

Fishweir Elementary School



2014-15 School Improvement Plan

Fishweir Elementary School

3977 HERSCHEL ST, Jacksonville, FL 32205

<http://www.duvalschools.org/fishweir>

School Demographics

School Type
Elementary

Title I
No

Free/Reduced Price Lunch
41%

Alternative/ESE Center
No

Charter School
No

Minority
30%

School Grades History

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

School Board Approval

This plan was approved by the Duval County School Board on 11/4/2014.

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	2	Wayne Green
Former F	Turnaround Status	
No		

Part I: Current School Status

Supportive Environment

School Mission and Vision

Provide the school's mission statement

Fishweir Elementary is a standards-based learning community where the individual needs of the student are assessed and the results are used to direct our instruction. The child-centered curriculum encourages children to grow academically and creatively. The academic and arts curriculum focus on strengthening communication skills, fostering creative problem solving skills and enabling our students to exhibit exemplary interpersonal skills to become productive lifelong learners that will enrich their lives and our society.

Provide the school's vision statement

Every student is inspired and prepared for success in college or a career, and life.

School Environment

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

Teachers establish relationships with students during the first week of school. Students also participate in activities with their peers in the classroom. We correlate the Book of the Month activities with character trait lessons that focus on students' differences and other ways to acknowledge various groups of students.

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

During the first week of school, the principal and assistant principal meet with each grade level to introduce themselves as well as support staff members. Students have access to speak with administrators or school counselor at any time. Teachers establish great rapport with students and maintains this rapport throughout the year. All of the titles of the Books of the Month are aligned with monthly character traits and the Habits of Mind lessons and activities.

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

All teachers review CHAMPS rules throughout the day for all activities. Our moderate behavior forms document minor infractions and are directly aligned to Randy Sprick's Foundations Program. There is also Progressive Discipline process that's aligned to the new district Code of Conduct and discipline referral. We have provided training to teachers and will continue reviewing this process throughout the school year. The PBIS (Positive Behavior Interventions and Support) plan will also be implemented. This plan is designed to have well defined expectations, ensure consistency with enforcement and possess the ability to develop and emphasize proactive strategies rather than reactive ones along a continuum of positive behavior supports.

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

Students are identified by teachers and staff members who may need emotional support. Those students are then referred to our school counselor for individual counseling or small group counseling. We have also partnered with a squadron at NAS Jax for mentoring. Students have been identified for the mentors to work with.

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

Parents are contacted and made aware that their child has been identified exhibiting two or more early warning indicators. These students are referred for RTI by the teacher and administrators. Once the RTI process begins, it is monitored by administrators through frequent attendance at bi-weekly Problem Solving meetings. Also, these students' progress is tracked and monitored through quarterly data chats.

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	2	5	4	6	2	3	22
One or more suspensions	1	2	0	0	0	1	4
Course failure in ELA or Math	3	2	4	3	0	0	12
Level 1 on statewide assessment	0	0	0	0	6	7	13
	0	0	0	0	0	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
Students exhibiting two or more indicators		

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

- *After school tutoring using SAI funds
- *After school tutoring through Extended Day
- *Part-time Reading Interventionist
- *iReady (Reading and Math)
- *Achieve 3000
- *Reflex Math
- *Additional academic support through VE Resource Teachers

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?

No

PIP Link

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

Description

Parents will be able to participate in various school wide events such as: Family Literacy Night, Math/ Science Night, FCAT Night and Technology Night. These events are designed to showcase what our students are learning throughout the year, but also to engage parents in the activities. Parents will have opportunities to use materials and strategies at home with their children.

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

Many of our teachers live in the community and are active with the PTA and SAC. They have connected to various businesses and have been able to secure in-kind donations and other resources to assist our school. Several business owners and community members attend our SAC meetings to stay abreast of information as it pertains to our school and community.

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
Dennis, Kimberly	Principal
Brathwaite, Shawnta	Assistant Principal
Alford-Davidson, Trevelyn	Guidance Counselor
Brantley, Katherine	Teacher, ESE
Nassau, Ashley	Instructional Coach

Duties

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

Kimberly M. Dennis, Principal- Monitor the process of problem solving through RTI meetings. Monitor core curriculum through instruction looking for evidence of the The Four Pillars of Excellent Instruction, Gradual Release Model, and scaffolded instruction for Tier 2 and Tier 3 students. Student data will be monitored and analyzed through data chats and RTI meetings. Instruction will be monitored through classroom observations. Professional development will be determined based on all of the above. Leadership Coaching strategies through Lastinger are used throughout professional development.

Shawnta P. Brathwaite, Assistant Principal- Monitor the process of problem solving through RTI meetings. Monitor core curriculum through instruction looking for evidence of the The Four Pillars of Excellent Instruction, Gradual Release Model, and scaffolded instruction for Tier 2 and Tier 3 students. Student data will be monitored and analyzed through data chats and RTI meetings. Instruction will be monitored through classroom observations. Professional development will be determined based on all of the above. Leadership Coaching strategies through Lastinger are used throughout professional development.

Ashley Nassau, Reading Coach- Provides professional development on using reading strategies and implementing rigorous reading instruction as it pertains to Common Core standards/ New Florida Standards. She also provides daily support to teachers, models lessons as needed and requested and assists teachers with lesson planning. Leadership Coaching strategies through Lastinger are used throughout professional development.

Katherine Brantley, VE Resource/ESE Lead Teacher- Provides instruction to students based on IEP's. Supports the classroom teacher with push-in and teaches in small groups. Works with Tier 2 and Tier 3 students in the classrooms. Assists with RTI meetings, 504 meetings and help facilitate IEP meetings. Creates IEP plans and assists the School Counselor with MRT meetings.

Dr. Trevelyn Alford-Davidson, School Counselor- Facilitates MRT meetings, Problem Solving/RTI meetings, 504 meetings. Serves as the school's liaison between the school and the district as it pertains to MRT (Multi-Referral Team) meetings on a monthly basis.

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 Leadership Team meets weekly on Fridays to discuss instruction, which includes evidence of The Four Pillars of Excellent Instruction, professional development training, classroom visits, and student data. The school counselor meets bi-weekly with teachers for Problem Solving meetings to review RTI data, strategies and data collection tools. Strategies that teachers use are discussed and tracked to determine if they are working with the Tier 2 and Tier 3 students. The Principal or Assistant Principal attend the meetings to provide support but also monitor the process. Professional Learning Communities (PLC's) are held every Wednesday "WOW Wednesdays" to provide various trainings for grade levels by the Reading Coach and Lead Math and Science teachers. The Reading Coach does "walk-throughs" that are monitored by the Assistant Principal and both administrators conduct "pop-in" visits, informal and formal observations. The administrators and Reading Coach conduct Instructional Rounds, which focus on various instructional practices, but always on The Four Pillars of Excellent Instruction. Resources, additional training and support are provided to teachers as needed based on data collected and analyzed. Our school will use SAI (Supplemental Academic Instruction) funds for remediation of Level 1 and Level 2 students first. Additional funds will help support primary students who are below grade level with academic deficiencies. The Foundations /PBIS Team will continue to provide strategies to teachers to address concerns or problems in the common areas throughout the school. The Foundations/PBIS Team will also monitor the common areas and address issues should they arise.

School Advisory Council (SAC)

Membership

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

Name	Stakeholder Group
Kimberly Dennis	Principal
Dawn Jansson	Teacher
Michael Fisher	Parent
Trey Kirwin	Business/Community
Tanya Hardaker	Parent
Rachel Raneri	Education Support Employee
Nancy Kravet	Parent
Kenya Daniels	Parent
Isabelle Pierre	Business/Community

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

The goals of last year's school improvement plan were monitor the plan and ensure the strategies were being implemented for each goal. The SAC gave input regarding the budget and how the funds were to be spent.

Development of this school improvement plan

The SAC committee will review the new school improvement plan and give feedback on a monthly basis during meetings.

Preparation of the school's annual budget and plan

The budget is discussed and decided on by the SAC committee members. The budget is utilized for incentives for students.

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

The projected use of funds will be utilized for student achievement and incentives.

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
Dennis, Kimberly	Principal
Brathwaite, Shawnta	Assistant Principal
Nassau, Ashley	Instructional Coach
Jansson, Dawn	Teacher, K-12
Kenner, Lona	Teacher, K-12

Duties

Describe how the LLT promotes literacy within the school

The major initiatives of the LLT this year will include: Helping teachers implement the gradual release model, provide training as needed on administering DAR, DRA's and other assessments and facilitating the Family Literacy Night. Also, teachers will receive differentiated professional development from the Reading Coach on The New Florida Standards, test item specifications and Equip Student Work Protocol.

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

Teachers have forty-five minutes each week to collaboratively plan together. In addition to that, they also participate in WOW Wednesday training by grade level, content area or vertically. This affords teachers the opportunity to plan lessons, analyze student work, participate in professional study and share best instructional practices.

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

Strategies to recruit include: Thorough review of resumes to identify applicants who are certified in the areas of Elementary Education (K-6); thoroughly interviewing candidates using questions that are aligned with the district's strategic plan and vision. Regularly meet with novice teachers who are in the MINT program and their mentors to review their accomplished practices and provide support and assistance when needed. Mentor teachers will be able to share best teaching practices and professional literature which includes professional development books.

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

The mentoring program is designed to support new teachers in the classroom as well outside of the classroom. The mentors paired with these novice teachers were based on similarities and experience. Having mentors and novice teachers meet on a regular basis will allow them to support the novice teachers on a professional level, but also on an informal level, thus building rapport and relationships.

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

The district provides a curriculum guide with resources for teachers to use. Teachers use the guide to plan lessons and teach the standards. Teachers also use the novel studies assigned to the lessons, but also integrate authentic literature to support the standards and lessons. Write to Learn is used in 5th grade and writing is integrate in the literacy block in all grade levels. Teachers also integrate Achieve 3000 and iReady during center rotations and whole group in the computer lab. In Math, teachers also use the curriculum guide with the resources. Reflex Math is integrated in center rotations and iReady during center rotations and whole group in the computer lab. In Science, the 5th grade teacher uses the PSell curriculum, while the other grade levels use Pearson Interactive.

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

Data chats are conducted quarterly using a monitoring form that tracks students' progress. Various types of data are collected and analyzed. Instructional decisions are made based on the analysis of this data. We have 36 students who are going through the RTI process. There are (22) Tier 2 students and (14) Tier 3 students. Center rotations in Reading, Math and Science are differentiated based on data. Small groups of students work together with common needs. Also, the teacher led center, which is a guided reading group, math strategy or science strategy group consist of small group instruction and strategies prescribed for those individual students. The lessons on iReady, Achieve 3000 and Reflex Math are prescriptive for students. Data also determines which students receive remediation in Reading and Math during after school tutoring. The remediation and after school instruction are directly aligned to the students' deficiencies.

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: 120

There will be an after school tutoring program for Level 1 and Level 2 students who are also in the bottom quartile. Students will receive remediation in Reading and Math using core curriculum in addition to supplemental material. We will also phase in primary students who are below grade level and have academic deficiencies at the end of the tutoring cycle. The number of weeks is contingent on the amount of funding.

Strategy Rationale

Students who need additional support in Reading and Math will receive this help during after school tutoring.

Strategy Purpose(s)

- Core Academic Instruction
- Enrichment

Person(s) responsible for monitoring implementation of the strategy

Brathwaite, Shawnta, brathwaits@duvalschools.org

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

Pre and Post tests will be given to determine students' learning level along with the results of their baseline assessments will determine what remediation students will receive. Collaboration with the tutorial teacher and classroom teacher will occur to determine what the next steps are for that particular student. Results from iReady and Achieve 3000 assessments are also a determining factor.

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

Initial assessments are given to kindergarten students as they enter during the first 20 days of school. Diagnostic assessments include, FKLRS and iReady. The school will also arrange for pre-schools and daycare centers in the immediate vicinity to visit kindergarten classes to help prepare these students for elementary school. Parents will also receive information on the school and expectations for entering kindergarten students.

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

N/A

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

N/A

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

N/A

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

N/A

School Improvement Goals

The following key is intended to help readers understand how the sections of this document correspond to the steps of the 8-step planning and problem-solving framework used in the School Improvement Plan. The Quick Key numbers can help registered users go directly to the point of entry for any given goal, barrier and strategy within the online survey.

Problem Solving Key

G = Goal

B =
Barrier

S = Strategy

 = Problem Solving Step  S123456 = Quick Key

Strategic Goals Summary

- G1.** If we increase teachers' effectiveness in analyzing student data, then we increase student reading proficiency school wide.
- G2.** If we increase teachers' knowledge of the New Language Arts Florida Standards, then we will increase reading proficiency for all students.
- G3.** If we increase differentiation in science instruction across all grade levels, then we will improve science proficiency in 5th grade by 6%.

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. If we increase teachers' effectiveness in analyzing student data, then we increase student reading proficiency school wide. 1a

G051399

Targets Supported 1b

Indicator	Annual Target
AMO Reading - All Students	77.0

Resources Available to Support the Goal 2

- *School-Based Reading Coach *Collaborative Planning through WOW Wednesday professional development training *Florida Test Items Specifications *iReady *Achieve 3000 *Comprehension Toolkit *Barton *Part-time Reading Interventionist

Targeted Barriers to Achieving the Goal 3

- Comparing data from The New Florida Standards to the NGSS standards.

Plan to Monitor Progress Toward G1. 8

Data notebooks, data chat notes, agendas from professional development trainings, teacher reflection forms

Person Responsible

Kimberly Dennis

Schedule

Quarterly, from 11/3/2014 to 5/27/2015

Evidence of Completion

Teacher reflection forms, data chat notes, data room artifacts

G2. If we increase teachers' knowledge of the New Language Arts Florida Standards, then we will increase reading proficiency for all students. 1a

G051396

Targets Supported 1b

Indicator	Annual Target
AMO Reading - All Students	77.0

Resources Available to Support the Goal 2

- *School-Based Reading Coach *District Curriculum Guides *Collaborative Planning through WOW Wednesday professional development training *Novel Study Texts *Florida Test Items Specifications *iReady *Achieve 3000 *Comprehension Toolkit *Barton *Making Words *Part-time Reading Interventionist *Engage NY (Equip rubric) *SAI Funds

Targeted Barriers to Achieving the Goal 3

- Lack of time to adequately provide professional development for teachers to implement research based interventions.

Plan to Monitor Progress Toward G2. 8

iReady, DAR, CGA, Achieve 3000, teacher made assessments, grades, observation notes from Reading Coach and part-time Reading Interventionist

Person Responsible

Kimberly Dennis

Schedule

Quarterly, from 11/3/2014 to 5/27/2015

Evidence of Completion

CGA's, data monitoring forms, student data chat forms, results from the FSA's.

G3. If we increase differentiation in science instruction across all grade levels, then we will improve science proficiency in 5th grade by 6%. 1a

G047657

Targets Supported 1b

Indicator	Annual Target
FCAT 2.0 Science Proficiency	85.0

Resources Available to Support the Goal 2

- *District Curriculum Guides *Collaborative Planning through WOW Wednesday professional development training *Florida Test Items Specifications *Achieve 3000 *Engage NY (Equip rubric) *Lora Meade (District science support for PSell curriculum) *PSell Curriculum

Targeted Barriers to Achieving the Goal 3

- Teacher misconceptions of the standards and time dedicated to teaching Science standards and curriculum

Plan to Monitor Progress Toward G3. 8

Progress towards the goal will be monitored through quarterly data chats with individual teachers. Also, the Leadership Team will monitor students' progress using the results from Achieve 3000 and CGA's.

Person Responsible

Kimberly Dennis

Schedule

Quarterly, from 11/3/2014 to 5/27/2015

Evidence of Completion

Monitoring forms, data notebooks, data room artifacts, grade level data boards

Action Plan for Improvement

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

Problem Solving Key


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

1 = Problem Solving Step  S123456 = Quick Key


G1. If we increase teachers' effectiveness in analyzing student data, then we increase student reading proficiency school wide. **1**

 G051399

G1.B1 Comparing data from The New Florida Standards to the NGSS standards. **2**

 B129140

G1.B1.S1 Continue differentiated professional development during weekly WOW Wednesday trainings for alignment of standards to lesson plans using test item specifications. **4**

 S141299

Strategy Rationale

As teachers increase their proficiency in data analysis, they will continue to embed The New Florida Standards through their daily instructional delivery.

Action Step 1 **5**

Teachers will continue to receive professional development to strengthen the effectiveness of analyzing their data.

Person Responsible

Kimberly Dennis

Schedule

Biweekly, from 11/3/2014 to 5/27/2015

Evidence of Completion

Agendas from professional development trainings, data notebooks, data boards

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

Quarterly data chats will be held with teachers to ensure they are monitoring, tracking and analyzing their data.

Person Responsible

Kimberly Dennis

Schedule

Quarterly, from 11/3/2014 to 5/27/2015

Evidence of Completion

Data monitoring forms, data notebooks, data room artifacts, agendas from professional development training

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

Administrators will facilitate the data chat meetings with teachers and also attend the professional development training for teachers.

Person Responsible

Kimberly Dennis

Schedule

Quarterly, from 11/3/2014 to 5/27/2015

Evidence of Completion

Agendas from professional development trainings, data notebooks, data monitoring forms, data room artifacts

G2. If we increase teachers' knowledge of the New Language Arts Florida Standards, then we will increase reading proficiency for all students. 1

G051396

G2.B1 Lack of time to adequately provide professional development for teachers to implement research based interventions. 2

B129130

G2.B1.S1 Form a school-based RTI team to include the School Counselor, the VE Resource teachers, grade level chairs, Reading Coach, Reading Interventionist and administrators to provide knowledge, resources and best practices. This will enable teachers to implement research-based interventions with more fidelity and build capacity within the school. 4

S141285

Strategy Rationale

To increase reading proficiency for all students.

Action Step 1 5

Select school-based RTI team and designate RTI Instructional Teacher Leaders for each grade level. Peer teachers have facilitated professional development trainings and will continue to provide professional development.

Person Responsible

Kimberly Dennis

Schedule

Monthly, from 11/3/2014 to 5/27/2015

Evidence of Completion

RTI Team meeting agendas, Tier 2 and 3 documentation, progress monitoring forms, PMP's, assessment data, informal assessments, data chats, MRT meetings, lesson plans

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

RTI Teacher Leader will facilitate and monitor RTI monthly meetings.

Person Responsible

Kimberly Dennis

Schedule

Monthly, from 11/3/2014 to 5/27/2015

Evidence of Completion

On-going Tier 2 and 3 documentation, student work protocol, lesson plans

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

Administrators will attend monthly RTI meetings to monitor daily implementation of Tier 2 and 3 interventions.

Person Responsible

Kimberly Dennis

Schedule

Monthly, from 11/3/2014 to 5/27/2015

Evidence of Completion

Agendas, lesson plans, RTI logs, RTI data collection forms, grade level RTI minutes

G3. If we increase differentiation in science instruction across all grade levels, then we will improve science proficiency in 5th grade by 6%. 1

G047657

G3.B1 Teacher misconceptions of the standards and time dedicated to teaching Science standards and curriculum 2

B118655

G3.B1.S1 Teachers will receive differentiated professional development, through WOW Wednesday training on Science standards and curriculum and using test item specifications. This professional development will be delivered through lesson planning, classroom observations, online resources, which include viewing video lessons. Lora Meade will also assist with Science professional development. She has already provided training for kindergarten through second grade teachers on how to differentiate science instruction and the use of interactive journals. 4

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Strategy Rationale

As teachers become more familiar with these standards and with unpacking them, the more proficient they will become at aligning lessons and scaffolding their instruction to meet the needs of students.

Action Step 1 5

Professional development will be provided on Wednesdays based on grade level need and vertical articulation need.

Person Responsible

Kimberly Dennis

Schedule

Monthly, from 11/3/2014 to 5/27/2015

Evidence of Completion

Collaborative planning agendas, professional development agendas, reflection tickets, sign-in sheets, professional development calendar and schedule

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

Monitoring will be done through instructional rounds, informal and formal observations and pop-in visits. We will also monitor for the full implementation of the Four Pillars of Instruction.

Person Responsible

Kimberly Dennis

Schedule

Monthly, from 11/3/2014 to 5/27/2015

Evidence of Completion

Professional development plan and schedule, agendas from trainings and collaborative meetings, feedback forms, sign-in sheets, reflection forms

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

Both administrators will attend, participate and assist with facilitating professional development sessions.

Person Responsible

Kimberly Dennis

Schedule

Monthly, from 11/3/2014 to 5/27/2015

Evidence of Completion

Professional development plan and schedule, agendas from trainings and collaborative meetings, feedback forms, sign-in sheets, reflection forms

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
G3.B1.S1.A1	Professional development will be provided on Wednesdays based on grade level need and vertical articulation need.	Dennis, Kimberly	11/3/2014	Collaborative planning agendas, professional development agendas, reflection tickets, sign-in sheets, professional development calendar and schedule	5/27/2015 monthly
G2.B1.S1.A1	Select school-based RTI team and designate RTI Instructional Teacher Leaders for each grade level. Peer teachers have facilitated professional development trainings and will continue to provide professional development.	Dennis, Kimberly	11/3/2014	RTI Team meeting agendas, Tier 2 and 3 documentation, progress monitoring forms, PMP's, assessment data, informal assessments, data chats, MRT meetings, lesson plans	5/27/2015 monthly

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	Teachers will continue to receive professional development to strengthen the effectiveness of analyzing their data.	Dennis, Kimberly	11/3/2014	Agendas from professional development trainings, data notebooks, data boards	5/27/2015 biweekly
G1.MA1	Data notebooks, data chat notes, agendas from professional development trainings, teacher reflection forms	Dennis, Kimberly	11/3/2014	Teacher reflection forms, data chat notes, data room artifacts	5/27/2015 quarterly
G1.B1.S1.MA1	Administrators will facilitate the data chat meetings with teachers and also attend the professional development training for teachers.	Dennis, Kimberly	11/3/2014	Agendas from professional development trainings, data notebooks, data monitoring forms, data room artifacts	5/27/2015 quarterly
G1.B1.S1.MA1	Quarterly data chats will be held with teachers to ensure they are monitoring, tracking and analyzing their data.	Dennis, Kimberly	11/3/2014	Data monitoring forms, data notebooks, data room artifacts, agendas from professional development training	5/27/2015 quarterly
G2.MA1	iReady, DAR, CGA, Achieve 3000, teacher made assessments, grades, observation notes from Reading Coach and part-time Reading Interventionist	Dennis, Kimberly	11/3/2014	CGA's, data monitoring forms, student data chat forms, results from the FSA's.	5/27/2015 quarterly
G2.B1.S1.MA1	Administrators will attend monthly RTI meetings to monitor daily implementation of Tier 2 and 3 interventions.	Dennis, Kimberly	11/3/2014	Agendas, lesson plans, RTI logs, RTI data collection forms, grade level RTI minutes	5/27/2015 monthly
G2.B1.S1.MA1	RTI Teacher Leader will facilitate and monitor RTI monthly meetings.	Dennis, Kimberly	11/3/2014	On-going Tier 2 and 3 documentation, student work protocol, lesson plans	5/27/2015 monthly
G3.MA1	Progress towards the goal will be monitored through quarterly data chats with individual teachers. Also, the Leadership Team will monitor students' progress using the results from Achieve 3000 and CGA's.	Dennis, Kimberly	11/3/2014	Monitoring forms, data notebooks, data room artifacts, grade level data boards	5/27/2015 quarterly
G3.B1.S1.MA1	Both administrators will attend, participate and assist with facilitating professional development sessions.	Dennis, Kimberly	11/3/2014	Professional development plan and schedule, agendas from trainings and collaborative meetings, feedback forms, sign-in sheets, reflection forms	5/27/2015 monthly
G3.B1.S1.MA1	Monitoring will be done through instructional rounds, informal and formal observations and pop-in visits. We will also monitor for the full implementation of the Four Pillars of Instruction.	Dennis, Kimberly	11/3/2014	Professional development plan and schedule, agendas from trainings and collaborative meetings, feedback forms, sign-in sheets, reflection forms	5/27/2015 monthly

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. If we increase teachers' effectiveness in analyzing student data, then we increase student reading proficiency school wide.

G1.B1 Comparing data from The New Florida Standards to the NGSS standards.

G1.B1.S1 Continue differentiated professional development during weekly WOW Wednesday trainings for alignment of standards to lesson plans using test item specifications.

PD Opportunity 1

Teachers will continue to receive professional development to strengthen the effectiveness of analyzing their data.

Facilitator

Ashley Nassau, Kimberly Dennis, Shawnta Brathwaite, selected peer teacher leaders

Participants

All classroom teachers

Schedule

Biweekly, from 11/3/2014 to 5/27/2015

G2. If we increase teachers' knowledge of the New Language Arts Florida Standards, then we will increase reading proficiency for all students.

G2.B1 Lack of time to adequately provide professional development for teachers to implement research based interventions.

G2.B1.S1 Form a school-based RTI team to include the School Counselor, the VE Resource teachers, grade level chairs, Reading Coach, Reading Interventionist and administrators to provide knowledge, resources and best practices. This will enable teachers to implement research-based interventions with more fidelity and build capacity within the school.

PD Opportunity 1

Select school-based RTI team and designate RTI Instructional Teacher Leaders for each grade level. Peer teachers have facilitated professional development trainings and will continue to provide professional development.

Facilitator

Kimberly Dennis/Trevelyn Alford-Davidson, selected peer teacher leaders

Participants

All classroom teachers and K-5 students

Schedule

Monthly, from 11/3/2014 to 5/27/2015

G3. If we increase differentiation in science instruction across all grade levels, then we will improve science proficiency in 5th grade by 6%.

G3.B1 Teacher misconceptions of the standards and time dedicated to teaching Science standards and curriculum

G3.B1.S1 Teachers will receive differentiated professional development, through WOW Wednesday training on Science standards and curriculum and using test item specifications. This professional development will be delivered through lesson planning, classroom observations, online resources, which include viewing video lessons. Lora Meade will also assist with Science professional development. She has already provided training for kindergarten through second grade teachers on how to differentiate science instruction and the use of interactive journals.

PD Opportunity 1

Professional development will be provided on Wednesdays based on grade level need and vertical articulation need.

Facilitator

Lora Meade (as needed) and the 5th Grade Science Lead Teacher, Mark Cruickshank

Participants

All classroom teachers

Schedule

Monthly, from 11/3/2014 to 5/27/2015

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