



FLORIDA DEPARTMENT OF
EDUCATION
fldoe.org

Pam Stewart, Commissioner

2014-2015 SCHOOL IMPROVEMENT PLAN [DRAFT]

Thurgood Marshall Fundamental

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SIP Authority and Template

Section 1001.42(18), Florida Statutes (F.S.), 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, as marked by citations to the No Child Left Behind (NCLB) Act of 2001. This template is required by State Board of Education Rule 6A-1.099811, Florida Administrative Code (F.A.C.), 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 FDOE's school improvement planning web application located at <https://www.floridacims.org>. Sections marked "N/A" by the user have been excluded from this document.

Current School Status

Supportive Environment

School Mission and Vision

Provide the school's mission statement

The learning community of TMFMS will ensure high student achievement in a safe learning environment to promote citizenship and lifelong learning.

Provide the school's vision statement

Educating students to become globally competitive in the 21st century.

School Environment

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

- 6th grade (and new 7th & 8th) Welcome Orientation
- Grade Level Welcome Assemblies
- AVID School-wide Initiatives (team-building)
- Creating safe learning environments during first few weeks of school
- Creating individual classroom norms
- Creating Mission and Vision statements within individual classrooms
- Multicultural activities (PMAC)
- Jaguar Family Breakfast
- School Picnic
- Student Social and Civic Clubs/Organizations

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

- Teacher, administrative, guidance presence during all transition times throughout the day
- Administrative and guidance presence daily during lunch
- School Mission and Vision statement
- Behavior and concerns are addressed immediately
- Bullying prevention
- PTSA/SAC parent meetings
- Fundamental expectations for behavior and academics
- Tardy sweeps by administration
- Fundamental Essentials

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

- Clear behavior expectations posted in all classrooms
- Regular adherence of fundamental guidelines (detentions, referrals, IAC)
- Positive Behavior Systems
- Incentives for good behavior and academic success
- Collaborative structures/group work

- Engaging lessons
- Fundamental Philosophy and Policies

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

- RtI/MTSS
- Differentiation instruction
- ELP
- Tutoring
- Fundamental Essentials
- Various school clubs (Chess, STEAM, NJHS, Student Council, Intramural Sports)
- Guidance services
- School Psychologist
- Administrative and guidance presence daily during lunch
- Partnership with Big Brothers, Big Sisters

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

In mid September, a report will be run to identify students who have missed four or more days (unexcused). These students will receive an attendance alert letter. From then, a report will be run every two weeks. Students who have already received a letter will receive the second attendance letter after three additional absences and the third letter after three more. Students who have four or more unexcused absences on any report will receive the first attendance alert and proceed from there.

Students who receive suspensions will appear in front of the interventions and appeals committee and will either be placed on probation or dismissed from TMFMS based on fundamental policy. Those on probation will have to follow the stipulations of their probation agreement.

Every report card students who are failing a core academic course will be identified and required to attend ELP. They will also be provided with additional tutoring. In addition, parents will receive a letter home about their student's status and available resources.

All level 1 and level 2 students will be offered and strongly encouraged to attend ELP from the beginning of the school year. In addition, these students will participate in the guidance group which offers additional support for struggling students. These students will also be brought up through the MTSS process.

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	Students
Attendance below 90 percent	6	2
Attendance below 90 percent	7	1
	Total	3
One or more suspensions	6	7
One or more suspensions	7	1
One or more suspensions	8	9
	Total	17
Course failure in ELA or Math	6	1
Course failure in ELA or Math	7	4
	Total	5
Level 1 on statewide assessment	6	39
Level 1 on statewide assessment	7	32
Level 1 on statewide assessment	8	41
	Total	112

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

Indicator	Grade	Students
Students exhibiting two or more indicators	8	2
	Total	2

Describe all intervention strategies employed by the school to improve the academic performance of students identified by the early warning system (i.e., those exhibiting two or more early warning indicators)

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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?

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PIP Link

No PIP plan available

This application does not have a PIP plan uploaded for this school or this district. Please forward or have your district forward the plan document via an Intercom support request and we will upload it.

Description

We are a Fundamental school which requires parent attendance at PTSA or SAC each month. Parents are afforded opportunities to engage in the education process through a variety of opportunities facilitated during the aforementioned monthly meetings. Additionally, Fundamental Policies has mechanisms in place to forge a close Parent, Student, Teacher/School relationship.

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

Our school has developed partnerships with Home Shopping Network.
 Participation in the Great American Teach-In
 Teachers encourage members of the community who work in STEAM fields to speak to their classes
 AVID classes have college students who tutor once a week and guest speakers are also invited to AVID classes to expose students to various career opportunities.
 Community art activities - City of St. Petersburg Storm Water Run Off Coloring Book.
 Works with the Greater Tampa Bay as host to the Future Cities Competition
 Jazz Band and Chorus - Concerts throughout the community

Effective Leadership

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

School Leadership Team

Membership

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

Name	Title	Email
Lowery, Solomon	Principal	lowerys@pcsb.org

Duties

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

Administration - Pull pertinent data reports for review, distribution, and creation of action plans.
 Guidance - Assist with performance data reports, class placement/academic performance review, and progress monitoring
 Dept. Chairs - Align department goals with District and School Vision/Mission/SIP.
 Social Worker - Work with families to provide social services and support.
 Psychologist - Provided necessary testing, review of disabilities (when needed) and alignment of interventions
 Literacy Coach - Provide individualized pull out services, teacher support, and modeling of best practices
 V.E. Liaison - Align wrap around services with students' IEP

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

-Facilitator – generates agenda and leads team discussions
 -Data Manager(s)/Data Coach(es) – assist team in accessing and interpreting (aggregating/disaggregating) the data

- Technology Specialist – brokers technology necessary to manage and display data
- Recorder/Note Taker – documents meeting content and disseminates to team members in a timely manner as well as storing a hard copy in a binder for all teachers to access
- Time Keeper –helps team begin on time and ensures adherence to agreed upon agenda

Meeting time:

The School Based Instructional Leadership Team meets on a weekly basis to also include the School Based Response to Intervention Team. The school based Tier I leadership team reviews and screens data to identify struggling students through FAIR testing and Florida DOE differentiated accountability assessments. The team reviews progress monitoring data by grade level, teacher and subject areas to identify students who are at moderate to high risk for not meeting benchmarks and learning expectations. The school based RtI Leadership Team will collaborate regularly, problem solve, share effective practices, evaluate implementation of initiatives, made decisions and continue to increase the awareness of effective instructional practices through on-going faculty meetings.

The school based RtI Leadership Team is involved in the development and implementation of the school improvement plan by providing the SIP writing team with their recommendations of establishing FCAT reading, Writing, and Math supports.

-Our Guidance Department works with our struggling to implement wrap around services through participation in Achievement Groups.

-Individualized Goals are set for students and ongoing progress monitoring (each grading period) is our instrument utilized to gauge overall effectiveness.

-Fundamental Essentials, ELP, Tutoring, AVID, and academic competitions are an additional support for student academic success.

N/A

School Advisory Council (SAC)

Membership

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

Name	Stakeholder Group
Carolyn Bystrycki - SAC Chair	Parent
Leslie Ward-Geiger --Vice Chari	Parent
Barbara Zollof-Dufault --Secretary	Parent
Dr. Solomon J. Lowery--Principal	Principal
Mrs. Terri Defibaugh--Education Support Employee	Education Support Employee

Duties

Provide a description of the SAC's involvement with the following activities, as required by section 1001.452(2), F.S

Evaluation of last year's school improvement plan

Development of this school improvement plan

SAC reviews the SIP draft provide feedback, determine if the allocated funds are appropriately budgeted to support students achievement, school VISION/Mission, aligns with District Strategic Plan Goals, and approval of the plan.

Preparation of the school's annual budget and plan

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

1. \$2482.00 - TDE's to cover the costs of Temporary Duty Elsewhere (TDE's) for professional development.
2. \$2482.00 - Technology
3. \$2482.00 - Student support services, remediation, and incentives

Verify that the school is in compliance with section 1001.452, F.S., 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)

Meets the requirements of Rule 6A-6.053(3), F.A.C.

Membership

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

Name	Title	Email
Lowery, Solomon	Principal	lowerys@pcsb.org

Duties

Describe how the LLT promotes literacy within the school

Grammar, Lesson Study, Complex text, Literacy, and Persuasive writing.

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

Scheduled monthly PLC meetings with specific departments (for example, Thursday evenings prior to PTSA meetings and including disseminating information from the weekly Monday morning Leadership Team Meetings).

The Department PLC's encourage collaborative planning and instruction/assessment.

Scheduled monthly staff meetings. Members of the leadership team participate in the Leading the Learning Cadre (LLC) and develop/implement a lesson study.

School-wide AVID initiatives are implemented and applied in content areas.

There are two "keys to success" passed on at each staff meeting among the staff to recognize teacher accomplishments.

The administration recognizes monthly staff "kuddos" at the beginning of each faculty meeting agenda. Staff members send e-mail recognition to support teacher and staff members achievements with regards to student success (ie. content areas and extra curricular activities).

The PTSA and hospitality committee supports celebrating staff achievements and encourages positive relationships among teachers through staff breakfast, luncheons, etc.

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

The administrators participate in the annual Teacher Job Fair.

There is an ongoing New Teacher mentor program in place to support new staff members.

Staff members are required to obtain appropriate credentialing as a condition of employment.

Specialize attraction programs offered at school (STEAM camp, many extra curricular clubs, and the Fundamental system).

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

Mentors and "Jaguar Buddies" are provided to all new teaching candidates (and new to TMFMS) to ensure a smooth transition to our school.

We participate in our district Transition-to-Teaching program as a means to attain both district and site based support.

Teachers are paired with veteran teachers as a measure taken to reassure the fidelity of the pairings. There are instances in which we must place new teachers with someone outside their content area.

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

- Teacher created lesson plans aligned to Florida Standards
- PD to know how to use Standards properly
- Textbooks and instructional materials aligned to Florida Standards
- Administrative and district walk-through/classroom visitations to ensure use of Florida Standards
- District pacing guides by content areas
- Digitally created lesson plans aligned to Florida Standards

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

- Performance Matters testing
- EOC testing
- Standardized testing
- Teacher created assessments
- Formative assessments
- ESE accommodations (504/IEP)
- Differentiated instruction (Leveled reading in Achieve 3000)

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 type: Before School Program

Minutes added to school year: 9,000

Strategy Purpose(s)

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

Strategy Description

Tutoring, remediation (ELP), and course recovery in core content areas.
Content Area PLC's
Student Clubs (Academic & Social)

Strategy Rationale

To give students opportunities to reach their highest potential.
To give staff opportunities to collaborate and become highly effective.

Person(s) responsible for monitoring implementation of the strategy

Lowery, Solomon, lowerys@pcsb.org

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

Participation in ELP, tutoring, achievement groups, student information sessions, Performance Matters testing, Achieve 3000, teacher created assessments, FAIR testing.

Strategy type: Summer Program

Minutes added to school year: 5,760

Strategy Purpose(s)

- Core Academic Instruction
- Enrichment

Strategy Description

Summer Bridge, STEAM Camp, and Course Recovery

Strategy Rationale

Assist lower level students to stay on grade level.
Provide enrichment opportunities for higher level students.

Person(s) responsible for monitoring implementation of the strategy

Lowery, Solomon, lowerys@pcsb.org

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

Standardized testing, progress monitoring, EOC's, and final grades

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

6th grade orientation with information and support
Elementary school visits to incoming 6th graders
school wide assemblies for each grade level
grade specific guidance support
high school information shared with 8th graders
counselor connect for 8th grade academic plans
meeting with high school guidance counselors

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

school wide AVID awareness and strategies to increase college interest and awareness
guidance facilitated career exploration
AVID field trips to college campuses
Program fairs

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

We have literacy, engineering, and robotics school wide. These initiatives are embedded in cross curricular academia.

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

Our counselors utilize a number of resources to align our efforts with our feeder elementary and high schools. Administration works with pertinent personnel to ensure rigorous curriculum with diverse options are available. We also offer honors and advanced courses to challenge our highest performing students. Academic competitions are an additional arena to reinforce school wide efforts. We have also added the Project Lead the Way Middle School Program with a classroom based workshop.

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), F.S

N/A

School Improvement Goals

Goals Summary

- G1.** 70-80% of students are proficient on various standardized tests.
- G2.**
- G3.**
- G4.**

Goals Detail

G1. 70-80% of students are proficient on various standardized tests.

Targets Supported

Indicator	Annual Target
AMO Targets Math - All Students	75.0
AMO Targets Reading - All Students	80.0
FCAT 2.0 Science % Proficient	70.0
FAA Writing % Proficient	80.0

Resources Available to Support the Goal

- 1-Florida Standards pacing 2-AIRS style assessment 3-Funding 4-Tutoring 5-ELP 5-Fundamental Essentials 6-Online tutoring KHAN Academy 7-School supplies for those in need 8-Supplemental materials 9-Edx.org-free content PD 10-Staff Meetings 11-PLC/Department Meeting 12-AVID 13-Differentiated Instruction 14-Collaborative Teaching 15-Project Based Learning 16-LLC/LLT 17-Literacy Coach

Targeted Barriers to Achieving the Goal

- 3-Lack of teacher motivation and or buy in

<i>Plan to Monitor Progress Toward the Goal</i>	
Progress Monitoring	
Person Responsible	Solomon Lowery
Schedule	Monthly, from 08/08/2014 to 06/05/2015
Evidence of Completion	data analysis

G2.

Targets Supported

Indicator	Annual Target
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Resources Available to Support the Goal

- 1-CCSS blended pacing 2-PARC style assessment 3-Funding 4-Tutoring 5-ELP 5-Fundamental Essentials 6-Online tutoring KHAN Academy 7-School supplies for those in need 8-Supplemental materials 9-Edx.org-free content PD 10-Staff Meetings 11-PLC/Department Meeting 12-AVID 13-Diffrenciated Instruction 14-Collaborative Teaching 15-Project Based Learning

Targeted Barriers to Achieving the Goal

Plan to Monitor Progress Toward the Goal	
Lesson Plan reveiws	
Person Responsible	
Schedule	
Evidence of Completion	plan analysis

G3.

Targets Supported

Indicator	Annual Target
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Resources Available to Support the Goal

- 1-CCSS blended pacing 2-Funding 3-Supplemental materials 4-Staff Meetings 5-PLC/ Department Meeting 6-AVID 7-Project Based Learning

Targeted Barriers to Achieving the Goal

Plan to Monitor Progress Toward the Goal	
Grade level PLCs	
Person Responsible	
Schedule	
Evidence of Completion	Positive student growth noted through progress monitoring data.

G4.

Targets Supported

Indicator	Annual Target
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Resources Available to Support the Goal

- Grant Writing

Targeted Barriers to Achieving the Goal

- Funding Time Teacher Knowledge

<i>Plan to Monitor Progress Toward the Goal</i>	
Provide professional development opportunities.	
<i>Person Responsible</i>	
<i>Schedule</i>	
<i>Evidence of Completion</i>	attendance rosters

Action Plan for Improvement of SIG-Targeted Schools

Problem Solving Key

G = Goal

B = Barrier

S = Strategy

G1. 70-80% of students are proficient on various standardized tests.

G1.B3 3-Lack of teacher motivation and or buy in

G1.B3.S1 Increase teacher buy in and teaching the content necessary to adhere to the Florida Standards. Motivate teachers to address all areas of the standards in all content areas. We will do this through department PLC's and the LLC.

Strategy Rationale

Properly prepared and motivated teachers will increase student proficiency.

Action Step 1	
Instructional staff will participate in regularly scheduled PLC's and staff meetings led by the LLC and Leadership Team that will address proper implementation of the Florida Standards.	
Person Responsible	Solomon Lowery
Schedule	Monthly, from 08/08/2014 to 06/05/2015
Evidence of Completion	Student work samples, lesson plans, sign in sheets, progress monitoring, student proficiency, administrative and district walk throughs

Plan to Monitor Fidelity of Implementation of G1.B3.S1	
Regular walkthroughs, monitoring participation, lesson plan review	
Person Responsible	Solomon Lowery
Schedule	Monthly, from 08/08/2014 to 06/05/2015
Evidence of Completion	Student proficiency, data collection, observations

Plan to Monitor Effectiveness of Implementation of G1.B3.S1	
Offering PD opportunities to clarify concerns and eliminate confusion on implementation of the new Florida Standards.	
Person Responsible	Solomon Lowery
Schedule	Monthly, from 08/08/2014 to 06/05/2015
Evidence of Completion	Student data collection, teacher attendance at PD, lesson plans for full implementation

G4.

G4.B1 Funding Time Teacher Knowledge

G4.B1.S1 PD Opportunity

Strategy Rationale

<i>Action Step 1</i>	
PD Opportunity	
<i>Person Responsible</i>	
<i>Schedule</i>	
<i>Evidence of Completion</i>	Sign in sheets

<i>Plan to Monitor Fidelity of Implementation of G4.B1.S1</i>	
<i>Person Responsible</i>	
<i>Schedule</i>	
<i>Evidence of Completion</i>	

<i>Plan to Monitor Effectiveness of Implementation of G4.B1.S1</i>	
<i>Person Responsible</i>	
<i>Schedule</i>	
<i>Evidence of Completion</i>	

Professional Development

For each professional development activity identified in Part II as a strategy to eliminate or reduce a barrier to a goal, provide the following information::

Professional Development Table coming soon

Technical Assistance

For each technical assistance activity identified in Part II as a strategy to eliminate or reduce a barrier to a goal, provide the following information::

Technical Assistance Table coming soon

Budget Rollup

Budget summary data as entered into the Problem Solving section of this plan:

Budget Rollup Table coming soon