



## Mosi Partnership Elementary School

4801 E FOWLER AVE STE 100, Tampa, FL 33617

[ no web address on file ]

### School Demographics

**School Type**  
Elementary

**Title I**  
Yes

**Free/Reduced Price Lunch**  
95%

**Alternative/ESE Center**  
No

**Charter School**  
No

**Minority**  
92%

### School Grades History

Year	2013-14	2012-13	2011-12	2010-11
Grade	A	C	D	C

### School Board Approval

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

### SIP Authority and Template

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

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, or with a grade of F within the prior two years. For all other schools, the district may use a template of its choosing. All districts must submit annual assurances that their plans meet statutory requirements.

This document was prepared by school and district leadership using the Florida Department of Education'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 resources available to support the goals and barriers that could hinder achieving those goals (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 is a statewide network of strategic support, differentiated by need according to performance data, and provided to schools and districts in order to improve leadership capacity, teacher efficacy and student outcomes. DA field teams collaborate with district and school leadership to design, implement and refine improvement plans, as well as provide instructional coaching, as needed.

### DA Regions

Florida’s DA network is divided into five geographical regions, each served by a field team led by a regional executive director (RED).

### DA Categories

Traditional public schools are classified at the start of each school year, based upon the most recently released school grades (A-F), into one of the following categories:

- Not in DA – currently A or B with no F in prior three years; charter schools; ungraded schools
- Monitoring Only – currently A or B with at least one F in the prior three years
- Prevent – currently C
- Focus – currently D
  - Planning – two consecutive grades of D (i.e., DD), or a grade of F immediately followed by a grade of D in the most recent grades release (i.e., FD)
  - Implementing – two consecutive grades of D in the most recent grades release preceded by a grade below C (i.e., FDD or DDD)
- Priority – currently F
  - Planning – declined to a grade of F in the most recent grades release and have not received a planning year or implemented a turnaround option during the previous school year
  - Implementing – two consecutive grades of F (i.e., FF), or three consecutive grades below C with an F in the most recent grades release (i.e., FDF or DDF)

### DA Turnaround and Monitoring Statuses

Additionally, schools in DA are subject to one or more of the following Turnaround and Monitoring Statuses:

- Former F – currently A-D with at least one F in the prior three years; SIP is monitored by FDOE
- Planning – Focus Planning and Priority Planning; district is planning for possible turnaround
- Implementing – Focus Implementing and Priority Implementing; district is implementing the Turnaround Option Plan (TOP)

### 2014-15 DA Category and Statuses

DA Category	Region	RED
Not In DA	4	<a href="#">Jim Browder</a>
Former F	Turnaround Status	
No		





## Part I: Current School Status

### Supportive Environment

#### School Mission and Vision

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

At MOSI Partnership Elementary, we will maintain high expectations and promote academic excellence for all students. It is our mission to provide an environment where academics are emphasized, children are encouraged to excel and perform at their maximum potential and each child is treated with respect and love.

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

We believe that education is the foundation of life successes. Therefore, we will continue to encourage, guide and support all students to reach their highest potential and become lifelong learners contributing to society.

#### School Environment

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

MOSI Partnership Elementary strives to learn about students' cultures and build relationships between the teachers and students. The following events and/or activities have been planned and executed based on the parent, student and teacher input:

- Family Math Night - Community based activity that involves parents, students, teachers and local businesses.
- Muffins for Moms Breakfast
- All-Pro Dad's Breakfast
- Meet the Family Night - Family goal setting activity, and community partner booths which included Home Buying Assistance Representatives, USF representatives, and SEEDS.
- Cultural Awareness Bulletin Boards throughout school campus
- Book Studies

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

MOSI Partnership Elementary creates an environment where students feel safe and respected at all times, beginning at the front doors of our campus. Students are met by school faculty and staff throughout campus. Students utilize a buddy system for navigating through campus, which involves walking with another student when they need to leave the classroom. No student is allowed to walk around campus without a buddy and/or adult to supervise. MOSI also has a School Resource Officer that monitors and patrols our campus 3 times per week.

Mr. Shaw, School Guidance Counselor, has implemented a mentor club that involves monthly group activities focusing on increasing student/teacher rapport and building student independence and life skills. Additionally, students are selected purposefully to participate in weekly group sessions focusing on various areas of concerns (i.e. social skills, anger management, relationship building)

Ms. Campbell, School Social Worker, coordinates and executes weekly attendance meetings to encourage students with low-attendance rates to come to school. In addition, Ms. Campbell provides a continuum of supports for both students and their families as necessary.

MOSI's administrative team has an open-door policy where students are always welcomed and encouraged to communicate their thoughts and/or needs.



At dismissal, students are supervised at all times by all faculty members. Administration remains on campus until they are informed that all students are safe and accounted for.

**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**

At MOSI Partnership Elementary, classroom teachers establish individual classroom management plans based on the needs of their classrooms. Behavioral expectations are posted in each classroom and parents are provided a copy in student agendas. These plans are reviewed by the administrators. When behavioral incidents occur within the classroom that cannot be addressed through the teachers management plan, Mr. Shaw (School Guidance Counselor) is the first point of contact for all disciplinary issues.

Teachers have participated in CHAMPS, and/or PBS, trainings. In addition, teachers participate in student engagement trainings. All training is provided throughout the year as needed.

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

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

3. If we are making progress, what can we do to sustain what is working?
4. What barriers to implementation are we facing and how will we address them?
5. What should we do next? What should be our plan of action?

### Early Warning Systems

The school's response to this section may be used to satisfy the requirements of 20 U.S.C. § 6314(b)(1)(B)(ii)(III), (b)(1)(B)(iii)(I), and (b)(1)(I).

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

Early warning indicators include:

Attendance (5 or more absences of any type per grading period)

One or more suspension (in or out of school)

Excessive tardies (5 or more per grading period)

ELA/Math course failure

Level 1 FCAT score

Early warning system data can come from the following sources:

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

FCAT RELEASED TESTS: School generated excel database; Reading Coach/Math Coach/AP.

BASELINE & YEAR DISTRICT ASSESSMENTS: Scantron Achievement Series; Leadership Team/PLCs/Individual teachers.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Committee/PBS Team.

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

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

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

Indicator	Grade Level						Total
	K	1	2	3	4	5	
Attendance below 90 percent	7	12	17	24	18	16	94
One or more suspensions	0	1	1	1	2	2	7
Course failure in ELA or Math	0	0	0	0	0	0	
Level 1 on statewide assessment	0	5	0	7	18	15	45

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

Indicator	Grade Level				Total
	1	3	4	5	
Students exhibiting two or more indicators	3	6	13	11	33

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

The purpose of the core Leadership Team is to:

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

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

- Oversee the multi-layered model of instructional delivery (Tier 1/Core, Tier 2/Supplemental and Tier 3/Intensive)
- Create, manage and update the school resource map
- Ensure the master schedule incorporates allocated time for intervention support at all grade levels.
- Determine scheduling needs, and assist teacher teams in identifying research-based instructional materials and intervention resources at Tiers2/3
- Facilitate the implementation of specific programs (e.g., Extended Learning Programs during and after school; Saturday Academies) that provide intervention support to students identified through data sorts/chats conducted by the PLCs.
- Determine the school-wide professional development needs of faculty and staff and arrange trainings aligned with the SIP goals
- Organize and support systematic data collection (e.g., district and state assessments; during-the-grading period school assessments/checks for understanding; in-school surveys)
- Assist and monitor teacher use of SMART goals per unit of instruction. (data will be collected and analyzed by PLCs and reported to the Leadership Team/PSLT)

- Strengthen the Tier 1 (core curriculum) instruction through the:
  - o Implementation and support of PLCs
  - o Review of teacher/PLC core curriculum assessments/chapters tests/checks for understanding (data will be collected and analyzed by PLCs and reported to the Leadership Team/PSLT)
  - o Use of Common Core Assessments by teachers teaching the same grade/subject area/course (data will be collected and analyzed by PLCs and reported to the Leadership Team/PSLT)
  - o Implementation of research-based scientifically validated instructional strategies and/or interventions. (as outlined in our SIP)
  - o Communication with major stakeholders (e.g., parents, business partners, etc.) regarding student outcomes through data summaries and conferences.
- On a monthly basis, assist in the evaluation of teacher fidelity data and student achievement data collected during the month.
- Support the planning, implementing, and evaluating the outcomes of supplemental and intensive interventions in conjunction with PLCs and Specialty PSLT.
- Work collaboratively with the PLCs in the implementation of the C-CIM (Core Continuous Improvement Model) on core curriculum material.
- Coordinate/collaborate/integrate with other working committees, such as the Literacy Leadership Team (which is charged with developing a plan for embedding/integrating reading and writing strategies across all other content areas).

## Family and Community Involvement

The school's response to this section may be used to satisfy the requirements of 20 U.S.C. § 6314(b)(1)(B)(iii)(I)(aa).

**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**

Title I schools use the Parent Involvement Plan (PIP) to meet the requirements of 20 U.S.C. § 6314(b)(1)(F).

### Will the school use its PIP to satisfy this question?

Yes

#### **PIP Link**

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

#### **Description**

**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**

MOSI Partnership Elementary in collaboration with the Museum of Science and Industry (MOSI) has developed a partnership to provide an innovative learning experience for every student. In addition, MOSI Partnership Elementary partners with The University of South Florida to provide support and resources for the development of our school's STEM program. This includes students from the Engineering department working alongside students and teachers to construct an interactive garden where students can explore and learn to increase their knowledge through hands-on experiences. MOSI Elementary also encourages all parents and business partners to participate actively in our SAC. This is done through face to face contact, email, as well as phone calls.

## Effective Leadership

The school's response to this section may be used to satisfy the requirements of 20 U.S.C. § 6314(b)(1)(H).

### School Leadership Team

## Membership

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

Name	Title
Brown, Carol	Principal
Mathurin, Renel	Assistant Principal

## Duties

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

The leadership team includes:

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

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

**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**

- In an effort to engage in a systematic data-based problem solving process, the school's Leadership Team/PSLT and PLCs use the problem solving process (Problem Identification, Problem Analysis, Intervention Design and Implementation and Evaluation to engage in data-driven decision making for core instruction. The process is outlined below:
  - o Analyze student outcomes and make data-driven decisions:
    1. What is the problem? (Problem Identification)
    2. Why is it occurring? (Problem Analysis and Barrier Identification)
    3. What are we going to do about it? (Action Plan Design and Implementation)
    4. Is it working? (Monitor Progress and Evaluate Action Plan Effectiveness)
  - o Identify the problem (based on an analysis of the data disaggregated via data sorts) in multiple areas – curriculum content, behavior, and attendance
  - o Develop and test hypotheses about why student/school problems are occurring (identify root causes and barriers to success).
  - o Develop and target interventions based on confirmed hypotheses.
  - o Identify appropriate progress monitoring assessments to be administered at regular intervals matched to the intensity of the level of instructional/intervention support provided.
  - o Develop grading period or units of instruction//intervention goals that are ambitious, time-bound, and measureable (e.g., SMART goals).

o Review progress monitoring data at regular intervals to determine when student(s) need more or less support (e.g., frequency, duration, intensity) to meet established class, grade, and/or school goals (e.g., use of data-based decision-making to fade, maintain, modify or intensify intervention, remediation and/or enrichment support).

o Each PLC develops PLC action plan for SIP strategy implementation and monitoring.

o Assess the implementation of the strategies on the SIP using the following questions:

1. Does the data show implementation of strategies are resulting in positive student growth?
2. To what extent are we making progress toward the school's SIP goals?
3. If we are making progress, what can we do to sustain what is working?
4. What barriers to implementation are we facing and how will we address them?
5. What should we do next? What should be our plan of action?

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

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

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

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

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

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

o Implementing evidence-based instructional strategies and/or interventions. (as outlined in the SIP)

o Supporting PLCs with planning and delivering rigorous core instruction.

Title I, Part A

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

Title I, Part C- Migrant

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

Title I, Part D

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

Title II

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

Title III

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

Title X- Homeless

Supplemental Academic Instruction (SAI)

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

Violence Prevention Programs

NA

Nutrition Programs

NA

Housing Programs

NA

Headstart

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

Adult Education

NA

Career and Technical Education

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

Job Training

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

## School Advisory Council (SAC)

### Membership

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

Name	Stakeholder Group
Meltrice Boglin	Teacher
Lianna Personeus	Teacher
Carol K. Brown	Principal
Melody Russell	Parent
Cheri Donahue	Business/Community
Jessica Rodriguez-Colon	Parent
Linda DeFrancesco	Teacher
Alicia Torres	Parent
Christina Ranker	Teacher
Shanathia Alston	Teacher
Marie J. Louissant	Parent
Rose J. Beaucejour	Student
Derin Henry	Teacher
Suellen Bowe	Teacher

**Duties**

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

*Evaluation of last year's school improvement plan*

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

*Development of this school improvement plan*

In partnership with the School Leadership Team, the SAC will analyze and assess all pertinent school data that affects student achievement, develop the school improvement plan, vote on the school improvement plan, monitor the school improvement plan, review the school improvement plan as needed, plan and carry out activities that support the school improvement plan, develop a SAC budget to support the school improvement plan goals, monitor the spending of the SAC budget, and make adjustments to the budget as needed.

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

SAC submits a budget within the SIP to support strategy implementation and/or professional development.

In the event that the state does not allocate SAC funds to schools, the district may elect to allocate district dollars to schools to support SIP goals. If and when they become available, schools will be notified of the allocation by the Business Division. An initial allocation of 90% is based on the average un-weighted FTE from the prior year. The second allocation is based on the current year's average un-weighted FTE minus the amount initially allocated. The second allocation usually falls in the month of March. Schools are notified by the Business Division when the first and second allocations have been completed.

The law encourages each local SAC to design their own budget (without infringement at the district level) in order to carry out the school improvement process in their school. Subject to the following restrictions, the law does not set any limitations on how the money can be spent. The principal may not override the recommendation of the SAC. Funds may not be used for capital improvement. Funds



may not be used for any project or program that has a duration of more than one year. However, a program or project formerly funded may receive funds in a subsequent year. The SAC is responsible for determining how funds will be appropriated. The SAC must vote on each item in the budget.

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

SAC submits a budget within the SIP to support strategy implementation and/or professional development.

In the event that the state does not allocate SAC funds to schools, the district may elect to allocate district dollars to schools to support SIP goals. If and when they become available, schools will be notified of the allocation by the Business Division. An initial allocation of 90% is based on the average un-weighted FTE from the prior year. The second allocation is based on the current year's average un-weighted FTE minus the amount initially allocated. The second allocation usually falls in the month of March. Schools are notified by the Business Division when the first and second allocations have been completed.

The law encourages each local SAC to design their own budget (without infringement at the district level) in order to carry out the school improvement process in their school. Subject to the following restrictions, the law does not set any limitations on how the money can be spent. The principal may not override the recommendation of the SAC. Funds may not be used for capital improvement. Funds may not be used for any project or program that has a duration of more than one year. However, a program or project formerly funded may receive funds in a subsequent year. The SAC is responsible for determining how funds will be appropriated. The SAC must vote on each item in the budget.

**Verify that the school is in compliance with section 1001.452, Florida Statutes, regarding the establishment requirements and duties of the SAC**

Yes

*If the school is not in compliance, describe the measures being implemented to meet SAC requirements*

**Literacy Leadership Team (LLT)**

**Membership**

Identify the name, email address and position title for each member of the school-based LLT.:

Name	Title
Brown, Carol	Principal
Mathurin, Renel	Assistant Principal
Personeus, Lianna	Teacher, ESE

**Duties**

**Describe how the LLT promotes literacy within the school**

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

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

The principal is the LLT (ILT) chairperson. The reading coach is a member of the team and provides

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

The LLT (ILT) members monitors reading/writing data, identifies school-wide and individual teachers' reading/writing-focused instructional strengths and weaknesses, and creates a professional development plan to support identified instructional needs in conjunction with the Problem Solving Leadership team's support plan. Additionally the principal ensures that time is provided for the LLT ILT to collaborate and share information with all site stakeholders including other administrators, teachers, staff members, parents and students.

## Public and Collaborative Teaching

The school's response to this section may be used to satisfy the requirements of 20 U.S.C. § 6314(b)(1)(D).

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

MOSI Partnership Elementary participates in bi-weekly PLCs which are facilitated by various members of the school leadership team. Teachers are encouraged to participate in both grade level and content area planning sessions. The planning sessions are supported by the relevant resource personnel (i.e. Math coach, Reading coach, Reading resource, Power 3 Lead, AIS, ESE Teachers and Administrators) Within the PLCs, teachers collaborate through desegregating their data and analyzing it for trends. They are then assisted with planning instructional practices to meet the needs of their particular learners with the assistance of the above mentioned individuals.

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

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

The Salary Differential program for identified high needs Title I schools helps to recruit and retain high quality teachers. All new hires must be approved by the District. This program requires teachers to be rated in the "good to excellent" range, be highly qualified for their position, and to have completed, signed and implemented an Individualized Professional Development Plan (IPDP).

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

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

## Ambitious Instruction and Learning

### **Instructional Programs and Strategies**

## Instructional Programs

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

Hillsborough County Public Schools use state-adopted standards as the foundation for content area instruction. Florida adopted Common Core State Standards in mathematics, language arts, and literacy in history/social studies, science, and technical subjects in July 2010, which were fully implemented in 2013-14. The Common Core (CC) standards may be accessed at:

[http://www.cpalms.org/Standards/Common\\_Core\\_Standards.aspx](http://www.cpalms.org/Standards/Common_Core_Standards.aspx). These standards describe the level of student achievement for which the state will hold schools accountable for students' learning. The domains, strands, standards, and benchmarks which comprise the Florida Standards are authorized by Section 1003.41, F.S., and are adopted by the State Board of Education (SBE). Rule 6A-1.09401, FAC, requires public schools to provide appropriate instruction to assist students in the achievement of these standards. Section 1008.25, F.S., requires each district school board to incorporate the Florida Standards into the district student progression plan.

The benchmarks are in the subject areas of mathematics beyond college and career ready (calculus, discrete mathematics, and financial literacy), science, social studies, the arts (dance, music, theatre, and visual arts), health education, physical education, world languages, gifted education and special education skills.

HCPS has, as required by state statute, adopted a comprehensive plan for student progression, which includes standards for evaluating each student's performance, including mastery of the Florida Standards. The plan also provides specific levels of performance in reading, writing, science, and mathematics at each grade level that includes the levels of performance on statewide assessments (as established by the Commissioner) at which a student must receive remediation or be retained. The HCPS pupil progression plan can be viewed at: <http://www.sdhc.k12.fl.us/instruction/StudentProgressionPlan/index.asp>.

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

## Instructional Strategies

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

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

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

The RtI/MTSS framework is characterized by a continuum of academic and behavior supports reflecting the need for students to have fluid access to instruction of varying intensity levels. Three

tiers describe the level and intensity of the instruction/interventions provided across the continuum. The three tiers are not, conversely, used to describe categories of students or specific instructional programs. The three tiers are characterized as follows:

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

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

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

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

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

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

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

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

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

**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:** 1,800

ELP - Our after-school core academic instruction program includes lessons and activities designed to provide additional support and remediation for students.

STEM/Lego Robotics - Students participate in enrichment opportunities through our schools after school STEM activities.

Power 3 - Through the Power 3 grant, teachers are able to collaborate and plan, as well as participate in professional development opportunities after regular school hours.

### **Strategy Rationale**

All 3 strategies are meant to provide both teachers and students with extended learning opportunities to ultimately improve student engagement and achievement.

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

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

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

Mathurin, Renel, [renel.mathurin@sdhc.k12.fl.us](mailto:renel.mathurin@sdhc.k12.fl.us)

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

ELP - State and District Assessments, as well as classroom formative assessments.

STEM/Lego Robotics - State and District Assessments, as well as classroom formative assessments.

Power 3 - PLC logs, teacher evaluations, professional development logs, required Power 3 documents.

## **Student Transition and Readiness**

### **PreK-12 Transition**

The school's response to this question may be used to satisfy the requirements of 20 U.S.C. § 6314(b)(1)(G).

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

In Hillsborough County Public schools, all kindergarten children are assessed for Kindergarten Readiness using the FLKRS (Florida Kindergarten Readiness Screener.) This state-selected assessment contains a subset of the Early Childhood Observation System and the first two measures of the Florida Assessments in Reading (FAIR). The instruments used in the screening are based upon the Florida Voluntary Prekindergarten (VPK) Education Standards. Parents are provided with a letter from the Commissioner of Education, explaining the assessments. Teachers will meet with parents after the assessments have been completed to review student performance. Data from the FAIR will be used to assist teachers in creating homogeneous groupings for small group reading instruction. Children entering Kindergarten may have benefited from the Hillsborough County Public Schools' Voluntary Prekindergarten Program. This program is offered at elementary schools in the summer and during the school year in selected Head Start classrooms and as a blended program in

several Early Exceptional Learning Program (EELP) classrooms. Starting in the 2012-2013 school year, students in the VPK program were given the state-created VPK Assessment that looks at Print Knowledge, Phonological Awareness, Mathematics and Oral Language/Vocabulary. This assessment continues to be administered at the start and end of the VPK program. A copy of these assessments are mailed to the school in which the child is registered for kindergarten, enabling the child's teacher to have a better understanding of the child's abilities from the first day of school. Parent Involvement events for Transitioning Children into Kindergarten include Kindergarten Round-Up. This event provides parents with an opportunity to meet the teachers and hear about the academic program. Parents are encouraged to complete the school registration procedure at this time to ensure that the child is able to start school on time.

## College and Career Readiness

### ***Describe the strategies the school uses to advance college and career awareness, which may include establishing partnerships with business, industry or community organizations***

Annually the school will hold elective fairs with present and incoming students. Based on interest, we will establish Course Selection Sheets and courses offerings to best meet their needs. The Guidance Department, ESE Specialist, AVID Coordinator, Department Heads, teachers and APCs will then articulate with feeder schools and assist students in signing up for courses and programs based on their Automatic Course Requests and their individual interests. School Counselors will visit classes to review the curriculum guide and course descriptions. They will distribute Course Selection Sheets and provide information about selecting courses for the following school year. These Course Selection Sheets are then sent home for parent review and signature.

On an annual basis, the school will review new course offerings at the state and district level to continue to offer rigorous and relevant coursework and to meet the State Standards.

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

Courses and coursework are established in Professional Learning Communities, Advanced Placement, IB, Dual Enrollment, Career Themed Courses, Career Pathways, Program Completers, the Magnet Programs and AVID classes to help students see the relationships both cross-curricular and within subjects to establish relevance to a student's future. Many of these programs help guide and establish a student for postsecondary readiness (Industry Certifications, college credit, job skills, etc).

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

School-Level

Students may participate in the following:

- Using SAI funds, Saturday SAT and ACT prep classes are offered. Information regarding SAT and ACT prep classes and testing dates will be provided to students and parents.
- All juniors will participate in the SAT School-Day. Utilizing test preparation and SAT online to prepare prior to the free SAT opportunities. Other additional free SAT opportunities are available to juniors to take the SAT.
- College Visits - Various college representatives visit school sites to share information about their specific colleges or universities with students.
- ASVAB - Students interested in possibly enlisting in the military are given an opportunity to take this aptitude test.
- Hi-TEC Centers Field Trip - Students will be given the opportunity to visit multiple centers and learn more about the programs offered at these technical schools.
- USF Senior Access Day - Disadvantaged and underrepresented students are invited to visit USF and learn about careers in various health professions.

- Ready to Work - Students in 12th grade have the opportunity to complete three assessments in the areas of math, reading and interpreting data on the computer in the Success Center. After completing the assessments students are sent a certificate that indicates their scores and the correlating skills. The students then show this certificate to an employer when applying for a job, which makes them more marketable.
- Senior Night - All seniors and their parents are encouraged to attend senior night, where they receive the senior handbook and counselors share valuable information about the senior year. This includes postsecondary information, a timeline of what seniors should be doing during the course of the year, SAT/ACT test dates, etc.
- Junior Night - Juniors and their parents are presented with important information about postsecondary planning, a timeline of what they should be doing during the course of the year, SAT/ACT test dates, etc.
- Through the AVID program, students are engaged in on-going college readiness activities.
- College Night – The district offers four college nights throughout the county for students to speak directly with over 100 college and university representatives.
- All targeted juniors take the PERT. Based on the results, students are placed in college readiness coursework to prepare for college entrance and college level coursework.
- Financial Aid Night- The district offers eight financial aid nights for students and parents to understand the financial aid process, Bright Futures and state/local scholarship process.
- Pasos al Futuro- The district offers several Pasos al Futuro events throughout the school year for English Language Learners and Spanish speaking families by facilitating a comprehensive presentation that intends to demystify the college planning, admission and financial aid process for students and their families.
- Guidmii- is a web-based academic planning tool available for middle and high school students. The Guidmii platform enables secondary students and parents to develop a roadmap to college and career readiness. Students and parents can view the student's academic options, track high school graduation requirements, obtain information regarding Bright Futures, scholarships, and college admissions information.

***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***

District-Level

The Career and Technical Education (CTE) Department provides our counselors with the Programs of Study to help guide students with their educational pathway. The Program of Study maps out the courses and timeline for students to be program completers and successfully transition to postsecondary institutions.

Our district provides a variety of opportunities for students to learn about career pathways at postsecondary institutions through programs such as:

- Amazing Race -Provides 12th grade students an opportunity to gather enrollment requirements, scholarship opportunities and program offerings for incoming college freshmen
- Hi-TEC Trek - Provides 11th graders with an opportunity to explore Hillsborough County's postsecondary technical centers career and program opportunities.
- Wings of Imagination – Provides rising 10th grade girls with the opportunity to explore AS degree programs offered through Hillsborough Community College.
- College and Career Connections – Provides Career and Technical Education teachers, middle and high school counselors the opportunity to visit the four Hillsborough HiTEC centers and five HCC Campuses.

Additionally, the Hillsborough County Career Pathways Consortium coordinates articulation agreements to provide Career and Technical Education Program Completers with free credit at postsecondary institutions across the state of Florida.

School-Level

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- College Visits - Various college representatives visit school sites to share information about their specific colleges or universities with students.
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- Senior Night - All seniors and their parents are encouraged to attend senior night, where they receive the senior handbook and counselors share valuable information about the senior year. This includes postsecondary information, a timeline of what seniors should be doing during the course of the year, SAT/ACT test dates, etc.
- Junior Night - Juniors and their parents are presented with important information about postsecondary planning, a timeline of what they should be doing during the course of the year, SAT/ACT test dates, etc.
- Through the AVID program, students are engaged in on-going college readiness activities.
- College Night – The district offers four college nights throughout the county for students to speak directly with over 100 college and university representatives.
- All targeted juniors take the PERT. Based on the results, students are placed in college readiness coursework to prepare for college entrance and college level coursework.
- Financial Aid Night- The district offers eight financial aid nights for students and parents to understand the financial aid process, Bright Futures and state/local scholarship process.
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## 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.** Student achievement will increase when the students are exposed to meaningful and rigorous activities that involve all content area vocabulary and are aligned to the standards.

## Strategic Goals Detail

For each strategic goal, this section lists the associated targets (i.e., "SMART goals"), resources available to support movement toward the goal, barriers to achieving the goal, and the plan for monitoring progress toward the goal

**G1.** Student achievement will increase when the students are exposed to meaningful and rigorous activities that involve all content area vocabulary and are aligned to the standards. 1a

G037319

**Targets Supported** 1b

Indicator	Annual Target
AMO Reading - All Students	57.0
AMO Math - All Students	53.0

**Resources Available to Support the Goal** 2

- Instructional Coaches (Reading, Math, Power 3 Lead Teacher, AIS and Reading Resource)
- Bi-Weekly Collaborative Planning
- Coaching Cycles
- On-Site Professional Development
- University and Museum Partnerships
- Strong Leadership Team
- Monthly PLCs to Unpack Standards

**Targeted Barriers to Achieving the Goal** 3

- Lack of knowledge (content area/LAFS/MAFS/MTSS-RTI)
- Difficulty with utilizing formative assessment data to drive instruction

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

Lesson observations, administrative walk throughs, coaching cycle documents and student formative assessment data.

**Person Responsible**

Carol Brown

**Schedule**

Biweekly, from 8/19/2014 to 6/5/2015

**Evidence of Completion**

Statewide Assessment, Formative/District assessments, FAIR, SAT, walk-through checklists, etc.

## 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.** Student achievement will increase when the students are exposed to meaningful and rigorous activities that involve all content area vocabulary and are aligned to the standards. **1**

 G037319

**G1.B1** Lack of knowledge (content area/LAFS/MAFS/MTSS-RTI) **2**

 B089580

**G1.B1.S1** Monthly PLC to Unpack Standards **4**

 S100306

#### Strategy Rationale

To improve teacher's understanding of Florida Standards.

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

Identify content area weaknesses one week prior, and complete UnPAC document as a team.

#### Person Responsible

#### Schedule

Monthly, from 8/19/2014 to 6/5/2015

#### Evidence of Completion

Planning notes at the end of the meeting/UnPAC form turned into Administration

**Action Step 2** 5

Bi-Weekly Planning Sessions

**Person Responsible**

**Schedule**

Biweekly, from 8/19/2014 to 6/5/2015

**Evidence of Completion**

Attendance records, lesson plans, administrative walk throughs

**Action Step 3** 5

Site-Based Professional Development

**Person Responsible**

**Schedule**

Quarterly, from 8/19/2014 to 6/5/2015

**Evidence of Completion**

Classroom walk throughs and student work samples.

**Action Step 4** 5

Coaching Cycles/Administrative Walk Throughs

**Person Responsible**

**Schedule**

Every 6 Weeks, from 8/19/2014 to 6/5/2015

**Evidence of Completion**

Coaching Logs and observations

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

PLC conversation is focused on standard selected and members leave with detailed plan of action.

**Person Responsible**

**Schedule**

Monthly, from 8/19/2014 to 6/5/2015

***Evidence of Completion***

Focused reflection forms, notes from PLC/UnPAC document.

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

Teacher content knowledge and if student achievement increases.

**Person Responsible**

**Schedule**

Biweekly, from 8/19/2014 to 6/5/2015

***Evidence of Completion***

Chapter Tests data, formative data

**G1.B1.S2 Bi-Weekly Planning Sessions 4**

S100307

**Strategy Rationale**

To improve teacher's understanding of Florida Standards and provide support for instructional planning.

**Action Step 1 5**

Planning rigorous learning tasks aligned with content standards.

**Person Responsible**

**Schedule**

Biweekly, from 8/19/2014 to 6/5/2015

**Evidence of Completion**

Completed Lesson plans, collaborative planning session attendance roster, administrative walk throughs

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

Planning session remains focused and members leave with detailed lesson plans.

**Person Responsible**

**Schedule**

Biweekly, from 8/19/2014 to 6/5/2015

**Evidence of Completion**

Completed lesson plans, collaborative planning attendance rosters, administrative walk throughs

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

Teachers continue to collaboratively plan without resource in attendance.

**Person Responsible**

**Schedule**

Biweekly, from 8/19/2014 to 6/5/2015

**Evidence of Completion**

Administrative walk throughs and observations, student work samples

## G1.B1.S3 Site-Based Professional Development 4

S100308

### Strategy Rationale

To improve teacher's understanding of Florida Standards, and provide resources for implementation of instructional strategies.

### Action Step 1 5

Site based professional development in content area/LAFS/MAFS/MTSS-RTI

#### Person Responsible

#### Schedule

Quarterly, from 8/19/2014 to 6/5/2015

#### Evidence of Completion

PD attendance rosters and inservice records.

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

Administration will participate in PD to monitor and support fidelity of implementation.

#### Person Responsible

#### Schedule

Quarterly, from 8/19/2014 to 6/5/2015

#### Evidence of Completion

administrative/resource walk throughs, focused reflection forms, inservice records

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

Faculty will rate professional development and analyze effects of PD on student achievement.

#### Person Responsible

#### Schedule

On 6/5/2015

#### Evidence of Completion

student assessment data, student work samples, PD survey results

**G1.B1.S4 Coaching Cycle/Administrative Walk Through with Feedback** 4

S100309

**Strategy Rationale**

To improve teacher's understanding and implementation of Florida Standards through relevant feedback.

**Action Step 1** 5

Resource teachers will lead coaching cycles and administrators will conduct walk throughs to evaluate implementation.

**Person Responsible**

**Schedule**

Monthly, from 8/19/2014 to 6/5/2015

**Evidence of Completion**

Coaching logs and observation documents.

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

Administration and coaches review lesson plans and conduct walk throughs.

**Person Responsible**

**Schedule**

On 6/5/2015

**Evidence of Completion**

Lesson plans, coaching cycle debrief forms

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

Student achievement increases due to instructional strategies in place.

**Person Responsible**

**Schedule**

Monthly, from 8/19/2014 to 6/5/2015

**Evidence of Completion**

student achievement data and coaching cycle documents



**G1.B2** Difficulty with utilizing formative assessment data to drive instruction **2**

 B089581

**G1.B2.S1** On-site professional development **4**

 S100374

**Strategy Rationale**

To improve teacher's ability to dis-aggregate data and plan instruction responsive to student need.

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

Instructional coaches will provide professional development on utilizing data to alter instruction through intentional actions.

**Person Responsible**

**Schedule**

Monthly, from 8/19/2014 to 6/5/2015

**Evidence of Completion**

Focused Reflection Form, course evaluation form, and inservice record.

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

Administration will attend and provide feedback to facilitators.

**Person Responsible**

**Schedule**

Monthly, from 8/19/2014 to 6/5/2015

**Evidence of Completion**

Focused reflection forms, PD inservice records, administrative walk through forms.

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

Teachers will be able to utilize and understand data to drive instructional decisions.

**Person Responsible**

**Schedule**

Monthly, from 8/19/2014 to 6/5/2015

**Evidence of Completion**

Administrative walk throughs, observations, lesson plans.

**G1.B2.S2 Monthly Rtl PLCs** 4

 S100391

**Strategy Rationale**

PLCs will provide opportunities for teachers to collaborate with PSLT, Instructional coaches, POWER 3 Lead, and resource personnel to evaluate current instructional practices based on formal and/or informal assessment data and alter instructional practices as necessary.

**Action Step 1** 5

Teachers will participate in monthly Rtl PLCs where formative data will be dis aggregated and utilized to plan instruction.

**Person Responsible**

Carol Brown

**Schedule**

Monthly, from 8/19/2014 to 6/5/2015

**Evidence of Completion**

Rtl documentation forms

**Plan to Monitor Fidelity of Implementation of G1.B2.S2 6**

PSLT committee members will assist pre-determined assigned grade level teams.

**Person Responsible**

**Schedule**

Monthly, from 8/19/2014 to 6/5/2015

**Evidence of Completion**

PLC notes

**Plan to Monitor Effectiveness of Implementation of G1.B2.S2 7**

Student response to interventions planned utilizing data.

**Person Responsible**

**Schedule**

Monthly, from 8/19/2014 to 6/5/2015

**Evidence of Completion**

Student achievement data, and formal and/or informal assessments

**Appendix 1: Implementation Timeline**

*Action steps and monitoring activities identified in the SIP as necessary to achieve the school's goals.*

Source	Task, Action Step or Monitoring Activity	Who	Start Date (where applicable)	Deliverable or Evidence of Completion	Due Date/End Date
G1.B1.S1.A1	Identify content area weaknesses one week prior, and complete UnPAC document as a team.		8/19/2014	Planning notes at the end of the meeting/UnPAC form turned into Administration	6/5/2015 monthly
G1.B1.S2.A1	Planning rigorous learning tasks aligned with content standards.		8/19/2014	Completed Lesson plans, collaborative planning session attendance roster, administrative walk throughs	6/5/2015 biweekly
G1.B2.S1.A1	Instructional coaches will provide professional development on utilizing data to alter instruction through intentional actions.		8/19/2014	Focused Reflection Form, course evaluation form, and inservice record.	6/5/2015 monthly
G1.B2.S2.A1	Teachers will participate in monthly Rtl PLCs where formative data will be aggregated and utilized to plan instruction.	Brown, Carol	8/19/2014	Rtl documentation forms	6/5/2015 monthly
G1.B1.S3.A1	Site based professional development in content area/LAFS/MAFS/MTSS-RTI		8/19/2014	PD attendance rosters and inservice records.	6/5/2015 quarterly
G1.B1.S4.A1	Resource teachers will lead coaching cycles and administrators will conduct		8/19/2014	Coaching logs and observation documents.	6/5/2015 monthly

**Hillsborough - 0119 - Mosi Partnership Elementary School - 2014-15 SIP**  
*Mosi Partnership Elementary School*

Source	Task, Action Step or Monitoring Activity	Who	Start Date (where applicable)	Deliverable or Evidence of Completion	Due Date/End Date
	walk throughs to evaluate implementation.				
G1.B1.S1.A2	Bi-Weekly Planning Sessions		8/19/2014	Attendance records, lesson plans, administrative walk throughs	6/5/2015 biweekly
G1.B1.S1.A3	Site-Based Professional Development		8/19/2014	Classroom walk throughs and student work samples.	6/5/2015 quarterly
G1.B1.S1.A4	Coaching Cycles/Administrative Walk Throughs		8/19/2014	Coaching Logs and observations	6/5/2015 every-6-weeks
G1.MA1	Lesson observations, administrative walk throughs, coaching cycle documents and student formative assessment data.	Brown, Carol	8/19/2014	Statewide Assessment, Formative/ District assessments, FAIR, SAT, walk-through checklists, etc.	6/5/2015 biweekly
G1.B1.S1.MA1	Teacher content knowledge and if student achievement increases.		8/19/2014	Chapter Tests data, formative data	6/5/2015 biweekly
G1.B1.S1.MA1	PLC conversation is focused on standard selected and members leave with detailed plan of action.		8/19/2014	Focused reflection forms, notes from PLC/UnPAC document.	6/5/2015 monthly
G1.B2.S1.MA1	Teachers will be able to utilize and understand data to drive instructional decisions.		8/19/2014	Administrative walk throughs, observations, lesson plans.	6/5/2015 monthly
G1.B2.S1.MA1	Administration will attend and provide feedback to facilitators.		8/19/2014	Focused reflection forms, PD inservice records, administrative walk through forms.	6/5/2015 monthly
G1.B1.S2.MA1	Teachers continue to collaboratively plan without resource in attendance.		8/19/2014	Administrative walk throughs and observations, student work samples	6/5/2015 biweekly
G1.B1.S2.MA1	Planning session remains focused and members leave with detailed lesson plans.		8/19/2014	Completed lesson plans, collaborative planning attendance rosters, administrative walk throughs	6/5/2015 biweekly
G1.B2.S2.MA1	Student response to interventions planned utilizing data.		8/19/2014	Student achievement data, and formal and/or informal assessments	6/5/2015 monthly
G1.B2.S2.MA1	PSLT committee members will assist pre-determined assigned grade level teams.		8/19/2014	PLC notes	6/5/2015 monthly
G1.B1.S3.MA1	Faculty will rate professional development and analyze effects of PD on student achievement.		8/19/2014	student assessment data, student work samples, PD survey results	6/5/2015 one-time
G1.B1.S3.MA1	Administration will participate in PD to monitor and support fidelity of implementation.		8/19/2014	administrative/resource walk throughs, focused reflection forms, inservice records	6/5/2015 quarterly
G1.B1.S4.MA1	Student achievement increases due to instructional strategies in place.		8/19/2014	student achievement data and coaching cycle documents	6/5/2015 monthly
G1.B1.S4.MA1	Administration and coaches review lesson plans and conduct walk throughs.		8/19/2014	Lesson plans, coaching cycle debrief forms	6/5/2015 one-time

## Appendix 2: Professional Development and Technical Assistance Outlines

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

## Professional Development Opportunities

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

**G1.** Student achievement will increase when the students are exposed to meaningful and rigorous activities that involve all content area vocabulary and are aligned to the standards.

**G1.B2** Difficulty with utilizing formative assessment data to drive instruction

**G1.B2.S1** On-site professional development

### **PD Opportunity 1**

Instructional coaches will provide professional development on utilizing data to alter instruction through intentional actions.

#### **Facilitator**

Derin Henry

#### **Participants**

All instructional staff

#### **Schedule**

Monthly, from 8/19/2014 to 6/5/2015

## Technical Assistance Items

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

## Budget Rollup

Summary	
Description	Total
Grand Total	0