

Henry M. Flagler Elementary School



2014-15 School Improvement Plan

Henry M. Flagler Elementary School

5222 NW 1ST ST, Miami, FL 33126

<http://hmf.dadeschools.net/default.aspx>

School Demographics

School Type	Title I	Free/Reduced Price Lunch
Elementary	Yes	88%

Alternative/ESE Center	Charter School	Minority
No	No	99%

School Grades History

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

School Board Approval

This plan is pending approval by the Dade 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>.

Table of Contents

Purpose and Outline of the SIP	4
Differentiated Accountability	5
Current School Status	8
8-Step Planning and Problem Solving Implementation	19
Goals Summary	19
Goals Detail	19
Action Plan for Improvement	24
Appendix 1: Implementation Timeline	30
Appendix 2: Professional Development and Technical Assistance Outlines	32
Professional Development Opportunities	33
Technical Assistance Items	34
Appendix 3: Budget to Support Goals	35

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	5	Gayle Sitter
Former F	Turnaround Status	
No		

Part I: Current School Status

Supportive Environment

School Mission and Vision

Provide the school's mission statement

Our mission is to provide technologically enhanced educational opportunities, along with the delivery of a research-based curriculum, in order to empower academic achievement and motivate excellence. As independent, lifelong learners, our students will be well prepared to serve as responsible, productive citizens of the 21st century. Henry M. Flagler Elementary School holds the following beliefs as the motivation for all endeavors undertaken by the school: We are dedicated to a high quality of service, relationships and communications; we believe that we should be a place of realized potential; and we believe that our responsibility is to our students, to our employees and to the community that we serve.

Provide the school's vision statement

Henry M. Flagler Elementary honors the diversity of our community by working as a team to ensure the educational success of all of our students and recognize that our obligations go beyond our professional responsibilities to promote democratic principles. The faculty, staff, parents and community of Henry M. Flagler Elementary School envision the school as a stepping stone in each student's education. We strive to meet individual needs being cognizant of diverse cultural backgrounds and personal experiences. We collaboratively promote an environment which enables students to acquire fundamental skills, knowledge and values which will empower them to function in a global society. Henry M. Flagler Elementary School provides a safe, nurturing environment, which enriches lives, maximizes potential and positively impacts literacy development.

School Environment

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

Flagler Elementary School has a leadership team comprised of the Principal, Assistant Principal, School Counselor, Reading Coach, Math / Science Coach, Media Specialist and grade level chairpersons. These individuals have very unique roles that foster very positive relationships between the teachers and students. They have the ability to understand the community and provide all stakeholders the opportunity to provide input that will continually enhance the teacher student relationships. Student academic achievement will improve through these relationships.

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

The school has an environment that is safe and nurturing. Students are able to collaborate with one another in the morning during morning lineup. They also show their citizenship through organizations like the school's Safety Patrol. Instructors infuse respect and take time to listen to the needs of the students in order to foster a safe atmosphere. Students understand the importance of respecting one another and to inform any school staff members if they see things unsafe or out of place. In the evening we also host a chapter of the Boy Scouts of America that instills pride and patriotism in our students' lives.

Describe the schoolwide behavioral system in place that aids in minimizing distractions to keep students engaged during instructional time. This may include, but is not limited to, established protocols for disciplinary incidents, clear behavioral expectations, and training for school personnel to ensure the system is fairly and consistently enforced

The staff is trained annually at the opening of school on Miami-Dade County Public School's Code of Student Conduct. The students and their parents also receive access to The Code of Student Conduct via our school's and the district's websites. The link is sent home to all parents on a document that must be signed by them and returned to the school. The school also has a school-wide discipline plan in place. This plan's disciplinary actions are proportionate to the student misconduct and disciplinary measures incrementally increase which will ideally guide the student into the proper form of behavior. Additionally, our students and staff members are also recognized on the weekly basis for "Doing the Right Thing." When recognized, the student's name is called over the P. A. system and they are the recipient of a photo and an award. This photo is placed on the school's bulletin board so that all can see. The expectation of respect is instilled in all that enter our building.

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

Flagler Elementary School has a full service Student Service office area, which houses two members of our leadership team - the Assistant Principal and the Counselor. This office also has an area for our parents to access the internet. Students and parents have the ability to come in to Student Services to meet with either the Counselor or the Assistant Principal regarding any questions or concerns, in a comfortable environment. Our Counselor, Social Worker, School Psychologist and Community Involvement Specialist have multiple resources available to the families. They are highly involved to ensure that our students' social-emotional needs are met at home and in school. Multiple clubs, organizations and civic leaders provide their time and resources to our students and their families. All individuals involved understand the importance of providing every student with a strong social-emotional foundation which will aid in the development of the whole child.

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

Henry M. Flagler Elementary has a warning system in place that is designed to assist students at risk of failure. The Attendance Review Committee is designed to support students that have attendance issues. This committee consists of our Assistant Principal, Counselor, Attendance Clerk, Community Involvement Specialist (CIS) and the instructor. In order to prevent suspensions, Flagler has in place a behavior team made up of the Counselor, School Psychologist and the Assistant Principal. This group works closely together and provides assistance to students with behavior issues. Students that are falling behind academically are assisted by the teacher / interventionist, instructional coaches and school administrators. These individuals meet and create academic strategies that will add in the student's academic success.

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	22	12	16	11	6	5	72
One or more suspensions	0	0	0	1	0	0	1
Course failure in ELA or Math	8	14	30	22	5	22	101
Level 1 on statewide assessment	0	0	0	27	19	33	79

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

Indicator	Grade Level						Total
	K	1	2	3	4	5	
Students exhibiting two or more indicators	7	10	25	11	19	16	88

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

The Attendance Review Committee meets with the parents of the students with attendance issues (five or more absences). This meeting is designed to find the factors that are causing the attendance issues and aid the parents with the identified problems.

All disciplinary actions will follow the Miami-Dade County Code of Student Conduct. If a child is suspended or has consistent behavior issues then the child and their parent will meet with the behavior team. They then will develop a Functional Assessment of Behavior (FAB) and a Behavior Intervention Plan (BIP).

The leadership team and the teachers meet to review their class's data from standardized assessments / interim assessments, student's work and grades. Students that have been identified as not being academically successful will be aided by escalating form of instructional assistance that consist of differentiated Instruction, intervention and Response to Intervention (Rti).

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 accessible through the Continuous Improvement Management System (CIMS) at <https://www.floridacims.org/documents/198611>.

Description

A PIP has been uploaded for this school or district - see the link above.

Describe the process by which the school builds and sustains partnerships with the local community for the purpose of securing and utilizing resources to support the school and student achievement

The school's leadership team is highly involved in reaching out and bringing outside resources that enhance the teachers' instruction and students' experience in school. Our Principal has the ability to

bring in civic leaders that aid in the welfare of our students, and the community in which they live. Our curriculum coaches bring in experts in multiple fields of professions to illustrate how learning is an ongoing process and is incorporated in all fields of endeavor. Our Counselor reaches out to neighboring schools and through their collaborative effort they are able to provide a connection that allows peer to peer instruction and interactions.

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
Lamazares, Zulema	Principal
Fayson, Ja'Shon	Assistant Principal
Otero, Adriana	Instructional Coach
Fernandez, Marilyn	Instructional Coach
Sanchez, Jannet	Guidance Counselor
Fajardo, Maritza	Teacher, PreK
Nodal-Sotolongo, Maria	Instructional Coach
Colon, Ana	Instructional Media

Duties

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

The following includes the school-based MTSS Leadership Team functions and responsibilities from across the curriculum:

1. Principal: Ensures implementation of intervention and support of professional development based on a needs assessment to increase the school-based team's knowledge of essential strategies that are vital to the development of (MTSS). Provides a common vision for the use of data driven instruction and decision-making. Conveys information to parents regarding (MTSS) plans and activities the school will provide to effectively enhance student achievement.
2. Assistant Principal: Assist with ensuring that the implementation of intervention and support of professional development based on a needs assessment to increase the school-based team's knowledge of essential strategies that are vital to the development of (MTSS). Assist with providing a common vision for the use of data driven instruction and decision-making. Assist with conveying information to parents regarding (MTSS) plans and activities the school will provide to effectively enhance student achievement.
3. Selected General Education Teachers (Language Arts, Reading, Mathematics, Science, Social Studies, and Foreign Language): Provides information about core instruction, assist in data collection, participate in data chats, and collaborate with others to implement intervention strategies within the delivery of instruction.
4. Instructional Coaches: Identifies and analyzes scientifically based assessments and intervention approaches. Identifies systematic patterns of student need to appropriately implement evidence-based intervention strategies. Assist in the implementation of progress monitoring, data collection, data analysis, and support teachers by providing professional development opportunities.
5. Counselor: Participates in interpretation and analysis of data to develop data driven intervention

programs; facilitates technical assistance for problem-solving activities.

6. ESE Chairperson: Participates in interpretation and analysis of data to develop data driven intervention programs; facilitates technical assistance for problem-solving activities for ESE students.

7. ESOL Chairperson: Participates in interpretation and analysis of data to develop data driven intervention programs; facilitates technical assistance for problem-solving activities for ESOL students.

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 MTSS Leadership Team uses the Tier 1 Problem Solving process to set Tier 1 goals, and monitors academic and behavioral data to evaluate progress towards those goals monthly.

1. Holds regular team meetings where problem solving is the focus.

2. Monitors and adjust the school's academic and behavioral goals through data gathering and analysis.

3. Respond when grades, subject areas, classes, or individual students have not shown proficiency.

4. Drives professional development decisions.

5. Discusses strategies to implement through the year to increase student achievement.

6. Collaborates with teams to make informed decisions on MTSS/Rtl implementation.

7. Gathers input from data analysis at all Tiers to determine the professional development of the team and the faculty.

Tier 2

The second level of support consists of supplementary instruction and intervention to targeted student groups who need additional instructional and/or behavioral support.

1. Review OPM data for intervention groups to evaluate group and individual student responses.

2. Select students for SST Tier 3 intervention

Title I Part A:

Henry M. Flagler ensures that students requiring additional remediation are assisted through extended learning opportunities before-school and/or after-school programs. Henry M. Flagler's Title I funded Community Involvement Specialist (CIS), serves as a bridge between the home and school through home visits, telephone calls, and school site and community parenting activities. Our CIS schedules meetings and activities, encourages parents to support their child's education, provides materials, and encourages parental participation in the decision making processes at the school site. The Reading and Math Coaches develop, lead, and evaluate school core content standards/ programs and identify and analyze existing literature on scientifically based curriculum/behavior assessment and intervention approaches. They identify systematic patterns of student needs while working with district personnel to identify appropriate, evidence-based intervention strategies; assist with whole school screening programs that provide early intervening services for children to be considered "at risk;" assist in the design and implementation for progress monitoring, data collection, and data analysis; participate in the design and delivery of professional development; and provide support for assessment and implementation monitoring. Parents participate in the design of their school's Parent Involvement Plan (PIP – which is provided in three languages at all schools), the school improvement process and the life of the school and the annual Title I Annual Parent Meeting at the beginning of the school year. The annual M-DCPS Title I Parent/Family Involvement Survey is intended to be used toward the end of the school year to measure the parent program over the course of the year and to facilitate an evaluation of the parent involvement program to inform planning for the following year. An immense effort is made to inform parents of the importance of this survey via CIS, Title I District and Region meetings, Title I Newsletter for Parents, and Title I Quarterly Parent Bulletins. This survey, available in English, Spanish and Haitian-Creole, will be available online and via hard copy for parents (at schools and at District meetings) to complete.

Violence Prevention Programs:

Henry M. Flagler Elementary School offers a non-violence and anti-drug (DARE) program to students that incorporates field trips, guest speakers, community service, and counseling services. There is also a partnership with The Institute for Child and Family Health Inc. which incorporates violence prevention in the counseling sessions as well as the (SAVE)Students Against Violence Program.

Nutrition Programs

- 1). Henry M. Flagler Elementary School adheres to and implements the nutrition requirements stated in the District Wellness Policy
- 2). Nutrition education, as per state statute, is taught through physical education.
- 3). The School Food Service Program, school breakfast, school lunch, and after care snacks, follows the Healthy Food and Beverage Guidelines as adopted in the District Wellness Policy

School Advisory Council (SAC)

Membership

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

Name	Stakeholder Group
Zulema C. Lamazares	Principal
Maria T. Ramos	Teacher
Corinthia Johnson	Teacher
Twyla C. Johnson Miller	Teacher
Ana Arocha	Teacher
Karina Granado	Teacher
Marissa Riquenes	Teacher
Claudia Alvarez	Education Support Employee
Margarita Reimon	Parent
Marilyn Fitros	Parent
Yadailin Hernandez	Parent
Jose Marticorena	Parent
Hanet Perera	Parent
Julian Romero	Parent
Rebeca Morejon	Student
Carlos Temperan	Business/Community
	Student

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 school's Educational Excellence School Advisory Council (EESAC) met on May 13, 2014 to evaluate the school's School Improvement Plan (SIP). They felt that most goals and items were highly effective and should remain in place. The committee suggested that more supplemental educational resources are needed and these resources would assist with enhancing instructional rigor.

Development of this school improvement plan

The SAC involvement in the school improvement plan was during the last meeting of the 2013-2014 school year the plan for 2014-2015 changes and involvement was discussed. Members of the SAC are involved with the planning stages of the plan by giving input during SAC meetings and volunteering to meet with the SIP team to assist with the development of the plan.

Preparation of the school's annual budget and plan

The school's annual budget is prepared by the school's principal; however, she collaborates with EESAC committee and her Leadership Team. This is done to ensure that all economically feasible recommendation are respectfully listened to and implemented. The budget is done in a concerted effort that ensures instruction would occur in an intellectually rich and cohesive environment.

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

The EESAC will support the School Improvement Plan by funding all or any of the following initiatives: tutoring, instructional materials, student incentives, and FCAT pep rally. It is projected that EESAC will allocate \$2,999.00 for this school year for said projects.

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
Lamazares, Zulema	Principal
Fayson, Ja'Shon	Assistant Principal
Fernandez, Marilyn	Instructional Coach
Nodal-Sotolongo, Maria	Instructional Coach
Otero, Adriana	Instructional Coach
Sanchez, Jannet	Guidance Counselor
Colon, Ana	Instructional Media

Duties

Describe how the LLT promotes literacy within the school

The Literacy Leadership Team will develop a plan that provides both district and school site support to every teams in every discipline. A cross-curricular approach will be used in the development of lesson planning, which will enhance and promote literacy throughout the disciplines. Some strategies that will be used by the Literacy Leadership team when promoting literacy within the school are:

- Building a learning community that involves all stakeholders.
- Developing a school-based literacy action plan.
- Increasing rigor in classroom instruction, and developing new strategies for differentiated instruction.
- Providing opportunities for data analysis to drive instruction and to increase student achievement.

- Providing ongoing professional development and support during the full implementation of MTSS/ RTI.

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

The administrative team ensured that instructors were placed in grade levels that would provide the best learning environment for our students to thrive and for teachers to utilize their unique talents. The schedule was designed to provide for a least an hour of common planning time for each grade level every week. Instructors and grade levels are provided the necessary and supplemental resources that will encourage a positive collaborative working environment.

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

Professional development opportunities will be provided through teacher planning days and during faculty meetings. Based on data review, there will be professional development sessions on strategies to increase specific areas of deficiencies. Instructional staff are given opportunities to take part in administrative roles which will assist in the development of and retention of highly qualified teachers. Teachers meet with department chairs once a week to collaboratively plan the upcoming week's lessons and benchmarks, review data, restructure groups, develop centers, and provide professional development.

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

All new teachers will be assigned a peer mentor to assist with any needs or concerns they may have. The pairing of the new teacher and mentor will be based upon grade level assigned and area of discipline. The new teacher and mentor will meet as needs arise. Additionally, new teachers shall be given ample opportunities to participate in professional development, observation of veteran teachers' classrooms, and resources to enhance their craft.

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 instructors are required to have daily lesson plans that are aligned to the District's Pacing Guide. These guides are designed by the district for all core classes and they follow the Florida Standards. The administrative team ensures that the Florida Standards are followed by doing frequent walk-throughs of the instructor's classrooms, which include observing part of the lesson, and checking lesson plans.

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

The school drives its instruction using data. This is illustrated through the use of interim assessments, chapter / unit assessments, standardized exams including but not limited to the FCAT, SAT, and CELLA. The instructor uses this data to create their small groups for differentiated instruction. By grouping the students, the instructor is able to focus on concepts that were taught, but not yet mastered by the students. The instructor will use district approved supplemental resources to enhance their instruction. These groups are dynamic and constantly changing with the identified needs of the students. Students that still have not mastered the information taught will receive additional assistance through intervention / Rti. Our interventionists are scheduled to work with our students on a daily basis by either pushing-in (assisting the student in their class) or pulling-out (removing them from class and working with them in small groups). Through this multi-tiered approach we are able to reach the needs of all of our students.

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: 60

Teachers will participate in Professional Learning Communities (PLC) that focus on the school's instructional strategy of academic writing.

Strategy Rationale

Through these PLC's the instructors will learn how to develop lessons that focus on improving students' ability to analyze, interpret, compare, evaluate and problem solve in their writing.

Strategy Purpose(s)

- Teacher collaboration, planning and professional development

Person(s) responsible for monitoring implementation of the strategy

Lamazares, Zulema, pr1881@dadeschools.net

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

The Reading and Math Coaches will gather and analyze data from the interim assessments, chapter / unit assessments, standardize exams (FCAT, SAT... and CELLA) to drive the instruction. With the use of this data instructional strategies will adjust as needed.

Strategy: After School Program

Minutes added to school year: 60

Third, Fourth and Fifth Grade student have the opportunity to receive reading and math tutoring funded by Title III for English for Speakers of Other Languages (ESOL) level 1 – Level 4 students. This tutoring will take place after school.

Strategy Rationale

The rationale behind the strategy is to target as many students as possible for learning enhancement as possible. Many students who are unable to participate in before school learning opportunities will benefit by this additional afternoon instruction.

Strategy Purpose(s)

- Enrichment

Person(s) responsible for monitoring implementation of the strategy

Sanchez, Jannet, jmzayas@dadeschools.net

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

The Reading and Math Coaches will gather and analyze data from the interim assessments, chapter / unit assessments, standardize exams (FCAT, SAT... and CELLA) to drive the instruction. With the use of this data instructional strategies will adjust as needed.

Strategy: Before School Program

Minutes added to school year: 60

Third, Fourth and Fifth student have the opportunity to receive reading and math tutoring funded by Title III for English for Speakers of Other Languages (ESOL) level 1 – Level 4 students. This tutoring will take place before school.

Strategy Rationale

The rationale behind the strategy is to target as many students as possible for learning enhancement as possible. Many students who are unable to participate in after school learning opportunities will benefit by this additional morning instruction.

Strategy Purpose(s)

- Enrichment

Person(s) responsible for monitoring implementation of the strategy

Sanchez, Jannet, jmzayas@dadeschools.net

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

The Reading and Math Coaches will gather and analyze data from the interim assessments, chapter / unit assessments, standardize exams (FCAT, SAT... and CELLA) to drive the instruction. With the use of this data instructional strategies will adjust as needed.

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

The Voluntary Pre-Kindergarten (VPK) program at Henry M. Flagler Elementary School provides students with the opportunity to acquire proficiency in language and emergent reading skills as well as improving speaking and listening skills necessary upon entering Kindergarten. The VPK classroom teacher utilizes the Reading Wonders Literacy Program, the High/Scope Curriculum, Waterford Early Mathematics and Science, and the VPK Education Standards that include Physical Health, Approaches of Learning, Social and Emotional Development, Language and Communication, Emergent Literacy, Mathematical and Scientific Thinking, Social Studies and The Arts, and Motor Development in order to facilitate learning and monitor student progress throughout the academic school year. The Developmental Skills Checklist (DSC) will be used to determine students' print/letter knowledge and level of phonological awareness/processing. In addition to academic/school readiness assessments, all incoming Kindergarten students will be assessed in the area of social/emotional development. Specifically, the Ages and Stages Questionnaire will be completed by the parent/guardian of all incoming Kindergarten students. Questionnaire results will provide valuable information regarding student development and need for instruction/intervention regarding pro-social behavior, self-regulation, self-concept, and self-efficacy. Classroom experiences and school wide activities will expose students to a school environment improving their social and emotional development. Students are involved in activities that allow them to participate and contribute in the learning process. Students transitioning from this program have the advantage of a curriculum that prepares them for academic achievement and school readiness. We will also expand the "Welcome to Kindergarten" program to build partnership with local early education programs, including the in-school prekindergarten program. Through this joint venture, parents and children will gain familiarity with kindergarten as well as receive information relative to the enrollment of students at the school. The principal will also meet with the center directors of neighborhood centers.

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

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

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

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

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.** We will increase student achievement by improving Core Instruction across all content areas.
- G2.** We will use the EWS to identify at risk students so that support and intervention can be provided to increase achievement.
- G3.** We will increase opportunity for students to participate in STEM related activities.
- G4.** See the Title I Parental Involvement Plan (PIP).

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. We will increase student achievement by improving Core Instruction across all content areas. 1a

G050025

Targets Supported 1b

Indicator	Annual Target
AMO Reading - All Students	75.0
AMO Reading - Hispanic	75.0
AMO Reading - ELL	67.0
AMO Reading - SWD	45.0
AMO Reading - ED	74.0
FSA - English Language Arts - Proficiency Rate	48.0
ELA/Reading Gains	80.0
ELA/Reading Lowest 25% Gains	87.0
AMO Math - All Students	74.0
AMO Math - Hispanic	74.0
AMO Math - ELL	67.0
AMO Math - SWD	47.0
AMO Math - ED	72.0
FSA - Mathematics - Proficiency Rate	43.0
Math Gains	68.0
Math Lowest 25% Gains	73.0
FCAT 2.0 Science Proficiency	51.0

Resources Available to Support the Goal 2

- 1. The support personnel Ms. M. Fernandez (Reading Coach), Ms. A. Otero Coach, M. Nodal-Sotolongo ESOL Lead Teacher, MCSS and RCSS. 2. A team of designated interventionists 3. Professional Development Lead Teacher 4. Professional Learning Communities 5. The active use of technology with instruction 6. Weekly Grade Level Meetings 7. School's Leadership Team 8. Two fully functioning computer labs

Targeted Barriers to Achieving the Goal 3

- The lack of instructional rigor

Plan to Monitor Progress Toward G1. 8

The Leadership team will monitor that data throughout the implementation of this strategy

Person Responsible

Zulema Lamazares

Schedule

Weekly, from 10/3/2014 to 11/26/2014

Evidence of Completion

Observation Logs, CSS Logs, Lesson Plans, Student Work, PD deliverables, data disaggregation, Interim Assessments & Florida Standards Assessments

G2. We will use the EWS to identify at risk students so that support and intervention can be provided to increase achievement. 1a

G050034

Targets Supported 1b

Indicator	Annual Target
Attendance rate	96.0
2+ Behavior Referrals	5.0
Level 1 - All Grades	5.0

Resources Available to Support the Goal 2

- 1. The support personnel Ms. M. Fernandez (Reading Coach), Ms. A. Otero Coach, M. Nodal-Sotolongo (ESOL Lead Teacher), MCSS and RCSS. 2. A team of designated interventionists 3. Use of technology 4. Attendance Review Committee 5. School's Leadership Team 6. Two fully functioning computer labs 7. Ms. Georgette Collings (School Social Worker) 8. Ms. Maria Negron (Community Involvement Specialist) 9. Brenda Hernandez (Attendance Clerk)

Targeted Barriers to Achieving the Goal 3

- Family's cultural opinion of education

Plan to Monitor Progress Toward G2. 8

The collection of the attendance logs, classroom data and CIS logs will aid in monitoring goal achievement.

Person Responsible

Ja'Shon Fayson

Schedule

Monthly, from 10/1/2014 to 11/26/2014

Evidence of Completion

Rti Logs, Intervention Attendance, Student Work, Data, Attendance Logs, SCAMS and Parental Conferences Logs

G3. We will increase opportunity for students to participate in STEM related activities. 1a

G050186

Targets Supported 1b

Indicator	Annual Target
FCAT 2.0 Science Proficiency	55.0
AMO Math - All Students	74.0

Resources Available to Support the Goal 2

- 1. The support personnel Ms. M. Fernandez (Reading Coach), Ms. A. Otero (Math/Science Coach), M. Nodal-Sotolongo (ESOL Lead Teacher), MCSS and RCSS. 2. A team of designated interventionist 3. Professional Development Lead Teacher 4. Professional Learning Communities 5. The active use of technology with instruction 6. Weekly Grade Level Meetings 7. School's Leadership Team 8. Two fully functioning computer labs 9. Use of the Science Lab 10. Computer programs, such as Gizmos, I-Ready, Reflex Math, etc. 11. Student participation in the District Science Fair. 12. Science with A Twist (S.W.A.T.) 13. Discovery Education, NBC Learn, AIMS, Brain Pop, National Geographic,

Targeted Barriers to Achieving the Goal 3

- The lack of student engagement.

Plan to Monitor Progress Toward G3. 8

The data collected and reviewed includes the results of the Interim Assessments, Results of the Science Fair, S.W.A.T. Night sign-in sheets, completion of the Science Fair projects,

Person Responsible

Adriana Otero

Schedule

Monthly, from 10/16/2014 to 5/29/2015

Evidence of Completion

Lesson Plans, Event Sign-In Sheets, Student Work, and Participation in Contest

G4. See the Title I Parental Involvement Plan (PIP). 1a

G050208

Targets Supported 1b

Indicator	Annual Target
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Resources Available to Support the Goal 2

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Targeted Barriers to Achieving the Goal 3

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Plan to Monitor Progress Toward G4. 8

Person Responsible

Schedule

Evidence of Completion

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. We will increase student achievement by improving Core Instruction across all content areas. **1**

 G050025

G1.B1 The lack of instructional rigor **2**

 B125221

G1.B1.S1 Implement academic writing as a part of an instructional framework to support students in the production of coherent writing about text through the use of the writing process, by explicitly teaching various modalities and genres of writing. Students will be able to analyze, interpret, compare and evaluate text using clear and relevant evidence and incorporate problem solving into writing. **4**

 S137128

Strategy Rationale

Academic writing will improve instructional rigor and the level of comprehension for the students. Academic writing will enhance the students ability to analyze and interpret data expressed through their writing.

Action Step 1 **5**

Provide all teachers and administrators with professional development on academic writing across all content areas.

Person Responsible

Zulema Lamazares

Schedule

On 10/3/2014

Evidence of Completion

Agendas, Sign-In Rosters & PD deliverables

Action Step 2 5

Utilize common planning to implement academic writing strategies in lesson plans and demonstrated during the delivery of instruction. Administrators will identify teachers in need of support through the monitoring of common planning and walk throughs.

Person Responsible

Zulema Lamazares

Schedule

Weekly, from 10/13/2014 to 11/7/2014

Evidence of Completion

Observation Logs, Lesson PPlan and Student Work

Action Step 3 5

Provide additional support through the coaching cycle to plan for and implement academic writing through all content areas.

Person Responsible

Marilyn Fernandez

Schedule

Weekly, from 10/13/2014 to 11/7/2014

Evidence of Completion

CSS Logs, Lesson Plans & Student Work

Action Step 4 5

Monitor for effective implementation of academic writing for those teachers receiving additional support.

Person Responsible

Zulema Lamazares

Schedule

Weekly, from 10/13/2014 to 11/21/2014

Evidence of Completion

Observation Logs, Lesson PPlan and Student Work

Action Step 5 5

Monitor and Support for the effectiveness and fidelity of academic writing.

Person Responsible

Zulema Lamazares

Schedule

Weekly, from 10/13/2014 to 11/21/2014

Evidence of Completion

CSS Logs, Lesson Plans, Student Work & PD deliverables

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

The Leadership Team will meet on a weekly basis to review the implementation and the fidelity of the instructional strategies.

Person Responsible

Zulema Lamazares

Schedule

Weekly, from 10/13/2014 to 11/21/2014

Evidence of Completion

Observation Logs, CSS Logs, Lesson Plans, Student Work & PD deliverables

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

The Leadership Team will meet on a weekly basis to review the implementation and the fidelity of the instructional strategies.

Person Responsible

Zulema Lamazares

Schedule

Weekly, from 10/3/2014 to 11/21/2014

Evidence of Completion

Observation Logs, CSS Logs, Lesson Plans, Student Work, PD deliverables, data disaggregation, Interim Assessments & Florida Standards Assessments

G2. We will use the EWS to identify at risk students so that support and intervention can be provided to increase achievement. **1**

G050034

G2.B1 Family's cultural opinion of education **2**

B126798

G2.B1.S1 Develop workshops, meetings, activities and outreach resources that would create more parental involvement. **4**

S139171

Strategy Rationale

When families work together to support learning, children tend to do better in school, stay in school longer, and like school more.

Action Step 1 **5**

The Attendance Review Committee will monitor the school's attendance percentage and develop strategies that will improve the attendance level.

Person Responsible

Jannet Sanchez

Schedule

Monthly, from 10/15/2014 to 10/26/2014

Evidence of Completion

Attendance Logs, SCAMS and Parental Conferences Logs

Action Step 2 **5**

The school's literacy team will identify the students that are not mastering the grade level materials through data chats and academic reviews. These students will receive assistance through Tier II & Tier III of the Rti process.

Person Responsible

Ja'Shon Fayson

Schedule

Weekly, from 10/3/2014 to 11/26/2014

Evidence of Completion

Rti Logs, Intervention Attendance, Student Work and Data

Action Step 3 **5**

The Community Involvement Specialist (CIS) will assist the parents with resources, materials and information that will aid in the family's understanding of the school and other available services.

Person Responsible

Maria Negrón

Schedule

Daily, from 9/24/2014 to 11/26/2014

Evidence of Completion

Parent Academy Log, Title I Workshop Log, School Visitation Roster

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

The Leadership Team will meet on a weekly basis to review the the success of EWS Strategies

Person Responsible

Ja'Shon Fayson

Schedule

Weekly, from 10/1/2014 to 11/26/2014

Evidence of Completion

Rti Logs, Intervention Attendance, Student Work, Data, Attendance Logs, SCAMS and Parental Conferences Logs

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

The Leadership Team will meet on a weekly basis to review the the success of EWS Strategies

Person Responsible

Ja'Shon Fayson

Schedule

Weekly, from 10/1/2014 to 11/26/2014

Evidence of Completion

Rti Logs, Intervention Attendance, Student Work, Data, Attendance Logs, SCAMS and Parental Conferences Logs

G3. We will increase opportunity for students to participate in STEM related activities. 1

G050186

G3.B3 The lack of student engagement. 2

B126942

G3.B3.S1 Create across curriculum activities that would encourage collaboration and hands-on activities within the educational arenas of science, technology, engineering and math. 4

S139303

Strategy Rationale

This strategy is done to increase the student's awareness of technology and its integration in computer, engineering, architecture and medical professions.

Action Step 1 5

Develop STEM type activities / projects for all grade levels

Person Responsible

Adriana Otero

Schedule

Quarterly, from 10/17/2014 to 5/29/2015

Evidence of Completion

Lesson Plans and Student Work

Action Step 2 5

Invite outside agencies that will expose students to professions that incorporate STEM concepts.

Person Responsible

Adriana Otero

Schedule

Semiannually, from 10/10/2014 to 5/29/2015

Evidence of Completion

Lesson Plans, School's Sign-In Roster, Student Work and Agenda

Action Step 3 5

Students will participate in district exhibition that illustrate STEM concepts.

Person Responsible

Adriana Otero

Schedule

On 5/29/2015

Evidence of Completion

Lesson Plans, Student Work and Exhibition Superlatives

Plan to Monitor Fidelity of Implementation of G3.B3.S1 6

The Literacy Team or its representative will meet with the Grade Level Teams to cover STEM Activities.

Person Responsible

Ja'Shon Fayson

Schedule

Monthly, from 10/17/2014 to 5/29/2015

Evidence of Completion

Lesson Plans, Grade Level Minutes and Student Work

Plan to Monitor Effectiveness of Implementation of G3.B3.S1 7

The Literacy Team or its representative will meet with the Grade Level Teams to cover STEM Activities

Person Responsible

Ja'Shon Fayson

Schedule

Monthly, from 10/16/2014 to 5/29/2015

Evidence of Completion

Lesson Plans, Grade Level Minutes and Student Work

Appendix 1: Implementation Timeline

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

Dade - 1881 - Henry M. Flagler Elem. School - 2014-15 SIP
Henry M. Flagler Elementary School

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	Provide all teachers and administrators with professional development on academic writing across all content areas.	Lamazares, Zulema	10/3/2014	Agendas, Sign-In Rosters & PD deliverables	10/3/2014 one-time
G2.B1.S1.A1	The Attendance Review Committee will monitor the school's attendance percentage and develop strategies that will improve the attendance level.	Sanchez, Jannet	10/15/2014	Attendance Logs, SCAMS and Parental Conferences Logs	10/26/2014 monthly
G3.B3.S1.A1	Develop STEM type activities / projects for all grade levels	Otero, Adriana	10/17/2014	Lesson Plans and Student Work	5/29/2015 quarterly
G1.B1.S1.A2	Utilize common planning to implement academic writing strategies in lesson plans and demonstrated during the delivery of instruction. Administrators will identify teachers in need of support through the monitoring of common planning and walk throughs.	Lamazares, Zulema	10/13/2014	Observation Logs, Lesson Plan and Student Work	11/7/2014 weekly
G2.B1.S1.A2	The school's literacy team will identify the students that are not mastering the grade level materials through data chats and academic reviews. These students will receive assistance through Tier II & Tier III of the Rti process.	Fayson, Ja'Shon	10/3/2014	Rti Logs, Intervention Attendance, Student Work and Data	11/26/2014 weekly
G3.B3.S1.A2	Invite outside agencies that will expose students to professions that incorporate STEM concepts.	Otero, Adriana	10/10/2014	Lesson Plans, School's Sign-In Roster, Student Work and Agenda	5/29/2015 semiannually
G1.B1.S1.A3	Provide additional support through the coaching cycle to plan for and implement academic writing through all content areas.	Fernandez, Marilyn	10/13/2014	CSS Logs, Lesson Plans & Student Work	11/7/2014 weekly
G2.B1.S1.A3	The Community Involvement Specialist (CIS) will assist the parents with resources, materials and information that will aid in the family's understanding of the school and other available services.	Negron, Maria	9/24/2014	Parent Academy Log, Title I Workshop Log, School Visitation Roster	11/26/2014 daily
G3.B3.S1.A3	Students will participate in district exhibition that illustrate STEM concepts.	Otero, Adriana	10/10/2014	Lesson Plans, Student Work and Exhibition Superlatives	5/29/2015 one-time
G1.B1.S1.A4	Monitor for effective implementation of academic writing for those teachers receiving additional support.	Lamazares, Zulema	10/13/2014	Observation Logs, Lesson Plan and Student Work	11/21/2014 weekly
G1.B1.S1.A5	Monitor and Support for the effectiveness and fidelity of academic writing.	Lamazares, Zulema	10/13/2014	CSS Logs, Lesson Plans, Student Work & PD deliverables	11/21/2014 weekly
G1.MA1	The Leadership team will monitor that data throughout the implementation of this strategy	Lamazares, Zulema	10/3/2014	Observation Logs, CSS Logs, Lesson Plans, Student Work, PD deliverables, data disaggregation, Interim Assessments & Florida Standards Assessments	11/26/2014 weekly
G1.B1.S1.MA1	The Leadership Team will meet on a weekly basis to review the implementation and the fidelity of the instructional strategies.	Lamazares, Zulema	10/3/2014	Observation Logs, CSS Logs, Lesson Plans, Student Work, PD deliverables, data disaggregation, Interim Assessments & Florida Standards Assessments	11/21/2014 weekly
G1.B1.S1.MA1	The Leadership Team will meet on a weekly basis to review the implementation and the fidelity of the instructional strategies.	Lamazares, Zulema	10/13/2014	Observation Logs, CSS Logs, Lesson Plans, Student Work & PD deliverables	11/21/2014 weekly
G2.MA1	The collection of the attendance logs, classroom data and CIS logs will aid in monitoring goal achievement.	Fayson, Ja'Shon	10/1/2014	Rti Logs, Intervention Attendance, Student Work, Data, Attendance Logs, SCAMS and Parental Conferences Logs	11/26/2014 monthly

Source	Task, Action Step or Monitoring Activity	Who	Start Date (where applicable)	Deliverable or Evidence of Completion	Due Date/End Date
G2.B1.S1.MA1	The Leadership Team will meet on a weekly basis to review the the success of EWS Strategies	Fayson, Ja'Shon	10/1/2014	Rti Logs, Intervention Attendance, Student Work, Data, Attendance Logs, SCAMS and Parental Conferences Logs	11/26/2014 weekly
G2.B1.S1.MA1	The Leadership Team will meet on a weekly basis to review the the success of EWS Strategies	Fayson, Ja'Shon	10/1/2014	Rti Logs, Intervention Attendance, Student Work, Data, Attendance Logs, SCAMS and Parental Conferences Logs	11/26/2014 weekly
G3.MA1	The data collected and reviewed includes the results of the Interim Assessments, Results of the Science Fair, S.W.A.T. Night sign-in sheets, completion of the Science Fair projects,	Otero, Adriana	10/16/2014	Lesson Plans, Event Sign-In Sheets, Student Work, and Participation in Contest	5/29/2015 monthly
G3.B3.S1.MA1	The Literacy Team or its representative will meet with the Grade Level Teams to cover STEM Activities	Fayson, Ja'Shon	10/16/2014	Lesson Plans, Grade Level Minutes and Student Work	5/29/2015 monthly
G3.B3.S1.MA1	The Literacy Team or its representative will meet with the Grade Level Teams to cover STEM Activities.	Fayson, Ja'Shon	10/17/2014	Lesson Plans, Grade Level Minutes and Student Work	5/29/2015 monthly
G4.MA1	[no content entered]			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. We will increase student achievement by improving Core Instruction across all content areas.

G1.B1 The lack of instructional rigor

G1.B1.S1 Implement academic writing as a part of an instructional framework to support students in the production of coherent writing about text through the use of the writing process, by explicitly teaching various modalities and genres of writing. Students will be able to analyze, interpret, compare and evaluate text using clear and relevant evidence and incorporate problem solving into writing.

PD Opportunity 1

Provide all teachers and administrators with professional development on academic writing across all content areas.

Facilitator

Ms. Rodriguez (CSS), Ms. Coello (CSS)

Participants

Instructional Staff Members, Instructional Coaches and Administration

Schedule

On 10/3/2014

Technical Assistance Items

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

Budget Rollup

Summary

Description	Total
Goal 1: We will increase student achievement by improving Core Instruction across all content areas.	392,513
Grand Total	392,513

Goal 1: We will increase student achievement by improving Core Instruction across all content areas.

Description	Source	Total
B1.S1.A2 - Hourly Employee	Title I Part A	8,271
B1.S1.A2 - Hourly Employee		6,322
B1.S1.A2 - Teacher Employee Paraprofessional Employee Hourly Employee		187,460
B1.S1.A2 - Teacher Employee Paraprofessional Employee		187,460
B1.S1.A5 - EESAC Funding Tutoring	Other	3,000
Total Goal 1		392,513