, lesson plans and faculty meeting sign in sheets

### Action Step 5 5

Discuss planning needs and scheduling conflicts during SLT meetings

**Person Responsible**

Elizabeth Johnson

**Schedule**

Monthly, from 6/7/2018 to 6/4/2019

***Evidence of Completion***

SLT meeting notes

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

Determine status towards completing action steps 1-5 during monthly SLT meetings

**Person Responsible**

Elizabeth Johnson

**Schedule**

Monthly, from 6/7/2018 to 6/4/2019

***Evidence of Completion***

Monthly SLT meeting notes

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

Review walk-through data

**Person Responsible**

Elizabeth Johnson

**Schedule**

Quarterly, from 6/7/2018 to 6/4/2019

***Evidence of Completion***

Walk-through tool data

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

Discuss the effectiveness of providing additional time for team planning to increase standards aligned lessons with efficacy.

**Person Responsible**

Elizabeth Johnson

**Schedule**

Monthly, from 6/7/2018 to 6/4/2019

***Evidence of Completion***

Walk through observtion notes, lesson plans, PLC meeting notes, SLT meeting notes

## V. Professional Development Opportunities

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

**G1.** If teachers collaborate to implement standards aligned lessons with efficacy, then student achievement at Pride Elementary will increase.

### **G1.B1** Lack of professional knowledge for implementation

**G1.B1.S1** Continue implementation of the Instructional Shifts (IS) to include collective efficacy and effective PLCs

#### **PD Opportunity 1**

Regional ERPLs to include ELA, Math, Science or Technology support

##### **Facilitator**

District Specialist in ELA, Math, Science or Technology

##### **Participants**

Pride Instructional Staff

##### **Schedule**

Monthly, from 6/7/2017 to 6/4/2019

#### **PD Opportunity 2**

School-based ERPLs to include guest speakers to support curriculum and provide PLC and planning support

##### **Facilitator**

Intervention Teachers, Academic Coach, Administration

##### **Participants**

Pride Instructional Staff

##### **Schedule**

Monthly, from 6/7/2018 to 6/4/2019





















## 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	Continue implementation of the Instructional Shifts (IS)				\$0.00
2	G1.B1.S1.A2	Regional ERPLs to include ELA, Math, Science or Technology support				\$0.00
3	G1.B1.S1.A3	School-based ERPLs to include guest speakers to support curriculum and provide PLC and planning support				\$0.00
4	G1.B1.S1.A4	Restructure PLC agenda/roles				\$0.00
5	G1.B1.S1.A5	Procedures/Norms established per grade level/team				\$0.00
6	G1.B1.S1.A6	Team level planning				\$0.00
7	G1.B1.S1.A7	Coaching on IS as determined by data walks				\$0.00
8	G1.B2.S1.A1	Provide the instructional staff with additional team planning time each quarter.				\$10,250.00
	Function	Object	Budget Focus	Funding Source	FTE	2018-19
	0000	140-Substitute Teachers	7931 - Pride Elementary School	Title, I Part A		\$10,250.00
9	G1.B2.S1.A2	Provide planning time during PLCs				\$0.00
10	G1.B2.S1.A3	District curriculum specialist to assist in mapping out instructional content with teams during a PLC or faculty meeting				\$0.00
11	G1.B2.S1.A4	Provide grade level teams the opportunity to collaborate and plan across grade levels				\$0.00
12	G1.B2.S1.A5	Discuss planning needs and scheduling conflicts during SLT meetings				\$0.00
Total:						\$10,250.00

## IV. Implementation Timeline

Source	Task, Action Step or Monitoring Activity	Who	Start Date (where applicable)	Deliverable or Evidence of Completion	Due Date/ End Date
<b>2019</b>					
G1.B1.S1.MA1  M425170	Restructure PLC agenda/roles	Johnson, Elizabeth	6/7/2018	Weekly PLC agenda	6/7/2018 quarterly
G1.B1.S1.MA1  M425171	Procedures/Norms established per grade level/team	Johnson, Elizabeth	6/7/2018	Weekly PLC minutes	6/7/2018 monthly
G1.MA1  M425191	Monthly Leadership Team meetings to review walk through data		6/7/2018	Walk-through observatioin notes	6/4/2019 monthly
G1.B1.S1.MA1  M425168	Discuss the effectiveness of the developed knowledge, skills and implementation of the...	Johnson, Elizabeth	6/7/2018	Leadership minutes, PLC notes, walk through observation notes	6/4/2019 monthly
G1.B1.S1.MA1  M425169	Determine status towards completing action steps 1-7 during monthly SLT	Johnson, Elizabeth	6/7/2018	Monthly SLT meeting notes	6/4/2019 quarterly
G1.B1.S1.A1  A389212	Continue implementation of the Instructional Shifts (IS)	Johnson, Elizabeth	6/7/2017	Professional Development Implementation Guide and/or VSET Learning Cycles	6/4/2019 quarterly
G1.B1.S1.A2  A389213	Regional ERPLs to include ELA, Math, Science or Technology support	Johnson, Elizabeth	6/7/2017	Professional Development Implementation Guide and/or VSET Learning Cycles	6/4/2019 monthly
G1.B1.S1.A3  A389214	School-based ERPLs to include guest speakers to support curriculum and provide PLC and planning...	Johnson, Elizabeth	6/7/2018	Professional Development Implementation Guide	6/4/2019 monthly
G1.B1.S1.A4  A389215	Restructure PLC agenda/roles	Johnson, Elizabeth	6/7/2018	PLC agenda	6/4/2019 weekly
G1.B1.S1.A5  A389216	Procedures/Norms established per grade level/team	Johnson, Elizabeth	6/7/2018	Observations and district assessments	6/4/2019 weekly
G1.B1.S1.A6  A389217	Team level planning	Johnson, Elizabeth	6/7/2018	Lesson plans	6/4/2019 quarterly
G1.B1.S1.A7  A389218	Coaching on IS as determined by data walks	Madison, Tracy	6/7/2018	Observations and walk-throughs	6/4/2019 monthly
G1.B2.S1.MA1  M425172	Discuss the effectiveness of providing additional time for team planning to increase standards...	Johnson, Elizabeth	6/7/2018	Walk through observtion notes, lesson plans, PLC meeting notes, SLT meeting notes	6/4/2019 monthly
G1.B2.S1.MA1  M425173	Determine status towards completing action steps 1-5 during monthly SLT meetings	Johnson, Elizabeth	6/7/2018	Monthly SLT meeting notes	6/4/2019 monthly
G1.B2.S1.MA2  M425174	Review walk-through data	Johnson, Elizabeth	6/7/2018	Walk-through tool data	6/4/2019 quarterly
G1.B2.S1.A1  A389219	Provide the instructional staff with additional team planning time each quarter.	Johnson, Elizabeth	6/7/2018	Lesson Plans	6/4/2019 quarterly
G1.B2.S1.A2  A389220	Provide planning time during PLCs	Johnson, Elizabeth	6/7/2018	PLC agenda and notes	6/4/2019 monthly
G1.B2.S1.A3  A389221	District curriculum specialist to assist in mapping out instructional content with teams during a...	Johnson, Elizabeth	6/7/2018	Lesson plans	6/4/2019 triannually
G1.B2.S1.A4  A389222	Provide grade level teams the opportunity to collaborate and plan across grade levels	Johnson, Elizabeth	6/7/2018	Observation, lesson plans and faculty meeting sign in sheets	6/4/2019 monthly
G1.B2.S1.A5  A389223	Discuss planning needs and scheduling conflicts during SLT meetings	Johnson, Elizabeth	6/7/2018	SLT meeting notes	6/4/2019 monthly

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Source	Task, Action Step or Monitoring Activity	Who	Start Date (where applicable)	Deliverable or Evidence of Completion	Due Date/ End Date
G1.MA2  M425192	State Assessment Results	Johnson, Elizabeth	6/7/2018	Step Zero for 2018-2019 SIP	6/30/2019 annually