

Volusia County Schools

Friendship Elementary School



2018-19 Schoolwide Improvement Plan

Friendship Elementary School

2746 FULFORD ST, Deltona, FL 32738

<http://myvolusiaschools.org/school/friendship/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	88%
Primary Service Type (per MSID File)	Charter School	2018-19 Minority Rate (Reported as Non-white on Survey 2)
K-12 General Education	No	65%

School Grades History

Year	2017-18	2016-17	2015-16	2014-15
Grade	C	C	B	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 Friendship Elementary School

DA Region and RED	DA Category and Turnaround Status
Southeast - LaShawn Russ-Porterfield	- N/A

I. Part I: Current School Status

A. Supportive Environment

1. School Mission and Vision

a. Provide the school's mission statement.

Friendship will instill integrity and lifelong learning, enabling our students to become positive contributors to our society.

b. Provide the school's vision statement.

Ensure a strong emphasis on focused instruction; challenging students to achieve academic excellence.

2. School Environment

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

Students at Friendship Elementary come from a diversified background of many cultures. Through the use of Sanford Harmony students are encouraged to not only embrace their cultural differences, but to also share these differences with classmates and staff throughout the year to build and maintain positive relationships. Each month the teachers will be celebrating the different cultures through the use of Curriculum Modules. Through these they will educate students on different cultural contributions.

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

This year Friendship Elementary is continuing the use of 'Friendship 10 Essential 10' that will be used school wide. This will be infused with our new House system. All of our School is called the Amistad House, with the students divided into one of four houses: HanoHano House (Honorable); Kasada House (Adventure); Luova House (Creative); Miresi House (Kindness). Students earn points for their House by following a set rule of Guidelines.

Also in place is our School Guardian

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.

Ron Clark Academy...Friendship 10 Essential Rules....PAWS Café Rules...Monthly Assemblies

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.

All students benefit from the entire staff being trained on creating a positive school environment, the emotional safety of students, and how to access appropriate help for higher level needs. Our School Counselor, School Psychologist and School Social Workers are our front line mental health professionals and assist with meeting the S/E needs of our students. Individual counseling is available and provided as needed, plus teachers and parents are informed about internal and outside resources for ongoing emotional, social and behavioral support. Devereux provides onsite counseling and we also have some staff who provide extra mentoring, including Title I staff member Neville

Schouburgh. Our School Counselor conducts classroom lessons on various topics related to social skills and Social Emotional Intelligence. Our School Psychologist also helps teachers with appropriate interventions and data collection through the PST process so classroom management reflects the establishment of a safe and positive learning environment. This school year we are implementing the Sanford Harmony program in all classrooms.

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. We will utilize these areas to address them school-wide. We will have discussions in Leadership Meetings, at Principal Planning Meetings, PLC's, and Faculty Meetings where group data is disaggregated and research based interventions are implemented to address the EWS Concerns.

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

We will regularly review our students in the Early Warning System to help re-mediate 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 or ESE IEP Review Meetings or LEP Meetings as need

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	15	11	11	8	8	12	0	0	0	0	0	0	0	65
One or more suspensions	2	4	10	2	4	12	0	0	0	0	0	0	0	34
Course failure in ELA or Math	0	0	0	0	0	0	0	0	0	0	0	0	0	
Level 1 on statewide assessment	0	0	0	8	16	17	0	0	0	0	0	0	0	41

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		2	0	4	2	1	4	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.

Teachers will receive letters in their mailbox indicating that a student has 5, 10, or 15 unexcused absences or letters for students that have 5 or more tardies- 5 tardies = 1 absence. Required Steps for Documentation of Attendance Concerns: 5 unexcused absences= Teacher contacts parent/ guardian– in person or phone and documents in writing; 5 tardies= Teacher contacts parent/

guardian– in person or phone and documents in writing 10 unexcused absences; Teacher complete PST 1 and 2 on ePST= 15 unexcused absences. Submit all forms of parent communication concerning attendance to Rebecca McCoy. At that time a PST 8 meeting is scheduled for the parent to sign an attendance contract.

Students who are ESOL and have student attendance concerns will inform the ESOL teacher, Mrs. Pardo, in addition to the teacher making their own contacts with the parent/guardian. Teacher's must document that they tried to make contact with parents – If unable to make contact go to Mrs. Selock to mail a certified letter home. Teachers need to keep a copy of the letter as documentation. If a student is absent 3 or more consecutive days, teacher contacts parent/guardian. If a student is absent 5 or more consecutive days, teacher contacts Mrs. Dean.

Students who are ESE will follow the following procedure:

5 unexcused absences= Teacher contacts parent/guardian– in person or phone and documents in writing; 5 tardies= Teacher contacts parent/guardian– in person or phone and documents in writing; 10 unexcused absences= Teacher informs the student's ESE case manager (Asby and Moll) and they will make contact with parent/guardian also; 15 unexcused absences= Submit all forms of parent communication concerning attendance to the ESE case manager. At that time the ESE case manager will complete the paper work for an IEP attendance meeting if the absences are due to their disability, if not the classroom teacher will follow through with PST for attendance. Mrs. Dean and Mrs. Aivazis will help to complete the proper paperwork if notified.

Finally our Parent Liaison from the district, Neville Schouburgh, will touch base with all students who fall into the area of attendance concerns and provide supports and resources to families as needed through parent education.

In regards to Referrals and Suspensions we are working closely with these students and teachers on positive replacement behaviors, as well as working with the Friendship Redesign Team. Students with multiple referrals and suspensions we will complete contracts with them with positive reinforcements as they are working towards positive points.

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/655455>.

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.

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
Aivazis, Jessica	Assistant Principal
McCoy, Becky	Teacher, ESE
Raimundo, Cristina	Principal
Pellegrini, Evan	Teacher, K-12
Kelley, Michelle	Teacher, K-12
Campbell, Dylan	Teacher, K-12
Adkins, Jody	Instructional Media
Shank, Robin	Teacher, K-12
Crowell, Sandy	Teacher, K-12
Wang, Wynee	Teacher, K-12

b. Duties

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

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 FRIENDSHIP include:

- Academic Coach for the purpose of comprehensive staff development
- Reading Intervention Teacher to provide interventions for students in need via a push-in model
- Before school tutoring in Math through the computer lab on iXL
- After school Bobcat tutoring in Reading in Grades 3-5
- Saturday Tutoring
- 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 tutoring and summer school
- Translation Services for parent/teacher conferences
- Parental support through parent/kid activity nights and workshops on school success in English & Spanish.
- 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 enrichment's 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

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

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

Nutrition Programs

“FRIENDSHIP” offers a variety of nutrition programs including:

- Free Universal Breakfast
- Free and Reduced Meal Plan
- Free Universal Dinner
- 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

“FRIENDSHIP” offers students’ career awareness opportunities through Jr. Achievement programs via the School Counselor, job shadowing opportunities, guest speakers from business and industry, Career Day 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
Cristina Raimundo	Principal
Jessica Aivazis	Principal
Gabriela Isaac	Parent
Charlie McMullen	Business/Community
Claudette Lindo	Student
Michelle Sutton	Parent
Katie Selock	Parent

b. Duties

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

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

Our school Leadership Team went to a district provided training in June 2018 to evaluate the effectiveness of last years school improvement plan. To do this we were provided with data in the following areas: Early Warning Systems, District VLT Data, District VMT Data, District Science Data, FSA Data in ELA & Math, FCAT 2.0 Science Data and Quarterly Discipline Data.

b. Development of this school improvement plan

The SAC committee helps to review school data and develop the School Improvement Plan through meetings that we identify barriers and resources available at the school. SAC members will discuss strategies that would be effective at Friendship Elementary. Throughout the school year our SAC will assist with the monitoring and review of our school-wide data to provide additional input on our priorities, goals and strategies.

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

Our school principal shared items in our annual budget with members of our SAC. Throughout the school year the School Advisory Council will receive updates on the school's budget, spending and progress indicators at our monthly meetings.

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

During the 2017-2018 School Year we did not have any School Advisory Council funds request.

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
Aivazis, Jessica	Assistant Principal
Raimundo, Cristina	Principal
McCoy, Becky	
Pellegrini, Evan	
Kelley, Michelle	Teacher, K-12
Crowell, Sandy	Teacher, K-12
Wang, Wynee	Teacher, K-12
Adkins, Jody	Instructional Media
Campbell, Dylan	Teacher, K-12

b. Duties

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

The major initiative of the LLT will be the implementation of the SHIFTS in ELA. The LLT will also work through a multi-tiered system of support in order to focus on students who are in the lowest quartile, as well as build enrichment activities for our students performing at the highest level. This will be accomplished through the use After School Bobcat Tutoring.

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.

At Friendship Elementary faculty meetings are utilized times to elicit input from teachers in regards to the school-based decision making process. Teachers are provided with a weekly 45 minute Professional Learning Community. They work collaboratively as a grade level and with support from district personnel to focus on student data/planning/instructional strategies. Also the faculty members at Friendship are provided with times for Data Articulation/Data Disaggregation days to ensure that all voices are heard and students are progressing in all academic areas several times throughout the year.

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

New Teacher Meetings (New Teacher Support Team): Person Responsible- Principal, Assistant Principal, and Academic Coach

Leadership Opportunities: Person Responsible- Administration and Academic Coach

Professional Development/Book Studies: Person Responsible- Administration and Academic Coach

Professional Learning Communities: Person Responsible- Administration and Academic Coach

Student Showcase/Acknowledgement (House Points, Pawsitive Referrals, Safety Patrol, Honor Roll, Student of the Week/Month); Person Responsible- Administration, Guidance Counselor and Faculty & Staff

Promotion of School (brochures, school website, school newsletter, Connect Ed); Person Responsible-

Administration and Website Administrator

Community and Business Partners; Person Responsible- Administration & Business Partner Volunteer

Participation in District Job Fair; Person Responsible- Administration

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

All new teachers to teaching are a part of the districts E3 training and paired with a district PAR teacher for formal mentoring and coaching support. In addition our school has the New Teacher Support Team' which is a mentoring group comprised of all new teachers to Friendship Elementary. This group is facilitated by the Assistant Principal and Academic Coach. This group meets at least once a month to discuss issues that are pertinent for new teachers at the time it is needed. Furthermore new teachers will meet once a month with our Principal to discuss their progress, accomplishments and concerns.

All new teachers will be assigned a school-based mentor teacher. This mentor/mentee relationship will ensure new teachers have a school-based support person to assist with questions related to the instruction.

E. Ambitious Instruction and Learning

1. Instructional Programs and Strategies

a. Instructional Programs

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

All teachers at Friendship Elementary receive training on the Volusia County Curriculum Maps & Canvas Modules, which align to the Florida standards, as well as training on resources and assessments. Time is used during Faculty Meetings, Early Release Professional Learning and Professional Learning Communities to ensure that teachers are teaching the state approved standards. This is and will be evidenced through Professional Learning Communities, Coaching Cycles, Walk-Throughs, Learning Walks, Scheduled Observations, and Unscheduled Observations during the 2018-2019 School Year.

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.

At the end of the previous school year we took time to look at our Master Schedule and look at ways the schedule was effective and efficient to meet the needs of our school. At this time we collaborate across the grade levels, with the Reading Coach, ESOL and ESE teachers to create a schedule to meet the needs of the various and diverse needs of the students on our campus. Then we looked at our student data in Kindergarten through Fourth Grade to group our students in their new classes, making sure to spread the students out based on behavioral and academic needs. At the beginning of the school year the teachers are provided from our Problem Solving Team chair a list of all students who are currently going through the PST process for academics, behavior or both and where they are at in the process. Our ESE teachers take the time to collaborate with the classroom teachers, giving them copies of IEP's, accommodations and modifications for each student that they service. Our

ESOL teacher also provides strategies to the classroom teachers and helps to identify students in the ESOL program.

Once the school year begins teachers are provided staff development in areas such as Differentiated Instruction, Smart Start, Success Maker, Waterford, Backwards Design, SHIFTs in ELA/Math and other programs to assist with providing the students with differentiated instruction at their level.

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: 2,400

Students will be working on the targeted ELA or Math Skills depending on their deficit.

Strategy Rationale

This is to support further Math and ELA instruction, as well as build foundational skills.

Strategy Purpose(s)

- Core Academic Instruction

Person(s) responsible for monitoring implementation of the strategy

Campbell, Dylan, dbcampbe@volusia.k12.fl.us

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

Each student will take a pre-test and post-test, as well as Formatives along the way to monitor the effectiveness of the program. We will also analyze District and State Assessment Data.

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.

N/A

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

N/A

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

N/A

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

N/A

II. Needs Assessment

The school's completion of this 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

1 = Problem Solving Step  S123456 = Quick Key

Strategic Goals Summary

- G1.** If Friendship Elementary provides a positive social emotional environment, while implementing equitable and engaging standards-aligned instruction, then there will be an increase in student achievement.

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 Friendship Elementary provides a positive social emotional environment, while implementing equitable and engaging standards-aligned instruction, then there will be an increase in student achievement. 1a

G100596

Targets Supported 1b

Indicator	Annual Target
Statewide Science Assessment Achievement	54.0
FSA ELA Achievement	54.0
ELA/Reading Gains	54.0
FSA Mathematics Achievement	55.0
ELA/Reading Lowest 25% Gains	54.0
Math Gains	54.0
Math Lowest 25% Gains	54.0

Targeted Barriers to Achieving the Goal 3

- Lack of Collaborative Planning & Communication with Support Staff
- Limited Trust and Relationships

Resources Available to Help Reduce or Eliminate the Barriers 2

- Teacher Experts
- Curriculum/District Specialists & Liaison
- Attendance Incentive Program
- CHAMPS
- Book Tasting
- Unconferencing
- Learning Walks/Teacher Buddies
- Deepening Questions Training
- Title I Funds
- Best Practices Training

Plan to Monitor Progress Toward G1. 8

SLT Monthly Meetings

Person Responsible

Cristina Raimundo

Schedule

Monthly, from 8/6/2018 to 6/4/2019

Evidence of Completion

Data Collection of I-Ready Reports, EWS, Exit Tickets & Feedback Surveys, SLT Meeting Agenda, Minutes and Sign-In Sheets

Plan to Monitor Progress Toward G1. 8

SIP Progress Monitoring Meetings

Person Responsible

Cristina Raimundo

Schedule

Triannually, from 11/1/2018 to 6/4/2019

Evidence of Completion

SIP Progress Monitoring Meeting Agenda, Power Point, Minutes and Sign-In Sheets

Plan to Monitor Progress Toward G1. 8

SIP Midyear Review

Person Responsible

Cristina Raimundo

Schedule

On 2/28/2019

Evidence of Completion

Midyear Review in CIMS

Plan to Monitor Progress Toward G1. 8

State Assessment Results

Person Responsible

Cristina Raimundo

Schedule

Annually, from 5/1/2019 to 7/31/2019

Evidence of Completion

Step Zero for 2019-2020

Action Plan for Improvement

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

Problem Solving Key

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

1 = Problem Solving Step  S123456 = Quick Key

G1. If Friendship Elementary provides a positive social emotional environment, while implementing equitable and engaging standards-aligned instruction, then there will be an increase in student achievement. 1

G100596

G1.B4 Lack of Collaborative Planning & Communication with Support Staff 2

B271413

G1.B4.S1 Implement strategic learning designs that foster teacher collaboration and clarify expectations of standards 4

S287284

Strategy Rationale

- Equitable & engaging standard-aligned instruction.
- Student Voice
- Collective Efficacy
- Strengthen teacher collaboration during PLC's
- Respect Adult Learners

Action Step 1 5

School Leadership Team Planning

Person Responsible

Cristina Raimundo

Schedule

Daily, from 6/1/2018 to 6/6/2018

Evidence of Completion

Sign In Sheets, Agenda, SIP 8 Step Problem Solving Process

Action Step 2 5

School Improvement Plan Progress Monitoring

Person Responsible

Cristina Raimundo

Schedule

Monthly, from 8/7/2018 to 6/4/2019

Evidence of Completion

Sign In Sheets, Agenda, SIP

Action Step 3 5

Preplanning

Person Responsible

Cristina Raimundo

Schedule

On 8/6/2018

Evidence of Completion

Sign In Sheet, Agenda, Feedback Survey

Action Step 4 5

Data Walls

Person Responsible

Cristina Raimundo

Schedule

On 8/21/2018

Evidence of Completion

Sign In Sheets, Agenda, Data Walls

Action Step 5 5

Math Department- Differentiation of Instruction, Levels of Questioning

Person Responsible

Dylan Campbell

Schedule

On 8/28/2018

Evidence of Completion

Sign In Sheets, Agenda

Action Step 6 5

Learning Walks

Person Responsible

Cristina Raimundo

Schedule

On 5/31/2019

Evidence of Completion

Learning Walk IPG

Action Step 7 5

Instructional Planning Days

Person Responsible

Jessica Aivazis

Schedule

Quarterly, from 10/8/2018 to 3/8/2019

Evidence of Completion

Sign In Sheets, Agendas, Summary from Team, Map of Dates/Content to be Taught, Planning Protocols

Action Step 8 5

Book Tasting/Book Studies

Person Responsible

Jessica Aivazis

Schedule

Semiannually, from 10/1/2018 to 5/31/2019

Evidence of Completion

Sign In Sheets, Agendas, Book Study Discussions via Twitter

Action Step 9 5

ELA Major Deficit Standards by Grade Level

Person Responsible

Cristina Raimundo

Schedule

On 10/3/2018

Evidence of Completion

Sign In Sheet, Agenda, Presentation, Feedback Survey

Action Step 10 5

ERPL: Using the common experiments to understand the 5E method

Person Responsible

Lydia Rosenberg

Schedule

On 9/19/2018

Evidence of Completion

Sign In Sheet, Agenda, Presentation, Feedback Survey

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

Review of Professional Learning Plan

Person Responsible

Jessica Aivazis

Schedule

Monthly, from 8/6/2018 to 6/4/2019

Evidence of Completion

Sign In Sheet, Agenda, Minutes, Twitter, Exit Tickets

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

Professional Learning Communities

Person Responsible

Cristina Raimundo

Schedule

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

Evidence of Completion

Sign In Sheets, Agendas, Minutes

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

Learning Walks

Person Responsible

Cristina Raimundo

Schedule

Monthly, from 9/3/2018 to 5/31/2019

Evidence of Completion

IPG Feedback, Reflection- Grows & Glows

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

Academic and Intervention Teachers will provide follow up support to ensure Equitable & Engaging Standards-aligned Instruction

Person Responsible

Becky McCoy

Schedule

Monthly, from 9/3/2018 to 5/31/2019

Evidence of Completion

IPG, Data Wall

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

Analyze collected data and discuss the impact of the Professional Learning & PLC's

Person Responsible

Cristina Raimundo

Schedule

On 6/4/2019

Evidence of Completion

IPG, Data Wall

G1.B9 Limited Trust and Relationships 2

 B271418

G1.B9.S1 Social Emotional Learning- Limited Trust and Relationships 4

 S287289

Strategy Rationale

Provide strategies, time and professional learning to support implementation of an SEL program.

Action Step 1 5

Poverty Simulation

Person Responsible

Cristina Raimundo

Schedule

On 6/12/2018

Evidence of Completion

Sign In Sheets, Agenda

Action Step 2 5

Sanford Harmony Training

Person Responsible

Diana Dean

Schedule

On 5/31/2019

Evidence of Completion

Sign In Sheets, Agenda, Feedback Survey

Action Step 3 5

Book Study- Teaching with Poverty In Mind; Engaging Students with Poverty in Mind

Person Responsible

Diana Dean

Schedule

Weekly, from 10/15/2018 to 12/20/2018

Evidence of Completion

Sign In Sheet, Agenda, Twitter Discussion

Action Step 4 5

Reading Counts Nights, Science Night Curriculum Night, Go Noodles for Success

Person Responsible

Cristina Raimundo

Schedule

Quarterly, from 10/1/2018 to 5/31/2019

Evidence of Completion

Flyer, Sign In Sheet, Activity Sheet, Feedback Survey

Action Step 5 5

Harmony Goals for Success

Person Responsible

Diana Dean

Schedule

Monthly, from 9/24/2018 to 5/31/2019

Evidence of Completion

Newsletters, Website, Class Dojo Messages, Twitter

Plan to Monitor Fidelity of Implementation of G1.B9.S1 6

Review of Professional Learning Plan

Person Responsible

Cristina Raimundo

Schedule

Monthly, from 8/6/2018 to 6/4/2019

Evidence of Completion

Sign In Sheet, Agendas, Minutes, Twitter, Exit Tickets

Plan to Monitor Fidelity of Implementation of G1.B9.S1 6

SEL Surveys of Stakeholders

Person Responsible

Cristina Raimundo

Schedule

Quarterly, from 8/6/2018 to 6/4/2019

Evidence of Completion

Sign In Sheet, Agendas, Minutes, Data of Surveys

Plan to Monitor Effectiveness of Implementation of G1.B9.S1 7

Analyze collected data and discuss the impact of the Professional Learning on Social Emotional Learning

Person Responsible

Cristina Raimundo

Schedule

On 6/4/2019

Evidence of Completion

Feedback Surveys, KEEP Report & EWS, Sign In Sheets, Agenda, Minutes

V. Professional Development Opportunities

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

G1. If Friendship Elementary provides a positive social emotional environment, while implementing equitable and engaging standards-aligned instruction, then there will be an increase in student achievement.

G1.B4 Lack of Collaborative Planning & Communication with Support Staff

G1.B4.S1 Implement strategic learning designs that foster teacher collaboration and clarify expectations of standards

PD Opportunity 1

Preplanning

Facilitator

Cristina Raimundo, Becky McCoy, Dylan Campbell,

Participants

Instructional Staff

Schedule

On 8/6/2018

PD Opportunity 2

Math Department- Differentiation of Instruction, Levels of Questioning

Facilitator

Dylan Campbell

Participants

Instructional Staff

Schedule

On 8/28/2018

PD Opportunity 3

Book Tasting/Book Studies

Facilitator

Jessica Aivazis

Participants

Instructional Staff

Schedule

Semiannually, from 10/1/2018 to 5/31/2019

PD Opportunity 4

ELA Major Deficit Standards by Grade Level

Facilitator

ELA Department

Participants

Instructional Staff

Schedule

On 10/3/2018

PD Opportunity 5

ERPL: Using the common experiments to understand the 5E method

Facilitator

Lydia Rosenberg

Participants

Instructional Staff

Schedule

On 9/19/2018

G1.B9 Limited Trust and Relationships

G1.B9.S1 Social Emotional Learning- Limited Trust and Relationships

PD Opportunity 1

Sanford Harmony Training

Facilitator

Diana Dean, Justin Lipomi

Participants

Instructional Staff

Schedule

On 5/31/2019

PD Opportunity 2

Book Study- Teaching with Poverty In Mind; Engaging Students with Poverty in Mind

Facilitator

Diana Dean, Jessica Aivazis

Participants

Instructional Staff

Schedule

Weekly, from 10/15/2018 to 12/20/2018

VI. Technical Assistance Items

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

VII. Budget

1	G1.B4.S1.A1	School Leadership Team Planning	\$0.00
2	G1.B4.S1.A10	ERPL: Using the common experiments to understand the 5E method	\$0.00
3	G1.B4.S1.A2	School Improvement Plan Progress Monitoring	\$0.00
4	G1.B4.S1.A3	Preplanning	\$0.00
5	G1.B4.S1.A4	Data Walls	\$0.00
6	G1.B4.S1.A5	Math Department- Differentiation of Instruction, Levels of Questioning	\$0.00
7	G1.B4.S1.A6	Learning Walks	\$0.00
8	G1.B4.S1.A7	Instructional Planning Days	\$0.00
9	G1.B4.S1.A8	Book Tasting/Book Studies	\$0.00
10	G1.B4.S1.A9	ELA Major Deficit Standards by Grade Level	\$0.00
11	G1.B9.S1.A1	Poverty Simulation	\$0.00
12	G1.B9.S1.A2	Sanford Harmony Training	\$0.00
13	G1.B9.S1.A3	Book Study- Teaching with Poverty In Mind; Engaging Students with Poverty in Mind	\$0.00
14	G1.B9.S1.A4	Reading Counts Nights, Science Night Curriculum Night, Go Noodles for Success	\$0.00
15	G1.B9.S1.A5	Harmony Goals for Success	\$0.00
Total:			\$0.00

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.B4.S1.A1 A389668	School Leadership Team Planning	Raimundo, Cristina	6/1/2018	Sign In Sheets, Agenda, SIP 8 Step Problem Solving Process	6/6/2018 daily
G1.B9.S1.A1 A389702	Poverty Simulation	Raimundo, Cristina	6/12/2018	Sign In Sheets, Agenda	6/12/2018 one-time
G1.B4.S1.A3 A389670	Preplanning	Raimundo, Cristina	8/6/2018	Sign In Sheet, Agenda, Feedback Survey	8/6/2018 one-time
G1.B4.S1.A4 A389671	Data Walls	Raimundo, Cristina	8/21/2018	Sign In Sheets, Agenda, Data Walls	8/21/2018 one-time
G1.B4.S1.A5 A389672	Math Department- Differentiation of Instruction, Levels of Questioning	Campbell, Dylan	8/28/2018	Sign In Sheets, Agenda	8/28/2018 one-time
G1.B4.S1.A10 A389677	ERPL: Using the common experiments to understand the 5E method	Rosenberg, Lydia	9/19/2018	Sign In Sheet, Agenda, Presentation, Feedback Survey	9/19/2018 one-time
G1.B4.S1.A9 A389676	ELA Major Deficit Standards by Grade Level	Raimundo, Cristina	10/3/2018	Sign In Sheet, Agenda, Presentation, Feedback Survey	10/3/2018 one-time
G1.B9.S1.A3 A389704	Book Study- Teaching with Poverty In Mind; Engaging Students with Poverty in Mind	Dean, Diana	10/15/2018	Sign In Sheet, Agenda, Twitter Discussion	12/20/2018 weekly
G1.MA3 M425697	SIP Midyear Review	Raimundo, Cristina	1/7/2019	Midyear Review in CIMS	2/28/2019 one-time
G1.B4.S1.A7 A389674	Instructional Planning Days	Aivazis, Jessica	10/8/2018	Sign In Sheets, Agendas, Summary from Team, Map of Dates/Content to be Taught, Planning Protocols	3/8/2019 quarterly
G1.B4.S1.MA3 M425677	Professional Learning Communities	Raimundo, Cristina	8/14/2018	Sign In Sheets, Agendas, Minutes	5/28/2019 weekly
G1.B4.S1.MA4 M425678	Learning Walks	Raimundo, Cristina	9/3/2018	IPG Feedback, Reflection- Grows & Glows	5/31/2019 monthly
G1.B4.S1.MA5 M425679	Academic and Intervention Teachers will provide follow up support to ensure Equitable & Engaging...	McCoy, Becky	9/3/2018	IPG, Data Wall	5/31/2019 monthly
G1.B4.S1.A6 A389673	Learning Walks	Raimundo, Cristina	9/24/2018	Learning Walk IPG	5/31/2019 one-time
G1.B4.S1.A8 A389675	Book Tasting/Book Studies	Aivazis, Jessica	10/1/2018	Sign In Sheets, Agendas, Book Study Discussions via Twitter	5/31/2019 semiannually
G1.B9.S1.A2 A389703	Sanford Harmony Training	Dean, Diana	8/6/2018	Sign In Sheets, Agenda, Feedback Survey	5/31/2019 one-time
G1.B9.S1.A4 A389705	Reading Counts Nights, Science Night Curriculum Night, Go Noodles for Success	Raimundo, Cristina	10/1/2018	Flyer, Sign In Sheet, Activity Sheet, Feedback Survey	5/31/2019 quarterly
G1.B9.S1.A5 A389706	Harmony Goals for Success	Dean, Diana	9/24/2018	Newsletters, Website, Class Dojo Messages, Twitter	5/31/2019 monthly
G1.MA1 M425695	SLT Monthly Meetings	Raimundo, Cristina	8/6/2018	Data Collection of I-Ready Reports, EWS, Exit Tickets & Feedback Surveys, SLT Meeting Agenda, Minutes and Sign-In Sheets	6/4/2019 monthly
G1.MA2 M425696	SIP Progress Monitoring Meetings	Raimundo, Cristina	11/1/2018	SIP Progress Monitoring Meeting Agenda, Power Point, Minutes and Sign-In Sheets	6/4/2019 triannually

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Friendship Elementary School

Source	Task, Action Step or Monitoring Activity	Who	Start Date (where applicable)	Deliverable or Evidence of Completion	Due Date/ End Date
G1.B4.S1.MA1 M425675	Analyze collected data and discuss the impact of the Professional Learning & PLC's	Raimundo, Cristina	9/3/2018	IPG, Data Wall	6/4/2019 one-time
G1.B4.S1.MA1 M425676	Review of Professional Learning Plan	Aivazis, Jessica	8/6/2018	Sign In Sheet, Agenda, Minutes, Twitter, Exit Tickets	6/4/2019 monthly
G1.B4.S1.A2 A389669	School Improvement Plan Progress Monitoring	Raimundo, Cristina	8/7/2018	Sign In Sheets, Agenda, SIP	6/4/2019 monthly
G1.B9.S1.MA1 M425692	Analyze collected data and discuss the impact of the Professional Learning on Social Emotional...	Raimundo, Cristina	9/24/2018	Feedback Surveys, KEEP Report & EWS, Sign In Sheets, Agenda, Minutes	6/4/2019 one-time
G1.B9.S1.MA1 M425693	Review of Professional Learning Plan	Raimundo, Cristina	8/6/2018	Sign In Sheet, Agendas, Minutes, Twitter, Exit Tickets	6/4/2019 monthly
G1.B9.S1.MA2 M425694	SEL Surveys of Stakeholders	Raimundo, Cristina	8/6/2018	Sign In Sheet, Agendas, Minutes, Data of Surveys	6/4/2019 quarterly
G1.MA4 M425698	State Assessment Results	Raimundo, Cristina	5/1/2019	Step Zero for 2019-2020	7/31/2019 annually