

Seminole County Public Schools

# Highlands Elementary School



2016-17 School Improvement Plan

## Highlands Elementary School

1600 SHEPARD RD, Winter Springs, FL 32708

<http://www.scps.k12.fl.us/schools/schoolinfopage.cfm?schoolnumber=0331>

### School Demographics

<b>School Type and Grades Served</b> (per MSID File)	<b>2015-16 Title I School</b>	<b>2015-16 Economically Disadvantaged (FRL) Rate</b> (As Reported on Survey 3)
Elementary School PK-5	Yes	65%
<b>Primary Service Type</b> (per MSID File)	<b>Charter School</b>	<b>2015-16 Minority Rate</b> (Reported as Non-white on Survey 2)
K-12 General Education	No	43%

### School Grades History

<b>Year</b>	<b>2015-16</b>	<b>2014-15</b>	<b>2013-14</b>	<b>2012-13</b>
<b>Grade</b>	B	B*	A	A

*\*Informational Baseline School Grade*

**Note:** The school grades calculation was revised substantially for the 2014-15 school year to implement statutory changes made by the 2014 Legislature and incorporate the new Florida Standards Assessments. The 2014-15 school grades serve as informational baseline data that schools can use to improve in future years.

### School Board Approval

This plan is pending approval by the Seminole 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 a monitoring status of "Former F" (see page 4). 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 barriers that could hinder achieving those goals and resources that could be used to eliminate or reduce barriers (Step 2)
- Select high-priority barriers they want to address initially (Step 3)
- Design implementation and monitoring plans for strategies to resolve selected barriers (Steps 4-7)
- Determine how they will monitor progress toward each goal (Step 8)

### Appendices

The following appendices, automatically-generated from content entered in Part III, are included in this document:

- Appendix 1 is a timeline of all action steps and monitoring activities
- Appendix 2 is an outline of all professional development opportunities and technical assistance items
- Appendix 3 is a report of the budget needed to implement the strategies

## Differentiated Accountability

Florida's Differentiated Accountability (DA) system, established in [section 1008.33, Florida Statutes](#), is a statewide network of strategic support, differentiated by need according to performance data, provided to districts and schools in order to improve leadership capacity, teacher efficacy, and student outcomes. Through a data-driven planning and problem-solving process, DA field teams collaborate with district leadership to design, implement, and refine strategic goals and action plans that are documented in the SIP.

### DA Regions

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

### DA Categories

At the start of each academic year, traditional schools are classified for DA support in three categories based on the most recent school grades data available. Descriptions of each DA category along with the state support and interventions provided are set forth by [Rule 6A-1.099811, Florida Administrative Code](#):

- Not in DA – currently A, B, or C and not Monitoring Only; charter schools; ungraded schools
- Monitoring Only – currently A, B, or C that improved from a previous grade of F
- Focus – currently D
- Priority – currently F

### DA Turnaround and Monitoring Statuses

Additionally, schools in DA may be subject to a turnaround status of "Planning" or "Implementing" or a monitoring status of "Former F." These statuses are based on a school's grades history, including the current school grade:

- Former F - A school with a status of "Former F" requires the department to monitor the implementation of strategies and progress toward the goals outlined in the school improvement plan for three years following the school's improvement from a grade of F to a C or higher.
- Planning - A school with a status of "Planning" requires the district to engage stakeholders in the development of a turnaround option plan to be implemented in the following year should the school grade not improve to a C or higher.
- Implementing - A school with a status of "Implementing" requires the district to submit a turnaround plan to the State Board of Education for approval and implementation. A school remains in "Implementing" status until its school grade improves to a C or higher.

### 2016-17 DA Category and Statuses for Highlands Elementary School

DA Region and RED	DA Category and Turnaround Status
Northeast - <a href="#">Wayne Green</a>	Not In DA - None

## I. Part I: Current School Status

### A. Supportive Environment

#### 1. School Mission and Vision

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

The mission of Highlands Elementary School is  
We Believe.....  
All children can be leaders.  
All children have genius.  
All children can create change.  
All children are in charge of their learning.  
All children have voice.  
We believe in developing the whole child.

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

Creating the leaders of tomorrow.

#### 2. School Environment

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

This school year, we have initiated monthly Family Nights revolving around the 7 Habits of Highly Effective People. This includes having grade level presentations on a specific habit. Grade levels give an overview of the habit and then follow it up with an activity that builds relationships between staff, students, and their families. Approximately, 90% of student body attended this event with their families.

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

Upon arrival and throughout the day, there is a high visibility of staff across the campus. Staff members are required to wear their district issued name badges at all times. Designated staff carry walkie-talkies. The front doors are locked and are video monitored throughout the day. A staff member needs to grant entry to visitors before they sign-in and obtain a visitor's pass. The classroom doors are locked throughout the day so that the teacher needs to be aware of who is entering and leaving the classroom.

During the day, students are supervised in the hallways and are only allowed to travel in the hallway with at least two other students. At arrival, dismissal, and lunch times, there are multiple staff members on duty to supervise students and ensure a safe environment. Upon entering their classrooms, students are personally greeted by their teachers at the door. Every morning on the television announcements, students recite the school mission statement.

Fencing has been installed to ensure extra measure of safety for your students.

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

Students start their day by reciting mission statement. This is based upon the Leader in Me philosophy. Our schoolwide PBS is based upon the acronym LEAD (Lend a helpful hand, Encourage Others, Always Listen, Do the Right Thing). Students who are caught following these rules are given the opportunity to sign the Paws-itive Leaders' book in the front office. Students are acknowledged and given a pencil and sticker. Once a month, a boy and girl representative from each grade level have a Paws-itive Leader lunch with administration and guidance. Each week, a student from each class goes on the news to receive a Leader of the Pack award for exhibiting good citizenship.

If students do not follow the LEAD guidelines, the teacher intervenes. When necessary, students are sent with a LEAD alert to the front office. The students have to write a self-reflection response to their action after meeting with administration or guidance. The note is then sent to parents.

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

The school counselor conducts classroom visits. When needed she counsels students one-on-one and conducts small group counseling as referred. Mentoring opportunities are provided by the community and our social worker. A group from an assisted living facility regularly meet with our young readers. The school provides weekend food bags to Families in Need.

### 3. 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).

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

The school has a Multi-Tiered System of Supports (MTSS) core problem solving team, comprised of members with expertise in academic and behavioral domains. The MTSS team utilizes the continuous problem solving process to identify students who are at-risk in academics and/or behavior and conducts root cause analysis to determine why the problem is occurring. The MTSS core problem solving team utilizes a student performance data management system to view aggregated student data. To aid in recognizing early school disengagement, the MTSS core problem solving team utilizes an early warning identification system and digitized response to intervention process. Student data are aggregated to form a predictive analytic risk score configuration, comprised of indicators that flag a student at risk of graduation (attendance, misconduct, course failure, mobility, grade point average, overage, and retention).

To identify at-risk students in compliance with 1001.42, F.S., middle schools utilize an early warning identification report. This report specifically identifies students who meet two or more at-risk indicators (attendance below 90 percent, one or more in school or out of school suspensions, course failure in English Language Arts or Mathematics, and Level 1 score on statewide, standardized assessments in English Language Arts or Mathematics). In addition the report includes each student's early warning risk score. From this report, schools drill down on the student identification number to obtain more specified data in order to inform root cause analysis. Additionally from this report, schools schedule and monitor parent meeting invitations.

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

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



Indicator	Grade Level												Total	
	K	1	2	3	4	5	6	7	8	9	10	11		12
Attendance below 90 percent	2	5	3	3	7	5	0	0	0	0	0	0	0	25
One or more suspensions	1	0	0	0	0	0	0	0	0	0	0	0	0	1
Course failure in ELA or Math	4	3	2	7	0	0	0	0	0	0	0	0	0	16
Level 1 on statewide assessment	0	0	0	24	17	19	0	0	0	0	0	0	0	60

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

Indicator	Grade Level												Total	
	K	1	2	3	4	5	6	7	8	9	10	11		12
Students exhibiting two or more indicators	5	9	12	15	16	17	0	0	0	0	0	0	0	74

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

Through the MTSS process, we identify all tier 1, 2 and 3 students. Our tier 3 students receive explicit instruction from two on-site certified teachers. We utilize a schoolwide acceleration structure to address the small group instructional needs of both tier 2 and 3 students in the classroom setting. Differentiated instruction is also occurring in the core instruction (tier 1).

**B. Family and Community Engagement**

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).

**1. Describe how the school works at building positive relationships with families to increase involvement, including efforts to communicate the school's mission and vision, and keep parents informed of their child's progress**

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

**a. Will the school use its PIP to satisfy this question?**

Yes

**1. PIP Link**

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

**2. Description**

Teachers and administrators use multiple strategies to contact families, including but not limited to, (1) contacting families prior to the start of school to welcome the students to the new school year, (2) inviting families to curriculum nights and open house meetings to meet teachers and school staff and to learn about the curriculum, (3) providing access to school grades, progress monitoring data and other relevant achievement information through the SCPS Skyward Family Access Portal, (4) ensuring students show evidence of "owning their data" and scheduling student led conferences as applicable, (5) inviting families to participate in SAC and PTA Boards, (6) inviting families to attend PTA meetings and participate in school related events, (7) using multiple genres of social networking, as well as sending electronic/paper-based newsletters to families on a regular basis, (8) advertising events on school marquees, (9) and numerous other out-reach strategies developed by school staff.

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



Teachers and administrators are continually involved in local events and often invited to participate in their community's celebrations. Administrators and teachers reach out to local businesses for participation in the school's business partners programs. As applicable, administrators serve on local rotary clubs, chambers, etc. In addition, faith-based leaders are invited to form relationships with local schools.

**C. 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).

**1. School Leadership Team**

**a. Membership**

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

Name	Title
Logsdon, Lenore	Principal
Dimperio, Paula	Instructional Coach
Neff, Samantha	Instructional Coach
Nelson, Melissa	Guidance Counselor
Tillman-Sparrow, Hope	Other
Phillips, Lisa	Assistant Principal

**b. Duties**

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

Highlands Elementary School annually reviews budgets and expenditures as well as student and teacher data to ensure schools are adequately staffed to meet student achievement needs. For Title I schools, data are reviewed and funds are used to provide supplemental staff and support improved instruction and interventions. Highlands Elementary School will coordinate Title I and Supplemental Academic Instruction funds to provide additional academic tutorial and/or intervention time for students in need of remediation. These funding sources are coordinated to maximize the number of students and the amount of services available for academic interventions. Titles I and II are coordinated to ensure district professional learning and intensive instructional coaching is provided to schools. In addition, the school district coordinates IDEA and Title I funds to ensure the gap between special education students and other student groups is reduced. The coordination and integration of these funds and services ensure students are provided the time and support needed to master the standards and improve academic achievement.

**2. Describe the process through which school leadership identifies and aligns all available resources (e.g., personnel, instructional, curricular) in order to meet the needs of all students and maximize desired student outcomes. Include the methodology for coordinating and supplementing federal, state and local funds, services and programs. Provide the person(s) responsible, frequency of meetings, how an inventory of resources is maintained and any problem-solving activities used to determine how to apply resources for the highest impact**

The school has a core Multi-Tiered System of Supports (MTSS) problem solving team, comprised of members with expertise in academic and behavioral domains. The MTSS team utilizes the continuous problem solving process to identify students who are at-risk in academics and/or behavior and determines why the problem is occurring. The MTSS team designs and implements research-based interventions and regularly monitors student progress/response to interventions. The school utilizes the online MTSS module to document all interventions, meetings, and parent involvement in

the process.

Highlands Elementary School will coordinate Title I, Supplemental Academic Instruction, and Exceptional Student Education funds to provide additional academic tutorial and/or intervention time for students in need of remediation. These funding sources are coordinated to maximize the number of students and the amount of services available for academic interventions. In addition, the school district coordinates IDEA and Title I funds to provide our school additional paraprofessionals that facilitate small group instruction during the school day. The coordination and integration of these funds and services ensure students are provided the time and support needed to master the standards and improve academic achievement.

## 2. School Advisory Council (SAC)

### a. Membership

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

Name	Stakeholder Group
Toni Laughrey	Teacher
Melanie Curry	Parent
Holly Hall	Teacher
Jennifer Pratt- Thomas	Teacher
Lenore Logsdon	Principal
Ebony Givens	Parent
Amy Gabriel	Parent
Jordyn Maher	Teacher
Craig Hopes	Education Support Employee
Ashton Bryson	Parent
Paula Zijl	Parent
Yassmeen Youness	Parent
Joni Miller	Parent
Gary Pinkowski	Parent

### b. Duties

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

*a. Evaluation of last year's school improvement plan*

At the first SAC meeting of the 2016-2017 school year, we will summarize the plan from the previous year and the test results (if available).

*b. Development of this school improvement plan*

SAC members ideas were included in the development of the school improvement plan. The leadership team wrote the initial draft of the SIP. It will then be brought to the SAC for discussion and approval.

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

This year we have \$3,111.75. A discussion was had regarding the needs of the school and the SAC helped to decide how it would be spent for the upcoming year. After having a discussion about our program of enrichment, Leader in Me and the school's wildly important goal to achieve Lighthouse Milestone, a discussion was held to have SAC money go toward this program. Upon approval 100% of the SAC money will go to the Leader in Me for items such as professional development and Leader in Me symposium attendance. Mrs. Logsdon will provide updates on exactly how the money was being spent throughout the school year.

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

Last year's SAC voted to use the money on Leader in Me the Leader in Me for items such as professional development and Leader in Me symposium attendance.

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

Yes

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

**3. Literacy Leadership Team (LLT)**

**a. Membership**

Identify the name and position title for each member of the school-based LLT or similar group, if applicable.:

Name	Title
Dimperio, Paula	Instructional Coach
Logsdon, Lenore	Principal
Tillman-Sparrow, Hope	Other
Phillips, Lisa	Assistant Principal

**b. Duties**

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

The LLT team will focus on the implementation of the district ELA framework and Florida Standards. The team will also monitor the lowest 30% of students.

**D. 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).

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

Grade level teachers are given a double planning time once a week to collectively plan and study the curriculum. Math and Reading Coaches provide individual coaching sessions to teachers on a scheduled rotation.

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

Seminole County Public Schools is always looking for highly qualified, certified teachers to teach our students. The method of recruitment is defined based on the need. Seminole County Public Schools is a

high academic achieving school district that is nationally and internationally recognized. Seminole County Public Schools is highly recruited by educators from all over the world. One of our recruitment strategies is our partnership with State and private colleges and universities. We welcome university and college interns and field study students to our district not only from the State of Florida university system but also out of State. Annually our district participates in many university job fairs and minority and veteran job fairs. This year we have gone out of the United States and are bringing on board a few teachers from Spain to teach the dual language classes.

The district supports all teachers but especially new teachers with mentoring programs. We also provide in-services and workshops. New teachers with zero years of experience are assigned a one on one mentor. This support is provided beyond the first year!

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

Our school has a school-wide mentor who works with administration to coordinate all mentoring activities on our campus. This school-wide mentor is trained by our county's Instructional Practices Specialist and is given materials and agendas to support the new teachers during this calendar year. Before school begins, our school-wide mentor meets the new teachers at our school and gives a campus tour while orienting our new teachers to important procedures and policies that will affect them as they begin the school year.

Once school begins, our new teachers meet regularly with the mentor(s) who best fits their needs and follow an agenda of recommended topics that are appropriate for their given situations. Whether the new teacher is working with a school-wide mentor, peer teacher, or alternative certification mentor, he or she is working with an individual who has been trained by our county to support the teacher's various needs. Each of these mentor roles are fine-tuned each year based on the feedback from our new teachers the year before.

## **E. Ambitious Instruction and Learning**

### **1. Instructional Programs and Strategies**

#### **a. Instructional Programs**

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

The core curricula of Seminole County Public Schools are comprehensive systems employing research-based best-practices, rigorous content, and instructional materials organized in comprehensive instructional plans. Delivery modes and methods require explicit differentiated instruction to the depth of the Florida Standards.

#### **b. Instructional Strategies**

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

Ongoing progress monitoring, occurs during MTSS, PLCs, and as common assessments are given. It is the foundation for the instructional programs. Formative assessments drive instruction daily. We have a school-wide intervention program where students are grouped based upon data to best meet their needs. Students who need additional support go through MTSS and receive additional instruction from our interventionists.

**2. Provide the following information for each strategy the school uses to increase the amount and quality of learning time and help enrich and accelerate the curriculum:**

**Strategy:** After School Program

**Minutes added to school year:** 5,000

Students in grades 2-5 who show a need for additional academic support in reading or math are offered the opportunity to participate in an after school tutorial using iReady.

**Strategy Rationale**

The computer program is implemented to increase the academic achievement at each student's individual learning level.

**Strategy Purpose(s)**

- Core Academic Instruction

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

Tillman-Sparrow, Hope , hope\_tillman-sparrow@scps.k12.fl.us

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

Data is collected through iReady reports using biweekly monitoring.

**2. Student Transition and Readiness**

**a. 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).

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

Students in the Voluntary Pre-K (VPK) Program visit the kindergarten classrooms at the end of the school year to learn about what to expect in kindergarten. During the summer, students entering kindergarten in selected Title I Schools can attend Kinder Camp to help prepare them for success in kindergarten. Schools offer an Open House before school starts and kindergarten teachers are available for individual conferences.

**b. College and Career Readiness**

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

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

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

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

**II. Needs Assessment**

The school's completion of this section may satisfy the requirements of 20 U.S.C. § 6314(b)(1)(A).

## A. Problem Identification

### 1. Data to Support Problem Identification

#### b. Data Uploads

Data uploads are not required by the Florida Department of Education but are offered as a tool for the needs assessment. In this section, the school may upload files of locally available data charts and graphs being used as evidence of need.

The following documents were submitted as evidence for this section:

*No files were uploaded*

### 2. Problem Identification Summary

This section is not required by the Florida Department of Education but is provided as an opportunity for the school to summarize the points of strength and areas of need that have been identified in the data.

## B. Problem Analysis Summary

This section is not required by the Florida Department of Education but is provided as an opportunity for the school to summarize the underlying "why"? or root causes for the areas of need identified in the data, as determined by situational awareness of, and research conducted by, the stakeholders involved in the needs assessment.

## C. Strategic Goals

## School Improvement Goals

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

### Problem Solving Key

**G** = Goal

**B** =  
Barrier

**S** = Strategy

**1** = Problem Solving Step     S123456 = Quick Key

## Strategic Goals Summary

- G1.** Administrators and teachers at Highlands Elementary will (A) seek to develop appropriate relationships with students parents and each other. (B) Implement research-based best practices for standards instruction, including effective core instruction and implementation of data driven differentiated instruction to ensure a minimum of 1 year's growth in ELA and Math with satisfactory growth in Science for all students. (C) Refine Student-owned progress monitoring.

## Strategic Goals Detail

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



**G1.** Administrators and teachers at Highlands Elementary will (A) seek to develop appropriate relationships with students parents and each other. (B) Implement research-based best practices for standards instruction, including effective core instruction and implementation of data driven differentiated instruction to ensure a minimum of 1 year's growth in ELA and Math with satisfactory growth in Science for all students. (C) Refine Student-owned progress monitoring. **1a**

G086324

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

Indicator	Annual Target
ELA/Reading Lowest 25% Gains	75.0
Math Lowest 25% Gains	75.0
FCAT 2.0 Science Proficiency	75.0
ELA/Reading Gains	75.0
FSA ELA Achievement	75.0
FSA Mathematics Achievement	75.0
Math Gains	75.0

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

- Lack of understanding of High-Yield Strategies

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

- High-Yield Strategy Professional Development
- Common planning time / professional development in grade levels
- Reading Coach
- Math Coach
- Principal
- Assistant Principal

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

Walk throughs

**Person Responsible**

Lenore Logsdon

**Schedule**

Weekly, from 8/10/2016 to 5/26/2017

**Evidence of Completion**

Administrators will conduct walkthroughs weekly.

## 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.** Administrators and teachers at Highlands Elementary will (A) seek to develop appropriate relationships with students parents and each other. (B) Implement research-based best practices for standards instruction, including effective core instruction and implementation of data driven differentiated instruction to ensure a minimum of 1 year's growth in ELA and Math with satisfactory growth in Science for all students. (C) Refine Student-owned progress monitoring. **1**

 G086324

**G1.B1** Lack of understanding of High-Yield Strategies **2**

 B229387

**G1.B1.S1** PLCs will include time to plan for high-yield strategies in the classroom setting. **4**

 S241941

### Strategy Rationale

Teachers need to collaborate on the successful implementation of the strategies within their classrooms.

### Action Step 1 **5**

Leadership Team will meet with grade level teams, to help with the implementation of the high-yield strategies in the classroom.

#### Person Responsible

Lenore Logsdon

#### Schedule

Biweekly, from 8/10/2016 to 5/26/2017

#### Evidence of Completion

Attendance and Participation in PLCs

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

Attendance and participation in extended PLCs

**Person Responsible**

Lisa Phillips

**Schedule**

Biweekly, from 8/10/2016 to 5/26/2017

***Evidence of Completion***

School PD / PLC Calendar

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

iReady diagnostics will be given 3 times per year in reading and math.

**Person Responsible**

Lisa Phillips

**Schedule**

Semiannually, from 8/10/2016 to 5/26/2017

***Evidence of Completion***

School based data tracking sheets

**G1.B1.S2** High-yield strategy professional development will be offered to all staff in a 4 session series.

4

S241942

### **Strategy Rationale**

Teachers will gain a deeper understanding of the high yield strategies that will impact student performance.

### **Action Step 1** 5

All staff will participate in a high-yield strategy PD

#### **Person Responsible**

Lenore Logsdon

#### **Schedule**

Every 2 Months, from 8/31/2016 to 2/1/2017

#### **Evidence of Completion**

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

Walk throughs

#### **Person Responsible**

Lenore Logsdon

#### **Schedule**

On 5/26/2017

#### **Evidence of Completion**

Walk-throughs will be conducted by the Principal and Assistant Principal focusing on the high-yield strategies.

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

Walk-through data

**Person Responsible**

Lenore Logsdon

**Schedule**

On 5/26/2017

***Evidence of Completion***

Upon completion of the school year, we will determine what teachers were rated highly effective on their walk-throughs and evaluations.

## IV. Implementation Timeline

Source	Task, Action Step or Monitoring Activity	Who	Start Date (where applicable)	Deliverable or Evidence of Completion	Due Date/End Date
<b>2016</b>					
G1.MA1 M322974	Walk throughs	Logsdon, Lenore	8/10/2016	Administrators will conduct walkthroughs weekly.	5/26/2017 weekly
G1.B1.S1.MA1 M322968	iReady diagnostics will be given 3 times per year in reading and math.	Phillips, Lisa	8/10/2016	School based data tracking sheets	5/26/2017 semiannually
G1.B1.S1.MA1 M322969	Attendance and participation in extended PLCs	Phillips, Lisa	8/10/2016	School PD / PLC Calendar	5/26/2017 biweekly
G1.B1.S1.A1 A313169	Leadership Team will meet with grade level teams, to help with the implementation of the high-yield...	Logsdon, Lenore	8/10/2016	Attendance and Participation in PLCs	5/26/2017 biweekly
G1.B1.S2.A1 A313170	All staff will participate in a high-yield strategy PD	Logsdon, Lenore	8/31/2016		2/1/2017 every-2-months
G1.B1.S2.MA1 M322971	Walk throughs	Logsdon, Lenore	9/8/2016	Walk-throughs will be conducted by the Principal and Assistant Principal focusing on the high-yield strategies.	5/26/2017 one-time
G1.B1.S2.MA1 M322970	Walk-through data	Logsdon, Lenore	9/8/2016	Upon completion of the school year, we will determine what teachers were rated highly effective on their walk-throughs and evaluations.	5/26/2017 one-time

## V. Professional Development Opportunities

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

**G1.** Administrators and teachers at Highlands Elementary will (A) seek to develop appropriate relationships with students parents and each other. (B) Implement research-based best practices for standards instruction, including effective core instruction and implementation of data driven differentiated instruction to ensure a minimum of 1 year's growth in ELA and Math with satisfactory growth in Science for all students. (C) Refine Student-owned progress monitoring.

### **G1.B1** Lack of understanding of High-Yield Strategies

**G1.B1.S1** PLCs will include time to plan for high-yield strategies in the classroom setting.

#### **PD Opportunity 1**

Leadership Team will meet with grade level teams, to help with the implementation of the high-yield strategies in the classroom.

##### **Facilitator**

Paula Dimperio & Samantha Neff

##### **Participants**

Grade level teachers

##### **Schedule**

Biweekly, from 8/10/2016 to 5/26/2017

**G1.B1.S2** High-yield strategy professional development will be offered to all staff in a 4 session series.

#### **PD Opportunity 1**

All staff will participate in a high-yield strategy PD

##### **Facilitator**

Pete Gaffney

##### **Participants**

All instructional staff

##### **Schedule**

Every 2 Months, from 8/31/2016 to 2/1/2017



## VI. Technical Assistance Items

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

## VII. Budget

1	G1.B1.S1.A1	Leadership Team will meet with grade level teams, to help with the implementation of the high-yield strategies in the classroom.	\$0.00
2	G1.B1.S2.A1	All staff will participate in a high-yield strategy PD	\$0.00
<b>Total:</b>			<b>\$0.00</b>