

Nassau County School District

# Yulee High School



## 2018-19 Schoolwide Improvement Plan

## Yulee High School

85375 MINER RD, Yulee, FL 32097

[ no web address on file ]

### 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)
High School 9-12	No	40%
Primary Service Type (per MSID File)	Charter School	2018-19 Minority Rate (Reported as Non-white on Survey 2)
K-12 General Education	No	23%

### School Grades History

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

*\*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 Nassau 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>.

---

## Table of Contents

---

<b>Purpose and Outline of the SIP</b>	<b>4</b>
<b>Differentiated Accountability</b>	<b>5</b>
<b>Current School Status</b>	<b>6</b>
Supportive Environment	6
Family and Community Engagement	8
Effective Leadership	9
Public and Collaborative Teaching	13
Ambitious Instruction and Learning	15
<b>8-Step Planning and Problem Solving Implementation</b>	<b>20</b>
Goals Summary	20
Goals Detail	20
Action Plan for Improvement	26
<b>Appendix 1: Implementation Timeline</b>	<b>42</b>
<b>Appendix 2: Professional Development and Technical Assistance Outlines</b>	<b>39</b>
Professional Development Opportunities	39
Technical Assistance Items	0
<b>Appendix 3: Budget to Support Goals</b>	<b>0</b>

## 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 Yulee High School

DA Region and RED	DA Category and Turnaround Status
Northeast - <a href="#">Cassandra Brusca</a>	- N/A

## I. Part I: Current School Status

### A. Supportive Environment

#### 1. School Mission and Vision

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

Our mission is to develop each student as an inspired life-long learner and problem-solver with the strength of character to serve as a productive member of society.

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

Our vision for all members of Yulee High School is to provide a safe environment, maintain and model professionalism and high expectations which will result in continuous academic growth, excellence, and increased post graduation opportunities.

#### 2. School Environment

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

Our school will infuse the content required by Florida Statute 1003.42(2) as applicable to appropriate grade levels, including but not limited to:

- The history and content of the Declaration of Independence
- The history, meaning, significance, and effect of the provisions of the Constitution of the United States.
- Flag education
- The elements of civil government
- The history of the United States
- The history of the Holocaust
- The history of African Americans
- The history of the state
- The conservation of natural resources
- Comprehensive health education
- The study of Hispanic contributions to the United States
- The study of women's contributions to the United States
- Character development programs
- Sacrifices of veterans

We will ensure that relationship-building is a clear priority and that students will develop the knowledge and skills to become contributing citizens in a multicultural society and global community.

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

Adults across the campus will clarify their expectations for positive interpersonal interaction and create the structures and processes for reporting violations of bullying/harassment/dating violence/civil rights policies.

Involve all staff in the process of modeling and teaching interpersonal expectations in academic and non-academic settings and giving them instruction for reporting violations to appropriate supervisors. Develop methods of effectively addressing disrespectful comments as well as methods for respectfully correcting misbehavior at the classroom and administrative levels.

Create methods/formats where the characteristics of safety and respect can be assessed, monitored, and where strategies for improvement can be created, discussed, and supported.

**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.**

Ensure teachers are trained in Classroom management strategies.

Instructional team reviews classroom data to ensure students are engaged while in class.

Ensure differentiation of instruction is taking place to meet the needs of all students. Teachers will convey and review expectations for each learning activity.

Class meetings will occur on a frequent basis to include student feedback.

School-wide recognition systems are in place.

Offer school counseling services with dedicated time for core classroom guidance that contribute to student engagement leading to improved academic achievement resulting in college-career readiness.

**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.**

School based teams meet to discuss students with barriers to academic and social success.

Mentors are assigned to students identified with concerns.

Offer instruction and various campus activities that address social/emotional needs of students.

Connect students to agencies who have Cooperative Agreements or are on campus.

School counseling program with dedicated time to: 1. Assess the needs of the students and the barriers blocking their success (Data-Driven Decision Making), 2. Identify interventions that the research suggests works to remove the barrier to success (Evidence-Based Intervention), and 3. Evaluate your intervention (Evaluation)

Engage with identified staff (i.e. school counselor, school-based team leader) to provide a

differentiated delivery of services based on student/school need. (Include core, supplemental, and intensive supports.)

### 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.**

**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	0	0	0	0	0	0	0	0	0	0	0	0	0	
One or more suspensions	0	0	0	0	0	0	0	0	0	0	0	0	0	
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	0	0	0	0	0	0	0	0	0	0	

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

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

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

## 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?**

No

### 1. PFEP Link

The school completes a Parental Involvement Plan (PFEP), which is available at the school site.

### 2. Description

School staff, faculty, and administrators strive to strengthen family involvement and family empowerment in the school. The school will coordinate and integrate parental involvement strategies with School Improvement, Strategic Planning, Title I, Title II, Title IV, Title VI, Community Involvement Programs, Business Partnerships, and other community involvement activities.

The school will provide the coordination, technical assistance, and other support necessary to assist in planning and implementing effective and comprehensive parent involvement programs, based on the National Standards for Parent/Family Involvement Programs, which include:

- A. Communication between home and school is regular, two-way and meaningful.
- B. Responsible parenting is promoted and supported.
- C. Parents play an integral role in assisting student learning. The School will help parents understand the state's academic standards, student progression requirements, and how to monitor their children's progress.
- D. Parents are welcome in school, treated with courtesy and respect, and their support and assistance are sought.
- E. Parents are full partners in the decisions that affect children and families.
- F. Community resources are utilized to strengthen school programs, family practices, and student learning.

The school will communicate parental choices and responsibilities to parents. Emphasis will be placed on active parent involvement at each school. The following are examples of family and community involvement communication:

- Open House
- School web page
- Focus
- Newsletters communicating classroom and school news to parents
- Parent phone calls, School Messenger, and face-to face meetings
- College and Career Fairs
- School Matters Publication



## 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 and district build and sustain partnerships with our local community. These groups meet regularly to review data, have discussions about progress, and make decisions about implementation plans and strategies ensuring a common vision among all partners. Our school partnerships support our efforts to increase student achievement by:

- Establishing structured opportunities to engage all stakeholders
- Encouraging open dialogue about challenges and solutions
- Engaging stakeholders in the use of data
- Leveraging community resources and funding sources

Volunteer and Community Involvement programs develop community resources in response to the differing needs of classrooms. By accessing the many diverse resources found in communities, these programs enrich and enhance school curriculum. A wide array of community partners enables these programs to maximize their impact. Volunteers may tutor, mentor, assist in the classroom, help with fundraising, participate in developing school plans, as well as many other opportunities. Recognition awards promote community involvement as well as highlight outstanding volunteer practices and showcase exemplary projects which are then shared district-wide.

## 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
Drake, Natasha	Principal
Joinville, Yvon	Assistant Principal
Hicken, Candace	Instructional Coach
Jackson, Donna	Assistant Principal
Perry, Donna	Instructional Media
Schweitzer, Richard	Teacher, K-12
Harris, Blair	School Counselor
Scarberry, Rebecca	Teacher, K-12
Blake, Thomas	Teacher, K-12
Patterson, Brianna	Teacher, K-12
Pinckney, Heather	Teacher, K-12
Lacand, Caroline	Teacher, K-12
Murray, Ashley	Teacher, K-12
Grunewald, Amnesty	Teacher, ESE
Eckman, Jessi	Teacher, K-12
Crosby, Kathy	Teacher, Career/Technical

#### 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 leadership team is responsible for disaggregating and analyzing data to determine areas of deficit. The team is to identify problems within the general population of students and within subgroups of students, analyze why the problems are occurring, formulate an intervention plan and then measure the effectiveness of the interventions through regular progress monitoring. Their plan to address and remediate areas of deficit becomes their MTSS and forms the basis for the school improvement plan.

The MTSS core team consists of: administrator, school counselor, literacy coach, department heads, and instructional coach. The MTSS leadership team is responsible for ensuring that the school has in place a system that provides increasingly intense and individualized interventions, resources and supports needed to meet the unique needs of its students.

**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's leadership team oversees the implementation and monitoring of its MTSS and SIP structures through databased decision making which identifies areas of deficit and identifies and provides supports and resources needed to address those deficits. In order to identify those needs, the team must analyze data to determine deficits and other areas in need of improvement. The team looks at academic, attendance and behavior related data. As the team disaggregates the data, it is identifying which students are meeting grade level expectations and which are not. It is looking for patterns and trends in the data.

Leading questions: Is our core instruction meeting the needs of 75-80 % of our students? If not, is it a curriculum or instruction issue? Are certain groups of students failing to meet expectations in certain subjects? Or, are there certain groups who have other non-academic barriers to achievement that must be addressed before they will be able to meet academic success? Are there trends in achievement within specific subgroups that need to be addressed? Have resources (funding and staffing) been allocated in the most effective and efficient manner to meet the needs of all stakeholders? Once those areas of need have been identified, the leadership team disseminates this information to the departments, literacy teams and other school based teams. The teams will provide input to the leading questions and assist in determining appropriate research based interventions to remediate specific deficits and identify other available resources to meet individual student needs. The departments/teams oversee the implementation of the interventions and monitor student progress through regularly scheduled meetings. The progress monitoring information will be shared with the leadership team and departments/teams together will monitor the effectiveness of interventions through student progress monitoring data and fidelity checks.

**The Problem Solving Process**

The Problem Solving/Response to Intervention model is a decision making process based on the scientific method of problem solving. Florida has embraced the problem solving methodology and incorporated it into its Response to Intervention model. The Problem Solving process requires the following steps: Problem Identification, Problem Analysis, Intervention Design/ Implementation, and Evaluation: Response to Intervention. Data based decisions are expected at all levels of the school: school, grade/departments, classroom, (AYP) subgroups (i.e., race, free/reduced lunch, ELL, ESE). A collaborative approach by school staff for development, implementation, and monitoring of the intervention process is expected.

## Title II

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

- training to certify qualified mentors for the New Teacher Program
  - training for add-on endorsement programs, such as Reading, Gifted, ESOL
- training and substitute release time for Professional Learning Community (PLC) development and facilitation

## Title III

The District provides supplemental academic instruction and services to students who are ELL. The district employs an ELL instructional coach.

Title X- A portion of funds are set aside and reserved to meet the academic and personal needs of identified homeless families. These needs could include academic supplies or assistance with personal hygiene items, or referrals to social service agencies. Supplemental Academic Instruction (SAI) These funds are utilized to provide supplemental academic coaches.

## Violence Prevention Programs:

The District has adopted bullying prevention and intervention policies and procedures. Each year training is provided.

## Nutrition Programs

- 1) The school adheres to and implements the nutrition requirements stated in the District Wellness Policy.
- 2) Nutrition education is taught through many programs and courses
- 3) The School Food Service Program, school breakfast, school lunch, and after care snacks follows the Healthy Food and Beverage Guidelines as adopted in the District's Wellness Policy.

## Head Start

The Nassau Schools that contain primary grades work in concert with Episcopal Childrens Services, Child Find, and other service agencies in order to strengthen curriculum offerings, provide ease of transition to kindergarten, increase community involvement, and increase meaningful parent involvement.

## Adult Education

Nassau County Adult High school provides courses to all eligible students on the senior high school's recommendation. Courses can be taken for credit recovery, promotion, remediation, or grade forgiveness purposes. Adult Education also offers night classes for GED Prep at four locations on a flexible schedule.

## Career and Technical Education

Articulation agreements allow students to earn college and postsecondary technical credits in high school and provide more opportunities for students to work towards postsecondary degrees. Students will gain an understanding of business and industry workforce requirements by acquiring Ready to Work and other industry certifications. Readiness for postsecondary opportunities will strengthen with the integration of academic and career and technical education components and a coherent sequence of courses.

## 2. School Advisory Council (SAC)

### a. Membership

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

Name	Stakeholder Group
Wanda Jensen	Parent
Rebecca Scarberry	Teacher
Natasha Drake	Principal
Katherine Morrison	Parent
Roody Joinville	Education Support Employee
Kellie Sweat	Education Support Employee
Thomas Blake	Teacher
Amy Grunewald	Parent
Donnice Coleman	Parent
Robyn Edayan	Parent
Lisa Emerson	Teacher
Adrianna Martinez	Parent
Robin Melton	Parent
Chris Richardson	Parent
Ariel Bell	Student
Brenda Meadows	Parent
Down Williams	Parent
Isaac Cox	Student
Michelle Bell	Parent
Mike Shay	Parent
Robert Formica	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*

When looking at the School Improvement Plan for the 2015-2016 school year, Yulee High School met all of the goals with the exception of students proficient in math. This year YHS has reevaluated how the courses for students who have not passed the Alg 1 EOC are delivered. Students who have not passed the Alg. 1 EOC will be provided Liberal Arts Math as their math credit prior to Geometry. We feel this will reinforce several of the concepts and skills needed to be successful in Geometry.

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

Our School Advisory Council takes a leading role in the development of this school improvement. SAC shares the vision of the school and represents the liaison between the community and our school. The administrative team makes sure that SAC is aware of our academic goals, and we plan a joint effort to materialize the mission and vision of our school. In addition, SAC member will assist with the analysis of climate survey data, monitor adequate progress, and identify and recommend programs and projects that contribute to a positive and safe learning environment.

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

The annual budget is developed based on a needs assessment conducted targeting the needs of the students and supporting the learning environment.

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

We are projected to receive approximately two thousands dollars. The funds will be primarily allocated for school supplies, paying for students who can not afford to take the SAT or ACT.

**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
Drake, Natasha	Principal
Joinville, Yvon	Assistant Principal
Grunewald, Amy	Teacher, ESE
Perry, Donna	Instructional Media
Eckman, Jessica	Teacher, K-12
Winters, Susan	Instructional Coach
Arias, Lauren	Teacher, K-12
Lane, Merideth	Teacher, K-12
Murray, Ashley	Teacher, K-12

**b. Duties**

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

The LLT will support instructional strategies to improve reading comprehension and the Florida State Standards Standards for College and Career Readiness in reading, writing, speaking, listening, and language. The LLT team will provide professional development throughout the year to ensure that text complexity, along with close reading and rereading of texts, is central to lessons, to provide scaffolding that does not preempt or replace text reading by students, to develop and ask text dependent questions from a range of question types, to emphasize that students support their answers based upon evidence from the text, and to provide extensive research and writing opportunities.

**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.**

Opportunities for encouraging positive working relationships between teachers include participation in Leadership Meetings, Faculty Meetings, and Team Meetings. In these meetings the focus is on students' academic and social needs. Teachers regularly engage in professional dialogue with colleagues; share ideas, knowledge, and techniques; and participate in collaborative problem-solving around classroom instruction. Teachers work together to develop shared knowledge and discover common solutions to challenging problems.

The master schedule was revamped to give students early release time every Wednesday in order for teachers to have additional collaborative instructional planning time.

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

1. Provision of mentoring, training and coaching for:

- a) first and second-year new teachers, including those in Alternative Certification (ACP) or Educator Preparation Institute (EPI) programs; and
- b) ESOL and Reading teachers in the process of earning an Endorsement.

These activities are coordinated with the district's Personnel system and through the provision of an ESOL Coach and an Instructional Strategies/New Teacher Coach.

2. In order to ensure that all teachers become Effective or Highly Effective, the district will provide resources, coaching, and professional development to any teacher whose overall evaluation rating is Needs Improvement or Unsatisfactory. The principal will conduct a conference with the teacher to determine specific goals and needs for professional development, in addition to needs for classroom strategies and behaviors.

3. Resources and/or professional development will be provided to support the skills and knowledge needed to increase the number of In-field/Highly Qualified/effective teachers. This will include provision of ESOL, Reading, and Gifted Endorsement courses; financial support for testing to add areas of certification to teachers' existing certificates; financial support for provision of study guides and workshops (as available); assistance with cost of adding subject areas to certificates to become in-field in all courses taught.

4. The district will recruit effective teachers and leaders, including minorities, to ensure high quality and diversity of applicants and will retain exemplary teachers through recognition, incentives and leadership development opportunities.

5. Professional development activities and records are efficiently and effectively managed to ensure teachers maintain their certification and remain up to date in their areas of certification.

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

A. First year teachers participate in the following district professional development and mentoring activities:

- 1. New Teacher Orientation, including introduction to the Nassau District Schools' mission and values
- 2. Professional Development in the district's Marzano Evaluation Framework.
- 3. Monthly (8) New Teacher Professional Learning Community sessions with text: Why Didn't I Learn This in College?
- 4. Florida State Standards and Lesson Planning
- 5. The Florida Educator Code of Ethics
- 6. Conducting Effective Parent Conferences
- 7. District E-mail Protocol and technology-based curriculum programs
- 8. Professional Education Competencies, as applicable
- 9. Classroom and Behavior Management
- 10. Other professional development as specified by the school or district, such as Reading, ESOL, or Writing.

B. Observation and Coaching/Mentoring Components:



1. Two classroom observations followed by a feedback conference, conducted by the District Instructional Strategies Coach who is trained in highly trained in Clinical Education, observation and feedback/coaching strategies, and the Marzano framework.
2. Two classroom observations (one per semester) followed by a feedback conference, conducted by a mentor teacher or other certified educator who teaches the same grade level/subject area as the new teacher, has been rated as Highly Effective, has been provided with CET or similar training and coaching resources, and is selected by the principal as a mentor.
3. Two classroom observations (one per semester) followed by a feedback conference, by the new teacher in the classroom of the mentor teacher or other certified educator who teaches the same grade level/subject area as the new teacher and who has been rated as Highly Effective.
4. On-going informal observations and coaching with feedback conducted by Instructional Strategies Coach, with related professional development resources available via the district's iObservation system.
5. Walk-throughs, informal observations, and formal observations using the Marzano framework instrument, conducted by a trained principal, assistant principal or other administrator, with related professional development resources available via the district's iObservation system.

#### C. RATIONAL FOR MENTOR/NEW TEACHER PAIRINGS AND PLANNED MENTORING ACTIVITIES:

The District Instructional Strategies Coach and the school principal confer to select a mentor teacher or other certified educator who teaches the same grade level/subject area/role as the new teacher or other educator, and who has been rated as Highly Effective.

The planned mentoring activities provide on-going and regularly-scheduled opportunities for classroom visits and observations, reflection, and coaching and feedback, as well as monthly collaboration in PLCs for professional development in best practices and highly effective instructional strategies. The purpose of these on-going support strategies is to increase teacher effectiveness and as a result, to increase student achievement.

### 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.***

Core instructional materials and programs are selected from the list of state approved adoptions. It is also the intent of the Nassau County School District that textbooks be selected for district-wide use by course/grade/level to assure continuity and economy throughout the district. Media materials should be selected to provide enrichment and curriculum support taking into consideration the varied needs, interests, and abilities of the school population. School Textbook Selection Committees include representatives of faculty, parents and community members.

District Adoption Process:

1. Sample materials of all state adopted texts will be obtained by the appropriate director and evaluated by the school committee using appropriate forms and criteria.
2. Each school will select its choice for the district adoption in each area under consideration. Each school's selection will be submitted to the appropriate instructional director.
3. School selections will be tallied. The title receiving the most votes will be designated as the district adoption for each course or subject area.

Resources used to evaluate instructional materials include: Florida State Standards and Next Generation Sunshine State Standards, grade level expectations, curriculum frameworks or course descriptions, and FLDOE instructional materials specifications.

## 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.**

Data analysis is at the center of all instructional decisions. The master schedule contains blocks of time for instruction based on the diverse needs of students. Remediation and enrichment in the classroom is based on progress monitoring data collected in core classes such as reading and math. This data is reviewed in team meetings and data chats are conducted with students. The school-based leadership team is responsible for disaggregating and analyzing data to determine areas of deficiency. The team is charged with identifying problems within the general population of students and within subgroups of students, analyzing why the problems are occurring, formulating an intervention plan and then measuring the effectiveness of the interventions through regular progress monitoring. Their plan to address and remediate areas of deficiency becomes their MTSS (multi-tiered system of supports) and forms the basis for the school improvement plan.

**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:** 7,200

Before and after school tutoring is offered by classroom teachers for students who are struggling in their classes. Hours are posted in class syllabi.

### **Strategy Rationale**

The purpose is to provide additional support by reteaching and remediating skills that were taught during the school day.

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

- Enrichment

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

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

Progress monitoring is conducted by running classroom grade reports, FCAT scores, and communicating with teachers and guidance counselors to ensure student success.

## 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.**

Each school holds student/parent orientation meetings to assist with the transitioning from one school level to another. The Student Progression Plan and student handbook is distributed and reviewed.

### 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.**

Several initiatives and programs have been established to foster college-going culture and to support and assist students as they work toward achieving college and career readiness.

Students receive daily instruction and support to prepare them for college and careers. These academic strategies impact students school-wide as strategies like writing to learn, inquiry, collaboration, organizational skills, and critical reading (WICOR ) are taught in all classes. In class students learn organizational skills, study skills, and work on critical thinking skills that will better prepare them for college and career readiness.

Initiatives include: AP and Dual Enrollment courses, SAT school day test administration, College and Career Fairs, college and career field trips, and assemblies with guest speakers.

The Nassau County Economic Development Board conducts soft-skills training and seminars on employment seeking to the district's students as a component of their partnership with the district. Other business partners assist in career education curriculum development and placement efforts through their participation in program area advisory boards. Partners include trade organizations such as the First Coast Manufacturing Association and the Northeast Florida Builders Association, and numerous employers in the area.

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

Course Title Industry Certification  
Introduction to Information Technology Word  
Administration Office Technology I Powerpoint  
Business Software Applications Excel  
Culinary Arts I & II ServeSafe  
Culinary Arts III Prostart Level I (Exam Only)  
Culinary Arts IV Prostart Level II (Exam Only)  
Automotive Service and Light Repair ASE G1 (Auto Maintenance and Light Repair)  
AST 3 ASE A1 (Engine Repair)  
AST 6 ASE A4 (Suspension and Steering)  
AST 7 ASE A5 (Brakes)  
Building Construction I NCCER Core  
Building Construction II NCCER Masonry I or NCCER Carpentry I  
Building Construction III NCCER Masonry II or NCCER Carpentry II  
HVAC 1 NCCER HVAC Level 1  
HVAC 2 NCCER HVAC Level 2  
Electricity 2 NCCER Electricity Level 1  
Foundations of Web Design Dreamweaver  
User Interface Design Photoshop  
Web Scripting Fundamentals Flash  
Media Integration Essentials Adobe Illustrator  
Game & Simulation Programming Flash  
Drafting 1 AutoDesk Certified User - AutoCAD  
Drafting 2 AutoDesk Certified Professional - AutoCAD  
Nursing Assistant III C.N.A  
JAVA JAVA Programming  
Robotics

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

Career Education teachers have received staff development training in teaching reading through the content area. Other career education courses such as Drafting, Culinary Arts, HVAC/Electrical, and Machining include application of mathematical principles. In addition, the JAVA class was added for the 2016-2017 school year allowing students to sit for the AP Computer Science Exam. Health Science and Biomedical sciences programs curriculum includes instruction in Anatomy and Physiology and other science concepts.

**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.**

To be considered “college and career” ready, students must demonstrate mastery of the Florida Postsecondary Readiness Competencies in English and mathematics that have been identified through a cross-sector collaborative effort by Florida’s K12, college and university faculty. Students demonstrate proficiency by achieving passing-level scores in reading, writing and mathematics on the Postsecondary Education Readiness Test or an approved alternative. Students scoring below state-adopted common cut scores in these discipline areas are required to enroll in and successfully complete remedial courses in the areas of their deficiencies prior to enrollment in postsecondary, General Education, college-credit courses.

Higher levels of demonstrated competence in mathematics, language arts, the natural sciences, and the social sciences increase the options available to a student (e.g., selective university enrollment, high-skill occupation) and the likelihood that a student will succeed in postsecondary education and the skilled workforce. These higher levels of competency may be measured by SAT and/or ACT scores, in addition to earning postsecondary credits through AP, Dual Enrollment, or by earning state-approved industry certifications.

Strategies:

- Remediation classes are offered
- School-wide SAT day
- SAT/ACT prep given in content area classes
- The implementation of Khan Academy throughout the curriculum.
- 10th grade PSAT/NMSQT and 11th grade NMSQT School Day
- Implementation of the AVID system district-wide.

## 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.** Increase the percentage of graduating seniors who earn college credit or industry certification through Advanced Placement, Dual Enrollment, or Career and Technical Education Courses.
- G2.** Increase the percentage of students scoring at or above the proficiency level on the US History EOC Exam
- G3.** Increase the percentage of students scoring at or above the proficiency level on the Biology I End-of-Course exam.
- G4.** Increase the percentage of students scoring at or above grade level and increase overall learning gains on the ELA Florida Standards Assessments (FSA).
- G5.** Increase the percentage of students scoring at or above the proficiency level and increase overall learning gains on the Florida Standards Assessments (FSA) End-of-Course Exams (EOC) for Algebra 1 and Geometry.

## 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.** Increase the percentage of graduating seniors who earn college credit or industry certification through Advanced Placement, Dual Enrollment, or Career and Technical Education Courses. 1a

G101017

**Targets Supported** 1b

Indicator	Annual Target
4-Year Grad Rate (Standard Diploma)	91.0
High School Acceleration	55.0

**Targeted Barriers to Achieving the Goal** 3

- Students lack understanding of the benefits of achieving college and career readiness.
- Preparation/registration for post-secondary education can be a confusing and complex process.

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

- AVID WICOR Strategies school wide
- Teacher participation in AP summer institutes
- Parent Financial Aid and FASFA Night
- Increase cooperation and communication with FSCJ
- Increase college and career advising for all students
- Continue to promote college and career options through College and Career Conversations
- 

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

Increase the percentage of students who earn college credit or industry certification.

**Person Responsible**

Natasha Drake

**Schedule**

Annually, from 8/10/2018 to 5/24/2019

**Evidence of Completion**

FTE Survey 5 Data on College Readiness

**G2.** Increase the percentage of students scoring at or above the proficiency level on the US History EOC Exam **1a**

 G101018

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

Indicator	Annual Target
U.S. History EOC Pass	80.0

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

- Students may lack the skills to analyze, evaluate, and differentiate primary and secondary sources.

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

- Social Studies, United States History End of Course exam, AP Summer Institute, District Professional Development

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

Observation, walk-throughs, lesson plans, SS PLC's/meeting minutes, assessment data, student work, progress monitoring data (Achieve 3000)

**Person Responsible**

Natasha Drake

**Schedule**

Weekly, from 8/10/2018 to 5/24/2019

**Evidence of Completion**

As evidence by weekly curriculum teaching plans and student work samples.

**G3.** Increase the percentage of students scoring at or above the proficiency level on the Biology I End-of-Course exam. 1a

 G101019

**Targets Supported** 1b

Indicator	Annual Target
Bio I EOC Pass	75.0

**Targeted Barriers to Achieving the Goal** 3

- Students may have difficulty understanding the scientific concepts.

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

- CPALMS, Marzano's Arts and Science of Teaching Framework, Science labs, AP Summer Institutes, District Science Resource Teacher

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

Provide students with opportunities to increase level achievement.

**Person Responsible**

Natasha Drake

**Schedule**

Weekly, from 8/10/2018 to 5/24/2019

**Evidence of Completion**

As evidenced by weekly curriculum teaching plans and classroom assessments.

**G4.** Increase the percentage of students scoring at or above grade level and increase overall learning gains on the ELA Florida Standards Assessments (FSA). 1a

G101020

**Targets Supported** 1b

Indicator	Annual Target
FSA ELA Achievement	65.0
ELA/Reading Gains	55.0
ELA/Reading Lowest 25% Gains	50.0

**Targeted Barriers to Achieving the Goal** 3

- Students may lack experience with text-based writing with will be required for the ELA FSA Writing component. In addition, they may also lack experience with the new FSA question types (equation- response, graphic response, multiple choice, multiple select response, ect.)
- Students are unable to read carefully and grasp information arguments, ideas, and details based on evidence in the text. Students must be able to answer a range of text-dependent questions, whose answers require inferences based on careful attention to the text.

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

- Florida Standards Assessment online portal, CPALMS, Achieve 3000, Student Writing Exemplars, Florida's writing rubrics, Khan Academy, HMH curriculum, AVID, and Professional Learning Communities, AP Summer Institutes, HMS Curriculum Packages.

**Plan to Monitor Progress Toward G4.** 8

Progress towards meeting goals.

**Person Responsible**

Natasha Drake

**Schedule**

On 5/24/2019

**Evidence of Completion**

As evidenced by weekly curriculum teaching plans, student work samples, assessments



**G5.** Increase the percentage of students scoring at or above the proficiency level and increase overall learning gains on the Florida Standards Assessments (FSA) End-of-Course Exams (EOC) for Algebra 1 and Geometry. 1a

G101021

**Targets Supported** 1b

Indicator	Annual Target
Geometry EOC Pass Rate	60.0
Algebra I EOC Pass Rate	60.0
Math Gains	60.0
Math Lowest 25% Gains	50.0

**Targeted Barriers to Achieving the Goal** 3

- Students need support interacting with new mathematical concepts and knowledge.
- Students may lack foundation math skills necessary to understand complex mathematical concepts.

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

- Professional Learning Communities, Preparation Workbooks, Cognitive Tutor software, Kuta Software AP Summer Institutes, District Professional Development, Academy of Math, KHAN Academy, Pearson Math Institute, and Florida Standards training materials.

**Plan to Monitor Progress Toward G5.** 8

Review best teaching practice strategies as related to the Arts and Sciences of Teaching

**Person Responsible**

Natasha Drake

**Schedule**

Weekly, from 8/10/2018 to 5/24/2019

**Evidence of Completion**

Assessment data, student interviews, administrative walk-throughs, Algebra 1 EOC and Geometry EOC student work samples. Implementation of daily Spiral Review questions.

## 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.** Increase the percentage of graduating seniors who earn college credit or industry certification through Advanced Placement, Dual Enrollment, or Career and Technical Education Courses. **1**

 G101017

**G1.B1** Students lack understanding of the benefits of achieving college and career readiness. **2**

 B272333

**G1.B1.S1** Increase the amount of college and career advising through the guidance department, classroom instruction, and parent nights. **4**

 S288366

### Strategy Rationale

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

Guidance Counselors and classroom teachers will provide additional college and career counseling to students and parents.

#### Person Responsible

Natasha Drake

#### Schedule

Monthly, from 8/10/2018 to 8/10/2018

#### Evidence of Completion

Student status reports, school-wide calendars, department meeting agendas

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

Guidance Counselors will report progress to the administration on a quarterly basis.

**Person Responsible**

**Schedule**

Monthly, from 8/10/2018 to 5/24/2019

**Evidence of Completion**

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

Surveys, verbal feedback and student participation will indicate effectiveness.

**Person Responsible**

Natasha Drake

**Schedule**

Quarterly, from 8/10/2018 to 5/24/2019

**Evidence of Completion**

### G1.B2 Preparation/registration for post-secondary education can be a confusing and complex process. 2

 B272334

#### G1.B2.S1 Increase the cooperation and communication with the advising and recruiting office at FSCJ.

4

 S288367

**Strategy Rationale**

#### Action Step 1 5

Establish regularly scheduled collaboration meetings between NCSB staff and FSCJ staff.

**Person Responsible**

Natasha Drake

**Schedule**

Quarterly, from 8/10/2018 to 5/24/2019

**Evidence of Completion**

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

Meeting agenda or minutes will indicate implementation

**Person Responsible**

Natasha Drake

**Schedule**

Quarterly, from 5/10/2018 to 5/24/2019

***Evidence of Completion***

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

Implementation and improvements regarding FSCJ initiatives and communication will indicate effectiveness.

**Person Responsible**

**Schedule**

Quarterly, from 8/10/2018 to 5/24/2019

***Evidence of Completion***

Agendas, minutes and outcomes

**G2.** Increase the percentage of students scoring at or above the proficiency level on the US History EOC Exam

1

 G101018

**G2.B1** Students may lack the skills to analyze, evaluate, and differentiate primary and secondary sources.

2

 B272335

**G2.B1.S1** Teachers will implement FSA content literacy standards and WICOR strategies to assist students. 4

 S288368

### Strategy Rationale

#### Action Step 1 5

Provide professional development to teachers on the FSA reading and book studies as it relates to US History content. Utilize non-fiction articles for US History instruction from the Achieve 3000 program.

#### Person Responsible

Natasha Drake

#### Schedule

Daily, from 8/10/2018 to 5/24/2019

#### Evidence of Completion

As evidence by weekly curriculum teaching plans.

#### Plan to Monitor Fidelity of Implementation of G2.B1.S1 6

Monitor student data through the Achieve 3000 program

#### Person Responsible

Susan Winters

#### Schedule

Monthly, from 8/10/2018 to 5/24/2019

#### Evidence of Completion

lobservation data, classroom collections, data

**Plan to Monitor Effectiveness of Implementation of G2.B1.S1** 7

Observation, walk-throughs, lesson plans, SS PLC's/meeting minutes, assessment data, student work, progress monitoring data (Achieve 3000)

**Person Responsible**

Natasha Drake

**Schedule**

Monthly, from 8/10/2018 to 5/24/2019

**Evidence of Completion**


**G3.** Increase the percentage of students scoring at or above the proficiency level on the Biology I End-of-Course exam. 1

 G101019

**G3.B1** Students may have difficulty understanding the scientific concepts. 2

 B272336

**G3.B1.S1** Teachers will use cooperative learning and hands-on learning strategies to enhance student interest in Biology. 4

 S288369

**Strategy Rationale**

**Action Step 1** 5

Teachers will use research based strategies and provide quality activities that meet the standards for Biology.

**Person Responsible**

Natasha Drake

**Schedule**

Weekly, from 8/10/2018 to 5/24/2019

**Evidence of Completion**

Evidenced by implementation of standards as evidence by using Marzano Arts and Science of Teaching.

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

Implement lesson plan format focusing on Marzano's strategies to improve student achievement.

**Person Responsible**

Natasha Drake

**Schedule**

Daily, from 8/10/2018 to 5/24/2019

***Evidence of Completion***

Evidenced by implementation of cooperative learning and hands on strategies as evidence by using Marzano Arts and Science of Teaching.

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

Implement lesson plan format focusing on Marzano's strategies to improve student achievement.

**Person Responsible**

Natasha Drake

**Schedule**

Daily, from 8/10/2018 to 5/24/2019

***Evidence of Completion***

Evidenced by implementation of cooperative learning and hands on strategies as evidence by using Marzano Arts and Science of Teaching.

**G4.** Increase the percentage of students scoring at or above grade level and increase overall learning gains on the ELA Florida Standards Assessments (FSA). 1

G101020

**G4.B1** Students may lack experience with text-based writing with will be required for the ELA FSA Writing component. In addition, they may also lack experience with the new FSA question types (equation-response, graphic response, multiple choice, multiple select response, ect.) 2

B272337

**G4.B1.S1** Through the use of WICOR strategies, the teacher will improve the quality of text-based strategy writing for the ELA Writing component and assist students with the question complexity on the ELA FSA. 4

S288370

### Strategy Rationale

#### Action Step 1 5

All teachers will collaborate to expand the writing curriculum.

##### Person Responsible

Natasha Drake

##### Schedule

Weekly, from 8/10/2018 to 5/24/2019

##### Evidence of Completion

Evidenced by formative and summative assessments.

#### Plan to Monitor Fidelity of Implementation of G4.B1.S1 6

Monitor progress towards meeting goals.

##### Person Responsible

Natasha Drake

##### Schedule

Daily, from 8/10/2018 to 5/24/2019

##### Evidence of Completion

Student work samples, assessments, lesson plan activities, administrative observations



**Plan to Monitor Effectiveness of Implementation of G4.B1.S1** 7

Teachers will collaborate to expand the writing curriculum.

**Person Responsible**

Natasha Drake


**Schedule**

Daily, from 8/24/2018 to 5/24/2019

***Evidence of Completion***

Evidenced by curriculum teaching plans, student work samples, and increase in assessment scores.

**G4.B1.S2** Improve the quality of text-based writing for the ELA Writing Component. 4

 S288371

**Strategy Rationale**

**Action Step 1** 5

All teachers will collaborate to expand the writing curriculum.

**Person Responsible**

Natasha Drake

**Schedule**

Weekly, from 8/10/2018 to 5/24/2019

***Evidence of Completion***

Evidenced by formative and summative assessments.

**Plan to Monitor Fidelity of Implementation of G4.B1.S2** 6

**Person Responsible**

**Schedule**

***Evidence of Completion***

Plan to Monitor Effectiveness of Implementation of G4.B1.S2 7

**Person Responsible**

**Schedule**

***Evidence of Completion***

**G4.B2** Students are unable to read carefully and grasp information arguments, ideas, and details based on evidence in the text. Students must be able to answer a range of text-dependent questions, whose answers require inferences based on careful attention to the text. 2

 B272338

**G4.B2.S1** Students will use WICOR strategies to summarize, analyze, and contextualize complex informational text. 4

 S288372

**Strategy Rationale**

**Action Step 1** 5

Review of the implementation of Achieve 3000, HMH and Khan Academy within the learning environment, while ensuring the delivery of differentiated instruction.

**Person Responsible**

Natasha Drake

**Schedule**

Biweekly, from 8/10/2018 to 5/24/2019

***Evidence of Completion***

Assessment data, administrative walk-throughs, student work samples

**Plan to Monitor Fidelity of Implementation of G4.B2.S1** 6

Review lesson plans, administrative walk-throughs, assessments. reading software data

**Person Responsible**

Natasha Drake

**Schedule**

Biweekly, from 8/10/2018 to 5/24/2019

***Evidence of Completion***

Assessment data, administrative walk-throughs, student work samples

**Plan to Monitor Effectiveness of Implementation of G4.B2.S1** 7

Review lesson plans, administrative walk-throughs, assessments. reading software data

**Person Responsible**

**Schedule**

Biweekly, from 8/10/2018 to 5/24/2019

***Evidence of Completion***

**G5.** Increase the percentage of students scoring at or above the proficiency level and increase overall learning gains on the Florida Standards Assessments (FSA) End-of-Course Exams (EOC) for Algebra 1 and Geometry.

1

 G101021

**G5.B1** Students need support interacting with new mathematical concepts and knowledge. 2

 B272339

**G5.B1.S1** Provide teachers with Professional Development to assist them with the implementation of small group instruction in math classes. 4

 S288373

### Strategy Rationale

Monitor effectiveness of implementation of effective learning strategies.

### Action Step 1 5

Monitor effectiveness of implementation of effective learning strategies.

#### Person Responsible

Natasha Drake

#### Schedule

Weekly, from 8/10/2018 to 5/24/2019

#### Evidence of Completion

Evidenced by increased scores on assessments.

### Plan to Monitor Fidelity of Implementation of G5.B1.S1 6

Monitor effectiveness of implementation of effective learning strategies.

#### Person Responsible

Natasha Drake

#### Schedule

Daily, from 8/10/2018 to 5/24/2019

#### Evidence of Completion

Evidenced by assessment data, student interviews, administrative walk-throughs

**Plan to Monitor Effectiveness of Implementation of G5.B1.S1** 7

Monitor effectiveness of implementation of effective learning strategies.

**Person Responsible**

Natasha Drake

**Schedule**

Daily, from 8/10/2018 to 5/24/2019

***Evidence of Completion***

Evidenced by assessment data, student interviews, administrative walk-throughs.

**G5.B2** Students may lack foundation math skills necessary to understand complex mathematical concepts.

2

 B272340

**G5.B2.S1** Through the utilization of technology instructional resources, teachers will provide skill-based instruction in small groups while providing differentiated instruction throughout the learning environment.

4

 S288374

**Strategy Rationale**

**Action Step 1** 5

Through the PLC Process, Math teachers will collaborate to develop common strategies of how to implement computer based programs through small group instruction.

**Person Responsible**

Natasha Drake

**Schedule**

Daily, from 8/10/2018 to 5/24/2019

***Evidence of Completion***

Classroom samples, lesson plans

**Plan to Monitor Fidelity of Implementation of G5.B2.S1** 6

Review lesson plans and assessments.

**Person Responsible**

Natasha Drake

**Schedule**

Daily, from 8/10/2018 to 5/24/2019

***Evidence of Completion***

Assessment data, administrative walk-throughs, student work samples.

**Plan to Monitor Effectiveness of Implementation of G5.B2.S1** 7

Review best teaching practice strategies as related to the Arts and Sciences of Teaching

**Person Responsible**

Natasha Drake

**Schedule**

Daily, from 8/10/2018 to 5/24/2019

***Evidence of Completion***

Assessment data, administrative walk-throughs, student work samples

## V. Professional Development Opportunities

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

**G2.** Increase the percentage of students scoring at or above the proficiency level on the US History EOC Exam

**G2.B1** Students may lack the skills to analyze, evaluate, and differentiate primary and secondary sources.

**G2.B1.S1** Teachers will implement FSA content literacy standards and WICOR strategies to assist students.

### PD Opportunity 1

Provide professional development to teachers on the FSA reading and book studies as it relates to US History content. Utilize non-fiction articles for US History instruction from the Achieve 3000 program.

#### Facilitator

Social Studies Department Chair (CPALMS and planning through PLCs)

#### Participants

Social Studies Department

#### Schedule

Daily, from 8/10/2018 to 5/24/2019

**G3.** Increase the percentage of students scoring at or above the proficiency level on the Biology I End-of-Course exam.

**G3.B1** Students may have difficulty understanding the scientific concepts.

**G3.B1.S1** Teachers will use cooperative learning and hands-on learning strategies to enhance student interest in Biology.

### PD Opportunity 1

Teachers will use research based strategies and provide quality activities that meet the standards for Biology.

#### Facilitator

Science Department Chair (CPALMS and planning through PLCs) and Monica Wright

#### Participants

Science Department

#### Schedule

Weekly, from 8/10/2018 to 5/24/2019

**G4.** Increase the percentage of students scoring at or above grade level and increase overall learning gains on the ELA Florida Standards Assessments (FSA).

**G4.B1** Students may lack experience with text-based writing with will be required for the ELA FSA Writing component. In addition, they may also lack experience with the new FSA question types (equation-response, graphic response, multiple choice, multiple select response, ect.)

**G4.B1.S1** Through the use of WICOR strategies, the teacher will improve the quality of text-based strategy writing for the ELA Writing component and assist students with the question complexity on the ELA FSA.

#### **PD Opportunity 1**

All teachers will collaborate to expand the writing curriculum.

##### **Facilitator**

English Department Chair and Reading Coach (CPALMS and [www.fsassessment.com](http://www.fsassessment.com) through PLC)

##### **Participants**

English Department Chair

##### **Schedule**

Weekly, from 8/10/2018 to 5/24/2019

**G4.B2** Students are unable to read carefully and grasp information arguments, ideas, and details based on evidence in the text. Students must be able to answer a range of text-dependent questions, whose answers require inferences based on careful attention to the text.

**G4.B2.S1** Students will use WICOR strategies to summarize, analyze, and contextualize complex informational text.

#### **PD Opportunity 1**

Review of the implementation of Achieve 3000, HMH and Khan Academy within the learning environment, while ensuring the delivery of differentiated instruction.

##### **Facilitator**

Khan Academy Training- College Board, Reading Coach, Administration.

##### **Participants**

ELA teachers 6-12

##### **Schedule**

Biweekly, from 8/10/2018 to 5/24/2019



**G5.** Increase the percentage of students scoring at or above the proficiency level and increase overall learning gains on the Florida Standards Assessments (FSA) End-of-Course Exams (EOC) for Algebra 1 and Geometry.

**G5.B2** Students may lack foundation math skills necessary to understand complex mathematical concepts.

**G5.B2.S1** Through the utilization of technology instructional resources, teachers will provide skill-based instruction in small groups while providing differentiated instruction throughout the learning environment.

### **PD Opportunity 1**

Through the PLC Process, Math teachers will collaborate to develop common strategies of how to implement computer based programs through small group instruction.

#### **Facilitator**

Math Department Chair through PLC / KHAN Academy Training- College Board/Schultz Center

#### **Participants**

Math Teachers















#### **Schedule**

Daily, from 8/10/2018 to 5/24/2019

## 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					
G4.B1.S2.MA1 M428198	[no content entered]		No Start Date		No End Date one-time
G4.B1.S2.MA1 M428199	[no content entered]		No Start Date		No End Date one-time
G1.B1.S1.A1 A391176	Guidance Counselors and classroom teachers will provide additional college and career counseling to...	Drake, Natasha	8/10/2018	Student status reports, school-wide calendars, department meeting agendas	8/10/2018 monthly
G1.MA1 M428189	Increase the percentage of students who earn college credit or industry certification.	Drake, Natasha	8/10/2018	FTE Survey 5 Data on College Readiness	5/24/2019 annually
G2.MA1 M428192	lobervation, walk-throughs, lesson plans, SS PLC's/meeting minutes, assessment data, student work,...	Drake, Natasha	8/10/2018	As evidence by weekly curriculum teaching plans and student work samples.	5/24/2019 weekly
G3.MA1 M428195	Provide students with opportunities to increase level achievement.	Drake, Natasha	8/10/2018	As evidenced by weekly curriculum teaching plans and classroom assessments.	5/24/2019 weekly
G4.MA1 M428202	Progress towards meeting goals.	Drake, Natasha	8/10/2018	As evidenced by weekly curriculum teaching plans, student work samples, assessments	5/24/2019 one-time
G5.MA1 M428207	Review best teaching practice strategies as related to the Arts and Sciences of Teaching	Drake, Natasha	8/10/2018	Assessment data, student interviews, administrative walk-throughs, Algebra 1 EOC and Geometry EOC student work samples. Implementation of daily Spiral Review questions.	5/24/2019 weekly
G1.B1.S1.MA1 M428185	Surveys, verbal feedback and student participation will indicate effectiveness.	Drake, Natasha	8/10/2018		5/24/2019 quarterly
G1.B1.S1.MA1 M428186	Guidance Counselors will report progress to the administration on a quarterly basis.		8/10/2018		5/24/2019 monthly
G1.B2.S1.MA1 M428187	Implementation and improvements regarding FSCJ initiatives and communication will indicate...		8/10/2018	Agendas, minutes and outcomes	5/24/2019 quarterly
G1.B2.S1.MA1 M428188	Meeting agenda or minutes will indicate implementation	Drake, Natasha	5/10/2018		5/24/2019 quarterly
G1.B2.S1.A1 A391177	Establish regularly scheduled collaboration meetings between NCSB staff and FSCJ staff.	Drake, Natasha	8/10/2018		5/24/2019 quarterly
G2.B1.S1.MA1 M428190	lobervation, walk-throughs, lesson plans, SS PLC's/meeting minutes, assessment data, student work,...	Drake, Natasha	8/10/2018		5/24/2019 monthly
G2.B1.S1.MA1 M428191	Monitor student data through the Achieve 3000 program	Winters, Susan	8/10/2018	lobervation data, classroom collections, data	5/24/2019 monthly
G2.B1.S1.A1 A391178	Provide professional development to teachers on the FSA reading and book studies as it relates to...	Drake, Natasha	8/10/2018	As evidence by weekly curriculum teaching plans.	5/24/2019 daily
G3.B1.S1.MA1 M428193	Implement lesson plan format focusing on Marzano's strategies to improve student achievement.	Drake, Natasha	8/10/2018	Evidenced by implementation of cooperative learning and hands on strategies as evidence by using Marzano Arts and Science of Teaching.	5/24/2019 daily
G3.B1.S1.MA1 M428194	Implement lesson plan format focusing on Marzano's strategies to improve student achievement.	Drake, Natasha	8/10/2018	Evidenced by implementation of cooperative learning and hands on strategies as evidence by using Marzano Arts and Science of Teaching.	5/24/2019 daily

**Nassau - 0231 - Yulee High School - 2018-19 SIP**  
Yulee High School

Source	Task, Action Step or Monitoring Activity	Who	Start Date (where applicable)	Deliverable or Evidence of Completion	Due Date/ End Date
G3.B1.S1.A1  A391179	Teachers will use research based strategies and provide quality activities that meet the standards...	Drake, Natasha	8/10/2018	Evidenced by implementation of standards as evidence by using Marzano Arts and Science of Teaching.	5/24/2019 weekly
G4.B1.S1.MA1  M428196	Teachers will collaborate to expand the writing curriculum.	Drake, Natasha	8/24/2018	Evidenced by curriculum teaching plans, student work samples, and increase in assessment scores.	5/24/2019 daily
G4.B1.S1.MA1  M428197	Monitor progress towards meeting goals.	Drake, Natasha	8/10/2018	Student work samples, assessments, lesson plan activities, administrative observations	5/24/2019 daily
G4.B1.S1.A1  A391180	All teachers will collaborate to expand the writing curriculum.	Drake, Natasha	8/10/2018	Evidenced by formative and summative assessments.	5/24/2019 weekly
G4.B2.S1.MA1  M428200	Review lesson plans, administrative walk-throughs, assessments. reading software data		8/10/2018		5/24/2019 biweekly
G4.B2.S1.MA1  M428201	Review lesson plans, administrative walk-throughs, assessments. reading software data	Drake, Natasha	8/10/2018	Assessment data, administrative walk-throughs, student work samples	5/24/2019 biweekly
G4.B2.S1.A1  A391182	Review of the implementation of Achieve 3000, HMH and Khan Academy within the learning environment,...	Drake, Natasha	8/10/2018	Assessment data, administrative walk-throughs, student work samples	5/24/2019 biweekly
G5.B1.S1.MA1  M428203	Monitor effectiveness of implementation of effective learning strategies.	Drake, Natasha	8/10/2018	Evidenced by assessment data, student interviews, administrative walk-throughs.	5/24/2019 daily
G5.B1.S1.MA1  M428204	Monitor effectiveness of implementation of effective learning strategies.	Drake, Natasha	8/10/2018	Evidenced by assessment data, student interviews, administrative walk-throughs	5/24/2019 daily
G5.B1.S1.A1  A391183	Monitor effectiveness of implementation of effective learning strategies.	Drake, Natasha	8/10/2018	Evidenced by increased scores on assessments.	5/24/2019 weekly
G5.B2.S1.MA1  M428205	Review best teaching practice strategies as related to the Arts and Sciences of Teaching	Drake, Natasha	8/10/2018	Assessment data, administrative walk-throughs, student work samples	5/24/2019 daily
G5.B2.S1.MA1  M428206	Review lesson plans and assessments.	Drake, Natasha	8/10/2018	Assessment data, administrative walk-throughs, student work samples.	5/24/2019 daily
G5.B2.S1.A1  A391184	Through the PLC Process, Math teachers will collaborate to develop common strategies of how to...	Drake, Natasha	8/10/2018	Classroom samples, lesson plans	5/24/2019 daily
G4.B1.S2.A1  A391181	All teachers will collaborate to expand the writing curriculum.	Drake, Natasha	8/10/2018	Evidenced by formative and summative assessments.	5/24/2019 weekly