Azalea Middle School

2015-16 School Improvement Plan
Azalea Middle School

7855 22ND AVE N, St Petersburg, FL 33710

http://www.azalea-ms.pinellas.k12.fl.us

School Demographics

<table>
<thead>
<tr>
<th>School Type</th>
<th>Title I</th>
<th>Free/Reduced Price Lunch</th>
</tr>
</thead>
<tbody>
<tr>
<td>Middle</td>
<td>Yes</td>
<td>59%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Alternative/ESE Center</th>
<th>Charter School</th>
<th>Minority</th>
</tr>
</thead>
<tbody>
<tr>
<td>No</td>
<td>No</td>
<td>65%</td>
</tr>
</tbody>
</table>

School Grades History

<table>
<thead>
<tr>
<th>Year</th>
<th>Grade</th>
</tr>
</thead>
<tbody>
<tr>
<td>2013-14</td>
<td>F</td>
</tr>
<tr>
<td>2012-13</td>
<td>F</td>
</tr>
<tr>
<td>2011-12</td>
<td>F</td>
</tr>
<tr>
<td>2010-11</td>
<td>D</td>
</tr>
</tbody>
</table>

School Board Approval

This plan is pending approval by the Pinellas 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 22

 Goals Summary 22

 Goals Detail 22

 Action Plan for Improvement 28

Appendix 1: Implementation Timeline 52

Appendix 2: Professional Development and Technical Assistance Outlines 56

 Professional Development Opportunities 57

 Technical Assistance Items 66

Appendix 3: Budget to Support Goals 0
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, B or C with at least one F in the prior three years
- 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-C 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)

2015-16 DA Category and Statuses

<table>
<thead>
<tr>
<th>DA Category</th>
<th>Region</th>
<th>RED</th>
</tr>
</thead>
<tbody>
<tr>
<td>Priority</td>
<td>4</td>
<td>Jim Browder</td>
</tr>
<tr>
<td>Former F</td>
<td></td>
<td>Turnaround Status</td>
</tr>
<tr>
<td></td>
<td></td>
<td>No</td>
</tr>
</tbody>
</table>

Last Modified: 9/4/2015
Part I: Current School Status

Supportive Environment

School Mission and Vision

Provide the school's mission statement

The Azalea Middle School community creates a quality educational setting that promotes critical thinking skills for college and careers by providing a relevant and rigorous curriculum and building positive relationships.

Provide the school's vision statement

Azalea Middle will enjoy...
High achievement levels
Relevant and rigorous academics
An environment of mutual respect and individual responsibility
Continuity of staff
The support and trust of our community
Actively engaged parents

School Environment

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

Demographic data is reviewed at Azalea Learns (summer PD) and throughout the year. The full faculty participated in a "Fantastic Voyage," where we rode tour buses through our attendance zone. During the tour, teachers were provided a narrative about the various neighborhoods. Principals set the expectation for teachers that we create positive, supportive relationships with students. Whole school orientation lessons during first three days of school. Each teacher presents lessons designed to ensure all students know our school processes and expectations, and also create an opportunity for teachers and students to interact with culture building activities. Cross Content Teams: CCT provide a structure for teams of teachers to work together to support teams of students. With the shared responsibility teachers can better focus on the uniqueness of their individual students.

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

Affective lessons will be delivered weekly by teachers rotating through various subjects. These lessons will focus on life, communication and problem solving skills. Cross Content Teams: CCT’s develop consistent common classroom procedures and expectations. Highly organized school-wide processes for lunches, student movement, hall passes, and supervision ensure a strong adult presence during unstructured times of the day.

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

Part of the preparation for college and career is to learn appropriate social and behavioral skills. We ask all students to follow our Guidelines for Success: to be respectful, responsible and safe. All students are expected to behave in a manner that supports their own learning and the learning of
their peers.

The AMS discipline plan is designed to reduce an over reliance on disciplinary referrals and out of school suspension methods to manage student behavior. A positive and proactive discipline plan starts with well-defined and communicated processes, routines and rules. Azalea Middle School uses both Positive Behavior Support Systems as a foundation for classroom and school wide behavior systems. CHAMPS and STOIC structures are used to support our Tier 1 processes. AMS implements a token economy system where students earn “BKC bucks” (Black Knight Chivalry) for positive behaviors. Students use these bucks to purchase items at the BKC store and for entrance into school events. In addition to established rules and procedures, and positive incentives, AMS has developed a school-wide system to help students monitor their behavior and help teachers quantify and respond appropriately to student misbehavior. The system works off of a behavior point system that assigns students color level every two weeks. Students who receive the lowest level of points in a two week period receive rewards and incentive. Students who receive higher level points receive sanctions and interventions as well as plans for improvement. AMS has also developed and communicated a behavior matrix that specifies an appropriate range of response to common disciplinary infractions.

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

We start with an expectation of positive staff/student relationships. All staff are encouraged to use a 3:1 positive to negative interactions with students. The school uses a part of the Title 1 allocation to fund an additional Social Worker who focuses on working directly with students to provide counseling and support. In addition, there is a Violence Prevention Counselor on campus who works in classrooms, with groups and individual students to build social skills and confidence. Also, the school implements after School Enrichment opportunities such as Girl Friends, 5000 Role Model, Principal's Multicultural Advisory Group, Chess Club, STEM Club, Tuff Club, etc. Transportation is provided to allow students who do not live near the school to participate. The school has approximately 20 Take Stock In Children scholarship candidates. Each of these students has a mentor who meets with him or her weekly. Finally, the Cross Content Teams use Early Warning System data to target students for additional interventions or support.

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

Azalea's SBLT reviews EWS data frequently to identify students with multiple indicators. Cross Content Teams will be given this data at least once a month to identify students in need of Tier 2 or Tier 3 interventions. We use FCAT scores, retentions, failure in core classes, suspension, referrals, attendance, and infraction points in our EWS. A “stoplight highlighting” technique is used with locally normed cut scores for the indicators based on prior years success. Students with multiple indicators are referred to ELP, Child Study, Tier 3 Team, etc. based on the student’s needs.

On Track

Meeting or exceeding all Tier 1 expectations:

- Present more than 95% of the time – 484 Students (48%)
- 0-1 Office Discipline Referrals – 652 Students(65%) (0 ODR – 526 students)
- 0 F in Core Class – 553 Students (55%)

At Risk for Off Track

- Absent 6-10% of days - 277 Students (28%)
- 2-3 Referrals – 123 Students (12%)
- 1-3 F in Core Class – 277 Students (28%)
Off Track
Absent 10% or more – 233 Students (23%)
4-6 ODR – 90 Students (9%)
4-7 F in Core Class – 118 Students (12%)
High Off Track
Over age 1 year – 150 Students (15%)
Absent 15% or more – 115 Students (12%)
7 or more Referrals – 129 Students (13%)
8+ F in Core – 46 Students (4%)
Extreme Off Track
Over age 2-3 years – 12 Students (1%)
Behind Core Credits entering 12-13
Failing all core classes – 2 Students (.2%)

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:

<table>
<thead>
<tr>
<th>Indicator</th>
<th>Grade Level</th>
<th>6</th>
<th>7</th>
<th>8</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Attendance below 90 percent</td>
<td></td>
<td>75</td>
<td>85</td>
<td>92</td>
<td>252</td>
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<tr>
<td>One or more suspensions</td>
<td></td>
<td>79</td>
<td>97</td>
<td>85</td>
<td>261</td>
</tr>
<tr>
<td>Course failure in ELA or Math</td>
<td></td>
<td>5</td>
<td>10</td>
<td>9</td>
<td>24</td>
</tr>
<tr>
<td>Level 1 on statewide assessment</td>
<td></td>
<td>115</td>
<td>94</td>
<td>107</td>
<td>316</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th>Indicator</th>
<th>Grade Level</th>
<th>6</th>
<th>7</th>
<th>8</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Students exhibiting two or more indicators</td>
<td></td>
<td>109</td>
<td>125</td>
<td>97</td>
<td>331</td>
</tr>
</tbody>
</table>

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

The Cross Content Teams review early warning system data regularly in tandem with SBLT. Each team has an SBLT member responsible for helping bring the ideas discussed at SBLT to the teams and to help identify students in need of both academic and behavioral supports. Teams design common protocols and procedures such as classroom rules and expectations, and then review the EWS data to identify students for supports such as Check In Check Out. If students do not have a positive response to these interventions the Cross Content Team can complete a referral form that will go to the MTSS Coach and be added to the Tier 3 meeting agenda. That team engages in individual problem solving by comparing the student’s performance to their peers on the same team, to identify gaps in learning and intervene as is appropriate.

Strategies include:
Differentiate work through various online applications (Think It Through Math, Achieve 3000, Compass Learning, Read 180, Dimension U, etc.)
After school extended learning opportunities with transportation
Check and Connect
Social Services referral
Mentoring/conferencing
Parent involvement
**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/53871](https://www.floridacims.org/documents/53871).

*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.

Through our Community Involvement Assistant we reach out to local business and churches to partner with the school in providing mentors, school supplies, and items to support our Positive Behavior Support token economy. Azalea Middle participates in the Executive PASS program in a partnership with the Education Foundation and Pinellas County Schools. Our corporate partner is the Raytheon facility located in walking distance of the school. Raytheon provides mentors for our Take Stock In Children scholarship recipients, guest speakers, as well as sponsor teacher appreciation events such as back to school breakfast and apple pie for Pi Day. The Executive Director of the facility also serves on our Engineering Gateway to Technology (district application program) Advisory Council. In addition, AMS partners with the Paradise Lutheran Church, Jungle Terrace Neighborhood Association and the Walter Fuller Recreational Facility for creating goodwill and mutual benefit with the community directly surrounding the school and with the Childs Park YMCA and Childs Park Recreational Facility for the mutual benefit of the school and the neighborhood where many of our students live.

**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:**
<table>
<thead>
<tr>
<th>Name</th>
<th>Title</th>
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<tbody>
<tr>
<td>Kolosey, Connie</td>
<td>Principal</td>
</tr>
<tr>
<td>Mitchell, Tonya</td>
<td>Assistant Principal</td>
</tr>
<tr>
<td>Davis, Felicia</td>
<td>Assistant Principal</td>
</tr>
<tr>
<td>Evans, Catherine</td>
<td>Assistant Principal</td>
</tr>
<tr>
<td>MacNeal, Julie</td>
<td>Guidance Counselor</td>
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<tr>
<td>Poole, Latiki</td>
<td>Guidance Counselor</td>
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<tr>
<td>Blair, Jonathan</td>
<td>Instructional Coach</td>
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<tr>
<td>Bean, Joshua</td>
<td>Attendance/Social Work</td>
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<td>Neuberger, Teresa</td>
<td>Teacher, K-12</td>
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<td>Leclair, Colleen</td>
<td>Teacher, ESE</td>
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<td>Davidson, Sarah</td>
<td>Instructional Coach</td>
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<tr>
<td>Wilson, James</td>
<td>Instructional Coach</td>
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<tr>
<td>Abdel-Baith, Fateen</td>
<td>Psychologist</td>
</tr>
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<td>Autrey, Rachel</td>
<td>Instructional Coach</td>
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<tr>
<td>Tetrick, Alaina</td>
<td>Guidance Counselor</td>
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<tr>
<td>Vorwaller, Whitney</td>
<td>Attendance/Social Work</td>
</tr>
<tr>
<td>Leopold, Eric</td>
<td>Assistant Principal</td>
</tr>
</tbody>
</table>

**Duties**

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

Azalea Middle School seeks to implement a distributed leadership model wherein all stakeholders have the opportunity to develop leadership skills, contribute to leadership decisions, and assume leadership roles. The principal's role is to coordinate and align the leadership efforts and resources within the school to create a quality educational setting and thereby increase student achievement. The School Based Leadership team is coordinated by the MTSS Coach/Facilitator and consists of administrators, guidance counselors, academic coaches, social workers, Behavior Specialist, Varying Exceptionalities Liaison, school psychologist and teacher representatives. This team is charged with reviewing academic, behavior, attendance and school culture data and then using this information to develop actions plans for the implementation of a multi-tiered system of student support. This system will include monitoring the effectiveness of our core programs and defining appropriate tier 2 and tier 3 interventions. SBLT meets weekly during student hours.

One key initiative to strengthen our core instruction and behavior management system is Teacher Teaming. A member of SBLT has been assigned to each of these teams to assist in problem solving and be a liaison between the team and SBLT. This will strengthen our Multi-Tiered System of Support by strengthening all academic and behavioral Tier 1 strategies used by these teams. Members of SBLT are also interventionists at the tier 2 level and facilitators of behavior plans.

*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*
Our School Based Leadership Team is the central hub for all problem solving and data analysis done in various groups around campus. SBLT, Grade Level Teams, Cross Content Teams, and Professional Learning Communities regularly engage in data-based problem solving. We use data from common, formative, and interim assessments to identify areas in need of supplemental supports. We have implemented a locally normed Early Warning System to monitor students’ level of engagement and identify students in need of additional support.

Azalea Middle School students benefit from a variety of local, District, State and Federal funding sources. These sources are used to coordinate instructional programs and student services for increased academic engagement supporting the School Improvement Plan.

Title I, Part A
Title I, Part A funds are utilized at Azalea Middle School, in conjunction with various other federal, state, and local funds, to support high quality instruction, parental engagement, and professional development for highest student achievement. Title I services are coordinated and integrated with other resources through collaboration of staff in various offices and departments, including: School and Community Support, Teaching and Learning, Assessment, Accountability, and Research, Professional Development, Strategic Communications, Strategic Partnerships, Human Resources, and Transportation. Title I staff monitor expenditures of Title I, Part A funds to ensure that they supplement rather than supplant other funds available to the school.

Title I, Part D
Azalea Middle School benefits from Title I, Part D through staff development support for online course recovery programs.

Title II
Title II Part A funds professional development to increase the academic achievement of students by improving teacher and principal quality and increasing the number of infiel and effective teachers in the classroom and highly effective principals and assistant principals in schools. Title II supports professional development for content areas, common core, leadership development, and early career teachers. Funds are also used for recruitment and retention activities and bonuses for high need schools.

Title III
Title III funds benefit Azalea Middle School through supplemental instruction materials and software for English language acquisition, supplemental professional development and family outreach activities if needed for ESOL students.

Title X- Homeless
The district receives funds to provide resources for students identified as homeless under the McKinney-Vento Act, to eliminate barriers (such as lack of transportation or required immunizations) to a free and appropriate education. A portion of Title I, Part A funds is also reserved to provide services to homeless students (social workers, a resource teacher, tutoring, and technology).

Supplemental Academic Instruction (SAI)
SAI funds are coordinated with Title I, Part A funds to provide extended learning enrichment opportunities for students during the school year and during the summer. SAI funds are also used, in conjunction with Title I, Part A funds, to provide ongoing instructional support for teachers through professional development by highly skilled content area specialists and staff developers.

Nutrition Programs
All Azalea Middle School students benefit from participation in the Community Eligibility Option through Food Services. Title I coordinates with district Food Services staff members to monitor poverty rates at schools and determine Title I eligibility. Title I and Food Services also collaborate to implement the Community Eligibility Option in schools with poverty rates of 40% or greater, so that all students receive free breakfast and lunch during the school year and during extended year/summer programs.

Race To The Top Funds
The RTTT funds, all administrative and instructional staff earn additional incentive bonuses for working at Azalea and more when the school grade increases. Teachers earn an additional $3,000, assistant principals an additional $4,000 and the principal an additional $5,000.
Teacher Incentive Fund Grant
Azalea Middle School teachers have the opportunity to earn additional compensation for professional development, and leadership contributions to the school as well as performance pay through the Teacher Incentive Fund Grant. Teachers who score in the top 20 percent for their final evaluations which includes both administrative evaluations and student performance data are eligible to receive bonuses of $1,000 to $5,000. TIF Grant funds supported teachers stipends for the Marzano Pilot Evaluation professional development (seven days) during the summer of 2013.

Pinellas Count Tax Referendum
Azalea Middle school receives a portion of the Pinellas County referendum funds that support literacy, technology, visual arts and performing arts. These funds provide classroom libraries, art supplies and equipment, musical instruments and supplemental instructional materials.

Executive PASS Partnership
The Raytheon Corporation partners with Azalea Middle School to provide mentors, guest speakers and sponsored the faculty welcome back breakfast.

School Advisory Council (SAC)

<table>
<thead>
<tr>
<th>Name</th>
<th>Stakeholder Group</th>
</tr>
</thead>
<tbody>
<tr>
<td>Paula Zachem</td>
<td>Parent</td>
</tr>
<tr>
<td>Joe Mestas</td>
<td>Parent</td>
</tr>
<tr>
<td>Shawna Ward</td>
<td>Parent</td>
</tr>
<tr>
<td>Ernesto Alonzo</td>
<td>Teacher</td>
</tr>
<tr>
<td>Nicholas Samuels</td>
<td>Teacher</td>
</tr>
<tr>
<td>Yolanda Fintak</td>
<td>Business/Community</td>
</tr>
<tr>
<td>Connie Kolosey</td>
<td>Principal</td>
</tr>
<tr>
<td>Kara Chastain</td>
<td>Parent</td>
</tr>
<tr>
<td>Tarra Ofosu</td>
<td>Parent</td>
</tr>
<tr>
<td>Tom Andry</td>
<td>Parent</td>
</tr>
<tr>
<td>Hillary VanDyke</td>
<td>Teacher</td>
</tr>
<tr>
<td>LaGuanda Fleming</td>
<td>Business/Community</td>
</tr>
<tr>
<td>Louise Flowler</td>
<td>Business/Community</td>
</tr>
<tr>
<td>Tom Bedwell</td>
<td>Parent</td>
</tr>
<tr>
<td>Marilyn Wombold</td>
<td>Business/Community</td>
</tr>
</tbody>
</table>

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
At the September 8, 2015 meeting SAC will review the goals, strategies and action steps of the 2015-2016 school improvement plan. Members will have the opportunity to ask questions or make suggestions about the plan.

Development of this school improvement plan
Principal routinely engages SAC in data updates and the council provides input and suggestions for improvement.

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

At the May 13, 2014 meeting SAC members reviewed the Title 1 budget for the 2014-2015 school year. Members had the opportunity to ask questions or make suggestions about needed resources.

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

<table>
<thead>
<tr>
<th>Project</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>AVID Field Trip Transportation</td>
<td>1,000</td>
</tr>
<tr>
<td>Positive Behavior Support System</td>
<td>1,825</td>
</tr>
<tr>
<td>School Resource Officer Conference</td>
<td>900</td>
</tr>
<tr>
<td>Student gardening projects</td>
<td>640</td>
</tr>
<tr>
<td>Watch D.O.G.S.</td>
<td>375</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>4,740.60</strong></td>
</tr>
</tbody>
</table>

*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:**

<table>
<thead>
<tr>
<th>Name</th>
<th>Title</th>
</tr>
</thead>
<tbody>
<tr>
<td>Evans, Catherine</td>
<td>Assistant Principal</td>
</tr>
<tr>
<td>McCullough, Michael</td>
<td>Teacher, K-12</td>
</tr>
<tr>
<td>Pollard, Sue</td>
<td>Teacher, K-12</td>
</tr>
<tr>
<td>Slifkin, Katie</td>
<td>Teacher, K-12</td>
</tr>
<tr>
<td>McEligot, Heather</td>
<td>Teacher, K-12</td>
</tr>
<tr>
<td>MacNeal, Julie</td>
<td>Guidance Counselor</td>
</tr>
<tr>
<td>Creaser, Melissa</td>
<td>Teacher, K-12</td>
</tr>
<tr>
<td>Autrey, Rachel</td>
<td>Teacher, K-12</td>
</tr>
<tr>
<td>Wimberly, Shelley</td>
<td>Teacher, K-12</td>
</tr>
<tr>
<td>Wilson, James</td>
<td>Instructional Coach</td>
</tr>
<tr>
<td>Davidson, Sarah</td>
<td>Instructional Coach</td>
</tr>
<tr>
<td>Neuberger, Teresa</td>
<td></td>
</tr>
<tr>
<td>Houston, Nicole</td>
<td>Teacher, K-12</td>
</tr>
<tr>
<td>Moline, Felicia</td>
<td>Assistant Principal</td>
</tr>
<tr>
<td>Kolosey, Connie</td>
<td>Principal</td>
</tr>
</tbody>
</table>

**Duties**

*Describe how the LLT promotes literacy within the school*
The Literacy Leadership Team also serves as our AVID Site Team determining how we will implement instructional literacy, study and organizational strategies that will prepared students for college and career.

Support for text complexity - Comprehension Instruction Sequence
Support for instructional skills to improve reading comprehension
- Ensuring that text complexity, along with close reading and rereading of texts, is central to lessons
- Providing scaffolding that does not preempt or replace text reading by students
- Developing and asking text dependent questions from a range of question types
- Emphasizing students supporting their answers based upon evidence from the text
- Providing extensive research and writing opportunities (claims and evidence)

Support for implementation of Common Core State Standards for Literacy in Social Studies, Science, and Technical Subjects (a focus on text, task, and instruction).

### 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 Azalea Middle School Master Schedule is carefully constructed to support both common planning for core content teachers and cross content teams. All PLC teams are encouraged to develop and use group norms. PLC's maintain logs of their discussion topics. The administrative team works to model effective conversation and learning protocols during faculty and house PLC time. The principal has set a clear expectation that collaboration, team support and learning are a job requirement at AMS.

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

Azalea has a priority hiring status with the district which allows the school to hire outside of the normal hiring timelines. This opportunity gives the school access to experienced teachers who wish to relocate to the St. Petersburg area. All teachers receive a high degree of support through strong administrators, instructional coaches and mentors. In addition, teachers teach 6 out of 8 periods (block schedule with planning with 86 minutes of planning every day), they have common planning, and work in cross content teams.

Teachers who work at Azalea earn an additional $3,000 for the first three years and increases beyond for four years and beyond. In addition, they are paid for professional development outside of the contract day.

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

Support will be provided to new to the building teachers on a differentiated basis. Experienced teachers will be assigned a buddy to assist with acclimating to the new environment. New to district teachers and new teachers will be provided paid mentors through the TIF Grant.

New to District
- Alejic, Adela - Kristy Lengner
- Bailey, Lynne - Rachael Autrey
- Baligian, Kelli - Lisa Turini
- Brewer, Allison - Michelle Dufina
- Brockway, Darlene - April Maitner
- Crosley, Jennifer - Heather McEligott
- Drew, Christina - Lisa Turini
- Dodge, Douglas - Donna Conte
- Foley, Davan - Michelle Dufina
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

Each core subject area is provided a pacing guide by the district with specific standards which will be taught for each quarter. Units and scales are then created by content teams in PLC’s to support the focus standards for the quarter. Each core subject area also have cycle tests which provide data for remediation and show areas of growth for each standard. School based administrators conduct a minimum two formal and three informal observations of each teacher using the iObservation platform to provide timely feedback. Additionally, district classroom visits are conducted monthly to determine the progress and pace for individual teachers.

Instructional Strategies

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

Data is shared through content PLC’s led by instructional coaches who meet for a total of 80 minutes per week. We use the data driven dialogue protocol to sort through the data.

Math - Differentiated instruction is based on pre/post unit assessments, cycle assessments and classroom assessments, Additionally, computer based programs are used to pre-assess and modify instruction. Programs used included Think Through Math, Dimension U for intensive math, Carnegie Learning for Algebra and Honors Geometry, and Khan Academy, 10 Marks, Compass Learning for supplemental instruction. Cycle and classroom assessments determine needed remediation in small group, individual or whole class instruction.

Science- At the beginning of the year we do a GAP assessment to see what students are coming in with from the previous year’s learning. From that we then identify the lowest performing standards for individual students and develop remediation plans embedded in our lesson plans tied to similar content. Additionally we target borderline students. Teachers will use smaller formative assessments to differentiate small group lessons.

Reading- Reading teachers will use SRI and specific data (R180, A3000) to monitor student’s growth and plan for differentiation. Teachers will group students according to areas of needs based on the data and differentiate teacher led small group lessons to meet the needs of individual students.
Additionally, our Reading Intervention teachers will work with intensive reading students keeping a monthly running record on each student which will be used to help guide the differentiation in small group setting.

ELA- ELA teachers will use cycle writing test data along with SRI testing to differentiate their lessons and create small groups for focused remediation. Short standards based quizzes for the focus standards each quarters. ELA teachers will also use focused formative assessments to determine depth of knowledge of the focus standard being taught. In PLC teachers will group kids for remediation based ticket answers.

Social Studies-Social Studies teachers will use cycle assessment data to determine which standards need to be re-mediated both in small and whole group. SS teachers will also use focused assessments to determine depth of knowledge of the focus standard being taught. In PLC teachers will group kids for remediation.

**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:**

<table>
<thead>
<tr>
<th>Strategy</th>
<th>Minutes added to school year</th>
</tr>
</thead>
<tbody>
<tr>
<td>After School Program</td>
<td>8</td>
</tr>
</tbody>
</table>

Extended Learning Program at Azalea Middle will consists of support in core academic classes. ELP will target all level 1 and 2 math students with the goal of encouraging 70 students to participate at least three days per week, 1 1/2 hours per day, for 30 weeks. We will use the iReady curriculum and online component for instruction.

**Strategy Rationale**

Students who are below grade level in reading and math require additional time to catch up in addition to moving forward with on grade level instruction.

**Strategy Purpose(s)**

- Core Academic Instruction
- Enrichment

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

Blair, Jonathan, blairjo@pcsb.org

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

Data will be collected and analyzed by the MTSS Facilitator. We will be using the I-Ready program which consists of a pretest, online and pencil/paper instructional materials and posttests.
**Strategy:** After School Program  
**Minutes added to school year:** 15,000

Alternative Bell Schedule - alternative to out of school suspension

**Strategy Rationale**

When students are suspended out of school they not only lose instructional time, they become socially isolated from the school community. ABS allows students to receive a consequence for anti-social behavior while continuing to be engaged in core academics as well as included in the norms of the school.

**Strategy Purpose(s)**

- Core Academic Instruction

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

Davis, Felicia, davisfe@pcsb.org

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

EWS data for students assigned to ABS.

---

**Strategy:** After School Program  
**Minutes added to school year:** 5,400

A variety of after school clubs and enrichment activities are available for students. These opportunities include: Chess, STEM, Girlfriends, 5000 Role Models, Community Enrichment (after school social skills training for students earning too many infraction points), Turf, SWAT, Student Council, Arts, etc.

**Strategy Rationale**

Middle School students need multiple entry points into the school community. After school enrichment programs allow students to explore and develop their passions.

**Strategy Purpose(s)**

- Enrichment

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

Davis, Felicia, davisfe@pcsb.org

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

EWS data for participants
Strategy: Summer Program
Minutes added to school year: 5,760

Summer Bridge program targeting Level 1 and 2 math or reading students for additional instruction in math, reading and science. Also, course recovery as needed.

Strategy Rationale

Students who are below grade level in reading and math require additional time to catch up in addition to moving forward with on grade level instruction

Strategy Purpose(s)

- Core Academic Instruction

Person(s) responsible for monitoring implementation of the strategy
Davis, Felicia, davisfe@pcsb.org

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

Pre and Post tests within online applications used in the programs (Achieve 3000 and Think It Through Math, Also, will track participants from summer 2014 to monitor impact of participation.

Strategy: After School Program
Minutes added to school year: 9,600

Core content tutoring for FSA tested subjects (math, Algebra, Geometry, reading, science and Civics)

Strategy Rationale

Some students need additional academic support to avoid course failures, retention and increased risk of dropping out.

Strategy Purpose(s)

- Core Academic Instruction

Person(s) responsible for monitoring implementation of the strategy
Davis, Felicia, davisfe@pcsb.org

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

Grades will be monitored at the mid term and final points of each grading period. Students falling behind will be encouraged to take advantage of additional time on task.

Needs Assessment

Problem Identification

Data to Support Problem Identification
Portfolio Selection
Portfolio selection is not required by the Florida Department of Education but is offered as a tool for needs assessment.

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:

- mid-year_strands_14-15.xlsx
  Math mid-year Cycle assessment data.
- Math_Mid-Year_Data_SBLT14-15.pptx
  Graphically displayed math mid-year data.
- Reading_SIP.xlsx
  Current student FAIR data.

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.

The problem of low student achievement is occurring due to a lack of consistency and fidelity in the implementation of Tier 1 instructional strategies and processes for academics and behavior.

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.

If all stakeholders buy into and implement all Tier 1 strategies and processes for instruction, curriculum, and learning environment the problem of low student achievement would be reduced.
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. Increase student achievement resulting in increased percentages of proficiency across the school in math, literacy, science and Civics, and learning gains for all students in literacy and math.

G2. Develop and sustain a healthy, respectful, caring, safe learning environment for students, faculty, staff, and community resulting in individual employee learning, student achievement and overall school improvement.

G3. Eliminate the gap between Azalea Middle School’s accelerated participation and performance rates for black and non-black students as measured by the percent within ethnicity.

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. Increase student achievement resulting in increased percentages of proficiency across the school in math, literacy, science and Civics, and learning gains for all students in literacy and math.

### Targets Supported

<table>
<thead>
<tr>
<th>Indicator</th>
<th>Annual Target</th>
</tr>
</thead>
<tbody>
<tr>
<td>AMO Math - All Students</td>
<td>51.0</td>
</tr>
<tr>
<td>Algebra I EOC Pass Rate</td>
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</tr>
<tr>
<td>Geometry EOC Pass Rate</td>
<td>92.0</td>
</tr>
<tr>
<td>AMO Math - African American</td>
<td>43.0</td>
</tr>
<tr>
<td>AMO Math - ED</td>
<td>49.0</td>
</tr>
<tr>
<td>AMO Math - Hispanic</td>
<td>54.0</td>
</tr>
<tr>
<td>AMO Math - SWD</td>
<td>45.0</td>
</tr>
<tr>
<td>AMO Math - White</td>
<td>59.0</td>
</tr>
<tr>
<td>AMO Reading - All Students</td>
<td>57.0</td>
</tr>
<tr>
<td>AMO Reading - African American</td>
<td>47.0</td>
</tr>
<tr>
<td>AMO Reading - ED</td>
<td>54.0</td>
</tr>
<tr>
<td>AMO Reading - Hispanic</td>
<td>61.0</td>
</tr>
<tr>
<td>AMO Reading - SWD</td>
<td>45.0</td>
</tr>
<tr>
<td>AMO Reading - White</td>
<td>67.0</td>
</tr>
<tr>
<td>ELA/Reading Gains</td>
<td>65.0</td>
</tr>
<tr>
<td>ELA/Reading Lowest 25% Gains</td>
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<tr>
<td>Math Gains</td>
<td>65.0</td>
</tr>
<tr>
<td>FCAT 2.0 Science Proficiency</td>
<td>40.0</td>
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<tr>
<td>Math Lowest 25% Gains</td>
<td>65.0</td>
</tr>
<tr>
<td>Civics EOC Pass</td>
<td>50.0</td>
</tr>
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</table>

### Resources Available to Support the Goal

- Instructional Coaches for math, science, literacy and MTSS
- 6 of 8 schedule to allow time within the school day for PLC's
- Common Planning periods
- Summer PD on implementing Florida Standards, district curriculum guides, learning goals and scales and progress monitoring
- Title 1 and Teacher Incentive Fund Grant support for professional development

### Targeted Barriers to Achieving the Goal

- Teachers do not consistently ensure curriculum, instruction and assessment are designed and delivered with a clear focus on continuous improvement of student engagement and academic achievement.
- Teachers do not consistently implement school-wide routines and expectations for integration of reading strategies, writing opportunities, and problem solving tasking into daily instruction.
- Teachers and administrators do not consistently collect or utilize data to inform instruction (core, whole group, small group, intervention, acceleration.)
- Parents do not consistently receive communication regarding the Florida Standards and how they can support students at home.
Plan to Monitor Progress Toward G1.

Walkthrough, informal and formal observation data, student work, formal and informal assessment data

**Person Responsible**
Connie Kolosey

**Schedule**
Quarterly, from 10/17/2014 to 6/3/2015

**Evidence of Completion**
Data review and presentation
Develop and sustain a healthy, respectful, caring, safe learning environment for students, faculty, staff, and community resulting in individual employee learning, student achievement and overall school improvement.

## Targets Supported

<table>
<thead>
<tr>
<th>Indicator</th>
<th>Annual Target</th>
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<tbody>
<tr>
<td>AMO Reading - All Students</td>
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<tr>
<td>ELA/Reading Lowest 25% Gains</td>
<td>65.0</td>
</tr>
<tr>
<td>FCAT 2.0 Science Proficiency</td>
<td>30.0</td>
</tr>
</tbody>
</table>

## Resources Available to Support the Goal
- Instructional Coaches for math, science, literacy and MTSS
- Common planning periods
- Azalea Learns Summer PD
- Cross Content Teams

## Targeted Barriers to Achieving the Goal
- Students and teachers tend to be reactive to behavior and do not maximize instructional time.
- The multi-tiered system of student support is not implemented with full fidelity.
- Parents lack knowledge of school-wide expectations and their child's performance and grades.

## Plan to Monitor Progress Toward G2.

Student work

**Person Responsible**
Connie Kolosey

**Schedule**
Quarterly, from 8/18/2014 to 6/3/2015

**Evidence of Completion**
PLC notes
G3. Eliminate the gap between Azalea Middle School’s accelerated participation and performance rates for black and non-black students as measured by the percent within ethnicity.  

<table>
<thead>
<tr>
<th>Targets Supported 1b</th>
<th>Indicator</th>
<th>Annual Target</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>AMO Math - African American</td>
<td>43.0</td>
</tr>
<tr>
<td></td>
<td>AMO Reading - African American</td>
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</tr>
<tr>
<td></td>
<td>FCAT 2.0 Science Proficiency</td>
<td>40.0</td>
</tr>
<tr>
<td></td>
<td>Math Lowest 25% Gains</td>
<td>65.0</td>
</tr>
<tr>
<td></td>
<td>ELA/Reading Lowest 25% Gains</td>
<td>65.0</td>
</tr>
</tbody>
</table>

Resources Available to Support the Goal 2

- Azalea has a strong AVID program that regularly reviews student data across all subgroups to identify opportunities for advancement. African American male students are actively recruited by the principal and AA male role models to participate in AVID.

- Extended Learning with transportation provides the opportunity for extended learning and enrichment for students who would otherwise be unable to participate. This group includes the neighborhood from which most of our AA students travel.

Targeted Barriers to Achieving the Goal 3

- African American students who are placed in honors and advanced classes demonstrate lower achievement levels than students from other demographic groups.

- Data indicate that African American participation in extended learning and enrichment opportunities is lower than that of students from other demographic groups.

- Staff does not consistently demonstrate culturally responsive teaching.

Plan to Monitor Progress Toward G3. 8

Progress monitoring of this goal will take place in SBLT, Cross Content Teams, and other PLCs by problem solving using EWS, common assessment, and ELP data.

Person Responsible
Connie Kolosey

Schedule
Monthly, from 8/18/2014 to 5/22/2015

Evidence of Completion

Data will show a decrease in the number of African American students with multiple EWS indicators, an increase in enrollment in rigorous courses, and attendance in ELP.
Progress monitoring of this goal will take place in SBLT, Cross Content Teams, and other PLCs by problem solving using EWS, common assessment, and ELP data.

**Person Responsible**
Connie Kolosey

**Schedule**
Monthly, from 8/18/2014 to 6/3/2015

**Evidence of Completion**
Data will show a decrease in the number of African American students with multiple EWS indicators, an increase in enrollment in rigorous courses, and attendance in ELP.
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

<table>
<thead>
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<th>G = Goal</th>
<th>B = Barrier</th>
<th>S = Strategy</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 = Problem Solving Step</td>
<td>S123456 = Quick Key</td>
<td></td>
</tr>
</tbody>
</table>

G1. Increase student achievement resulting in increased percentages of proficiency across the school in math, literacy, science and Civics, and learning gains for all students in literacy and math.

G1.B1 Teachers do not consistently ensure curriculum, instruction and assessment are designed and delivered with a clear focus on continuous improvement of student engagement and academic achievement.

G1.B1.S1 Teachers and coaches will ensure curriculum, instruction, and assessment is designed and delivered with a focus on continuous improvement of student engagement and academic achievement.

Strategy Rationale

Research indicates that the strongest form of professional development is teachers working together to plan, observe lessons and analyze results.

Action Step 1

Establish and promote a common language for defining excellent instruction via the Marzano Learning Map.

Person Responsible

Connie Kolosey

Schedule

Daily, from 8/10/2015 to 6/7/2016

Evidence of Completion

PLC logs, common lesson plans, classroom visits.
**Action Step 2**

Teachers and coaches will collaboratively plan and implement rigorous and engaging, standards-based lessons including higher order questions and common assessments.

**Person Responsible**
Connie Kolosey

**Schedule**
Daily, from 8/10/2015 to 6/7/2016

**Evidence of Completion**
Lesson Plans, PLC Minutes

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**Action Step 3**

Teachers will research standards based grading systems designed to provide students and parents with meaningful feedback on the student’s achievement of prioritized standards in each course.

**Person Responsible**
Connie Kolosey

**Schedule**
Quarterly, from 8/10/2015 to 6/7/2016

**Evidence of Completion**
Teacher Lesson Plans, PLC Minutes

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**Action Step 4**

Cross Content Teams collaborate to integrate curriculum concepts to increase engagement and meaningful connections for students.

**Person Responsible**
Connie Kolosey

**Schedule**
Weekly, from 8/10/2015 to 6/7/2016

**Evidence of Completion**
Collaboratively developed lesson plans and CCT Meeting Minutes
Action Step 5

Teachers engage in peer observations and Lesson Study.

**Person Responsible**
Connie Kolosey

**Schedule**
Monthly, from 8/24/2015 to 6/7/2016

**Evidence of Completion**
Azalea Learns agenda for August 6, 2014 and PLC notes monthly

Action Step 6

Analyze student work samples to evaluate level of rigor in assigned tasks, alignment to standards, and student mastery of the standards.

**Person Responsible**
Connie Kolosey

**Schedule**
Daily, from 8/24/2015 to 6/7/2016

**Evidence of Completion**
PLC/CCT Meeting Minutes

Action Step 7

Across the curriculum students will access technology for core instruction, supplemental instruction, research, and product production.

**Person Responsible**

**Schedule**
Weekly, from 8/24/2015 to 6/7/2016

**Evidence of Completion**
Teacher Lesson Plans
Teachers and administrators will participate in monthly “40 and Outs” to discuss and reflect on instructional strategies.

**Person Responsible**

**Schedule**
Monthly, from 8/24/2015 to 6/7/2016

**Evidence of Completion**
Discussion Minutes

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

Principal meets with Instructional Coaches weekly to review progress in common planning sessions and review coaching logs. Assistant Principals review common planning notes.

**Person Responsible**
Connie Kolosey

**Schedule**
Monthly, from 8/11/2014 to 6/3/2015

**Evidence of Completion**
Coaching and PLC logs

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

Walkthrough data, Informal and Formal Observation and feedback data, student work, formal and informal assessment data.

**Person Responsible**
Connie Kolosey

**Schedule**
Quarterly, from 10/17/2014 to 6/3/2015

**Evidence of Completion**
Data presentations
**Strategy Rationale**

Consistency across the school will lead to greater student success.

**Action Step 1**

Create close reading lessons: text marking and coding, direct vocabulary instruction, text dependent questions, writing in response to reading and thinking.

**Person Responsible**

Connie Kolosey

**Schedule**

Daily, from 8/24/2015 to 6/7/2016

**Evidence of Completion**

Teacher Lesson Plans

**Action Step 2**

Across curriculum use common short and extended writing rubrics aligned to FSA.

**Person Responsible**

Connie Kolosey

**Schedule**

Weekly, from 8/24/2015 to 6/7/2016

**Evidence of Completion**

Teacher Lesson Plans
**Action Step 3**

Across curriculum use common routines and expectations for vocabulary acquisition.

**Person Responsible**
Connie Kolosey

**Schedule**
Daily, from 8/24/2015 to 6/7/2016

**Evidence of Completion**
Teacher Lesson Plans

---

**Action Step 4**

Core content teachers will lead students in creating Interactive Notebooks that include learning goals and scales, prioritized vocabulary, lab reports in science, Cornell Notes, etc.

**Person Responsible**
Connie Kolosey

**Schedule**
Daily, from 8/24/2015 to 6/7/2016

**Evidence of Completion**
Sample interactive notebook

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**Action Step 5**

Social studies teachers will integrate LAFS for Literacy into the social studies content via the Document Based Questions (DBQ) Project, partnering with ELA teachers to ensure common language.

**Person Responsible**
Connie Kolosey

**Schedule**
Quarterly, from 8/24/2015 to 6/7/2016

**Evidence of Completion**
Teacher Lesson Plans
Math teachers will build complex, real-world word problems aligned to the test specification of the FMS into daily lessons and use student responses as formative assessment to guide instruction.

**Person Responsible**
Connie Kolosey

**Schedule**
Daily, from 8/24/2015 to 6/7/2016

**Evidence of Completion**
Teacher Lesson Plans

---

Teachers will integrate into lessons and classroom routines the identified AVID strategies of Philosophical Chairs, Cornell Notes, and Interactive Notebooks.

**Person Responsible**
Connie Kolosey

**Schedule**
Weekly, from 8/24/2015 to 6/7/2016

**Evidence of Completion**
Teacher Lesson Plans

---

Teachers will effectively incorporate student agendas into their daily routine in order to communicate important dates and tasks (ex. Homework, projects, due dates, etc.).

**Person Responsible**
Connie Kolosey

**Schedule**
Daily, from 8/24/2015 to 6/7/2016

**Evidence of Completion**
Completed student planners
G1.B3 Teachers and administrators do not consistently collect or utilize data to inform instruction (core, whole group, small group, intervention, acceleration.)

G1.B3.S1 Develop a proactive approach to collect and utilize data to inform instruction (core, whole group, small group, intervention, acceleration).

**Strategy Rationale**

When teachers make data drive instructional decisions, teaching will be targeted to the needs of the students.

**Action Step 1**

Teachers implement learning goals and scales for tracking student progress on prioritized standards.

- **Person Responsible**
  Connie Kolosey

- **Schedule**
  Weekly, from 8/24/2015 to 6/7/2016

- **Evidence of Completion**
  Teacher Lesson Plans

**Action Step 2**

Use research validated Content Enhancement strategies for scaffolding and re-teaching.

- **Person Responsible**
  Connie Kolosey

- **Schedule**
  Daily, from 8/24/2015 to 6/7/2016

- **Evidence of Completion**
  PLC Minutes
**Action Step 3**

Content teams, cross content teams, grade level and full faculty PLCs analyze data and plan appropriate intervention.

**Person Responsible**

Connie Kolosey

**Schedule**

Weekly, from 8/10/2015 to 6/7/2016

**Evidence of Completion**

Teacher Lesson Plans, PLC Minutes, CCT Minutes

**Action Step 4**

Utilize technology to collect data for analysis (i.e. BaseBall Card, Smart Response Clickers, TI Inspire calculators, etc).

**Person Responsible**

Connie Kolosey

**Schedule**

Weekly, from 8/24/2015 to 6/7/2016

**Evidence of Completion**

PLC Minutes, Teacher Lesson Plans

**Action Step 5**

Provide after school tutoring and enrichment opportunities for students identified as needing supplemental supports.

**Person Responsible**

Connie Kolosey

**Schedule**

Daily, from 8/24/2015 to 6/7/2016

**Evidence of Completion**

Focus Attendance, MTSS Meeting Minutes
**Action Step 6**

Provide supplemental support in reading classrooms.

**Person Responsible**

Connie Kolosey

**Schedule**

Daily, from 8/24/2015 to 6/7/2016

**Evidence of Completion**

Focus Attendance

---

**G1.B4** Parents do not consistently receive communication regarding the Florida Standards and how they can support students at home. 2

**G1.B4.S1** Use multiple avenues of communication with parents regarding the Florida Standards and how they can support students at home. 4

**Strategy Rationale**

No one form of communication works for all families. Parents will be better able to support their students if they understand the Florida Standards.

---

**Action Step 1**

Title 1 parent events (Back to School Knight, Literacy Knight, etc.)

**Person Responsible**

Connie Kolosey

**Schedule**

Quarterly, from 8/24/2015 to 6/7/2016

**Evidence of Completion**

Sign in sheets
Action Step 2

Other parent events (PTA, SAC, awards, orientation)

Person Responsible
Connie Kolosey

Schedule
Monthly, from 8/24/2015 to 6/7/2016

Evidence of Completion
Meeting Minutes

Action Step 3

Other parent communication (Website, School Messenger calls, marquee, emails, parent conference)

Person Responsible
Connie Kolosey

Schedule
Weekly, from 7/1/2015 to 6/7/2016

Evidence of Completion
Email records, Focus contact records
G2. Develop and sustain a healthy, respectful, caring, safe learning environment for students, faculty, staff, and community resulting in individual employee learning, student achievement and overall school improvement.

G2.B1 Students and teachers tend to be reactive to behavior and do not maximize instructional time.

G2.B1.S1 Implement positive behavior systems that maximize instructional time.

**Strategy Rationale**

Consistently implemented school-wide processes help students to understand the importance of positive behavior on learning

**Action Step 1**

Explicitly teach (and re-teach as needed) school-wide expectations and routines

- **Person Responsible**
  Connie Kolosey

- **Schedule**
  Weekly, from 8/24/2015 to 6/7/2016

- **Evidence of Completion**
  Lesson plan documentation

**Action Step 2**

Teach students to monitor their own progress (grades, GPA, behavior points, referrals, and attendance).

- **Person Responsible**
  Connie Kolosey

- **Schedule**
  Weekly, from 8/24/2015 to 6/7/2016

- **Evidence of Completion**
  PLC logs, team meetings
**Action Step 3**

Cross Content Teams monitor student behavior points and intervene appropriately as needed (i.e. goal setting, encouragement, parent contact, disciplinary action)

**Person Responsible**
Connie Kolosey

**Schedule**
Weekly, from 8/24/2015 to 6/7/2016

**Evidence of Completion**
CCT Meeting Minutes

---

**Action Step 4**

Utilize student surveys and focus group data to better align processes and routines with student needs

**Person Responsible**
Connie Kolosey

**Schedule**
Monthly, from 8/24/2015 to 6/7/2016

**Evidence of Completion**
SBLT Meeting Minutes

---

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

Reading, writing and speaking opportunities embedded in lessons

**Person Responsible**
Connie Kolosey

**Schedule**
Weekly, from 8/18/2014 to 7/1/2015

**Evidence of Completion**
Student work samples
Plan to Monitor Effectiveness of Implementation of G2.B1.S1

Student work samples - growth over time

   Person Responsible
   Connie Kolosey

   Schedule
   Quarterly, from 8/18/2014 to 6/3/2015

   Evidence of Completion
   PLC notes and reflections regarding student growth

G2.B2 The multi-tiered system of student support is not implemented with full fidelity.

G2.B2.S1 Implement a multi-tiered system of student support with fidelity.

   Strategy Rationale
   A multi-tiered approach allows students to get the interventions they need.

   Action Step 1
   Staff will engage in professional development on MTSS and learn Azalea’s process for providing supplemental supports.

   Person Responsible
   Connie Kolosey

   Schedule
   Semiannually, from 8/10/2015 to 6/7/2016

   Evidence of Completion
   Routines established
**Action Step 2**

Staff will use the problem solving process to align identified barriers using EWS data.

**Person Responsible**
Connie Kolosey

**Schedule**
Monthly, from 8/10/2015 to 6/7/2016

**Evidence of Completion**
Child Study Team, SBLT Meeting Minutes

**Action Step 3**

MTSS Facilitator coordinates processes to analyze behavior data.

**Person Responsible**
Jonathan Blair

**Schedule**
Weekly, from 8/24/2015 to 6/7/2016

**Evidence of Completion**
SBLT Meeting Minutes

**Action Step 4**

Cross content teams implement appropriate interventions.

**Person Responsible**
Connie Kolosey

**Schedule**
Weekly, from 8/24/2015 to 6/7/2016

**Evidence of Completion**
Teacher Lesson Plans, CCT Meeting Minutes
<table>
<thead>
<tr>
<th>Action Step 5</th>
<th>5</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Utilize Child Study Team or Tier 3 Team for support</strong></td>
<td></td>
</tr>
<tr>
<td><strong>Person Responsible</strong></td>
<td>Connie Kolosey</td>
</tr>
<tr>
<td><strong>Schedule</strong></td>
<td>Biweekly, from 8/24/2015 to 6/7/2016</td>
</tr>
<tr>
<td><strong>Evidence of Completion</strong></td>
<td>CST Meeting Minutes</td>
</tr>
</tbody>
</table>

<table>
<thead>
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</thead>
<tbody>
<tr>
<td>Walkthroughs, informal and formal observations show students engaged in successfully comprehending reading complex text and writing with fluency.</td>
<td></td>
</tr>
<tr>
<td><strong>Person Responsible</strong></td>
<td>Connie Kolosey</td>
</tr>
<tr>
<td><strong>Schedule</strong></td>
<td>Weekly, from 8/18/2014 to 6/3/2015</td>
</tr>
<tr>
<td><strong>Evidence of Completion</strong></td>
<td>Observation data</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
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<tbody>
<tr>
<td>Student work samples</td>
<td></td>
</tr>
<tr>
<td><strong>Person Responsible</strong></td>
<td>Connie Kolosey</td>
</tr>
<tr>
<td><strong>Schedule</strong></td>
<td>Monthly, from 8/18/2014 to 6/3/2015</td>
</tr>
<tr>
<td><strong>Evidence of Completion</strong></td>
<td>PLC Notes</td>
</tr>
</tbody>
</table>
**G2.B3** Parents lack knowledge of school-wide expectations and their child's performance and grades.

**G2.B3.S1** Collaborate and communicate with parents regarding school-wide expectations and their child’s performance and attendance.

**Strategy Rationale**

Parents will be better able to support student growth when they are knowledgeable about what students need to know and be able to do.

**Action Step 1**

Cross content teams initiate communication with parents (phone calls, texts, emails, notes home in agenda, formal/informal conferences).

**Person Responsible**

Connie Kolosey

**Schedule**

Daily, from 8/24/2015 to 6/7/2016

**Evidence of Completion**

CCT Meeting Minutes

**Action Step 2**

Staff logs interactions in Focus.

**Person Responsible**

Connie Kolosey

**Schedule**

Daily, from 8/24/2015 to 6/7/2016

**Evidence of Completion**

Focus Parent Contact Logs
Title 1 Family Knights

**Person Responsible**
Connie Kolosey

**Schedule**
Semiannually, from 8/24/2015 to 6/7/2016

**Evidence of Completion**
Parent Sign In Sheets.

Implement user friendly technology connections.

**Person Responsible**
Connie Kolosey

**Schedule**
Weekly, from 8/24/2015 to 6/7/2016

**Evidence of Completion**
Website Printout

Open conference days

**Person Responsible**
Connie Kolosey

**Schedule**
Semiannually, from 8/24/2015 to 6/7/2016

**Evidence of Completion**
Parent Sign In Sheets
Plan to Monitor Fidelity of Implementation of G2.B3.S1

Website, marquee, automated calls, Parent Knights

Person Responsible
Connie Kolosey

Schedule
Monthly, from 8/11/2014 to 5/13/2015

Evidence of Completion
Agendas, text of calls and emails, photos of marquee

Plan to Monitor Effectiveness of Implementation of G2.B3.S1

Parent and teacher feedback

Person Responsible
Connie Kolosey

Schedule
Monthly, from 8/26/2014 to 5/13/2015

Evidence of Completion
PDSA notes
G3. Eliminate the gap between Azalea Middle School’s accelerated participation and performance rates for black and non-black students as measured by the percent within ethnicity.

G3.B1 African American students who are placed in honors and advanced classes demonstrate lower achievement levels than students from other demographic groups.

G3.B1.S1 Use AVID as support for increased access to and success in honors and advanced classes.

**Strategy Rationale**

The structure of AVID explicitly teaches strategies and supports student for success in advanced classes.

**Action Step 1**

Identify African American Students who meet the AVID participation criteria and actively recruit them to participate.

**Person Responsible**

Connie Kolosey

**Schedule**

Annually, from 5/4/2015 to 6/7/2016

**Evidence of Completion**

AVID Recruitment Letters

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

SBLT will monitor for fidelity of Tier 1 strategies by disaggregating infraction data by teacher. This data will highlight those who are not accessing the intervention and it will be analyzed in cross content teams weekly.

**Person Responsible**

Connie Kolosey

**Schedule**

Weekly, from 8/25/2014 to 6/5/2015

**Evidence of Completion**

Data should indicate very similar amount of infractions entered by teachers across content teams.

Cross Content Teams will have a data collection tool for using Tier 2 interventions such as Check In Check Out. SBLT will aggregate monitor this data to look for fidelity of implementation and need for additional supports.

**Person Responsible**
Connie Kolosey

**Schedule**
Biweekly, from 8/25/2014 to 6/5/2015

**Evidence of Completion**
Point sheets, sign in sheets, and logs will show students accessing the intervention and teachers providing the intervention daily.


Members of SBLT will be assigned to each Cross Content Team as a liaison. This role is responsible for monitoring the level of implementation of interventions. Should that level be low, the liaison would report that back to SBLT who would then discuss the best course of action to provide additional support.

**Person Responsible**
Connie Kolosey

**Schedule**
Biweekly, from 8/25/2014 to 6/5/2015

**Evidence of Completion**
Point sheets, sign in sheets, and logs will show students accessing the intervention and teachers providing the intervention daily.
Data indicate that African American participation in extended learning and enrichment opportunities is lower than that of students from other demographic groups.

Provide extended learning and enrichment opportunities to students in need of additional supports

**Strategy Rationale**

Extended learning and enrichment allows students more time to become proficient and more ways to engage positively with the school community

**Action Step 1**

Azalea will target African American students based on FSA scores and invite them to extended learning and enrichment activities.

- **Person Responsible**
  Connie Kolosey

- **Schedule**
  Weekly, from 8/24/2015 to 6/7/2016

- **Evidence of Completion**
  African American participation in AVID classes matches the demographic of the total school population

**Action Step 2**

Azalea will use ELP and Title 1 funds to provide consistent transportation for after school remediation, recovery and enrichment programs.

- **Person Responsible**
  Connie Kolosey

- **Schedule**
  Daily, from 9/7/2015 to 6/7/2016

- **Evidence of Completion**
  Bus Schedule

Review AVID class rosters to ensure African American enrollment matches the demographics of the school

Person Responsible
Catherine Evans

Schedule
On 9/5/2014

Evidence of Completion
Class rosters with demographic data


Review grades in core classes of African American AVID students.

Person Responsible
Catherine Evans

Schedule
Quarterly, from 10/17/2014 to 6/3/2015

Evidence of Completion
Grades of C or above in all core classes.
G3.B3 Staff does not consistently demonstrate culturally responsive teaching.

G3.B3.S1 Increase staff cultural awareness and responsiveness.

Strategy Rationale

All staff members desire to build positive and supportive relationships with students, but need opportunities to better understand the impact of students' cultural reference on the learning environment.

Action Step 1

Build foundation for culturally responsive teaching starting during pre-school and continuing throughout the year in various PLC groups.

Person Responsible
Connie Kolosey

Schedule
Weekly, from 8/10/2015 to 6/7/2016

Evidence of Completion
Azalea Learns Sign in Sheet, PLC Minutes

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

The ELP Coordinator will do periodic walk-throughs to determine the level of implementation. Also attendance and progress monitoring records will indicate access to the intervention.

Person Responsible
Felicia Davis

Schedule
Weekly, from 9/8/2014 to 5/29/2015

Evidence of Completion
Walk-through, attendance, and progress monitoring data should show students and teachers accessing the provided curriculum.
Plan to Monitor Effectiveness of Implementation of G3.B3.S1

Progress monitoring tools will be used to track student’s progress since taking the initial diagnostic. Two other diagnostics will be done to monitor progress as well.

**Person Responsible**
Felicia Davis

**Schedule**
Biweekly, from 9/8/2014 to 5/29/2015

**Evidence of Completion**
Progress monitoring data should show positive trends in student data after initial diagnostic.

### Appendix 1: Implementation Timeline

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

<table>
<thead>
<tr>
<th>Source</th>
<th>Task, Action Step or Monitoring Activity</th>
<th>Who</th>
<th>Start Date (where applicable)</th>
<th>Deliverable or Evidence of Completion</th>
<th>Due Date/End Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>G3.B2.S1.A1</td>
<td>Azalea will target African American students based on FSA scores and invite them to extended learning and enrichment activities.</td>
<td>Kolosey, Connie</td>
<td>8/24/2015</td>
<td>African American participation in AVID classes matches the demographic of the total school population</td>
<td>6/7/2016 weekly</td>
</tr>
<tr>
<td>G2.B2.S1.A1</td>
<td>Staff will engage in professional development on MTSS and learn Azalea’s process for providing supplemental supports.</td>
<td>Kolosey, Connie</td>
<td>8/10/2015</td>
<td>Routines established</td>
<td>6/7/2016 semiannually</td>
</tr>
<tr>
<td>G1.B4.S1.A1</td>
<td>Title 1 parent events (Back to School Knight, Literacy Knight, etc.)</td>
<td>Kolosey, Connie</td>
<td>8/24/2015</td>
<td>Sign in sheets</td>
<td>6/7/2016 quarterly</td>
</tr>
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<tr>
<td>G1.B1.S1.A2</td>
<td>Teachers and coaches will collaboratively plan and implement rigorous and engaging, standards-based lessons including higher order questions and common assessments.</td>
<td>Kolosey, Connie</td>
<td>8/10/2015</td>
<td>Lesson Plans, PLC Minutes</td>
<td>6/7/2016 daily</td>
</tr>
<tr>
<td>G2.B1.S1.A2</td>
<td>Teach students to monitor their own progress (grades, GPA, behavior points, referrals, and attendance).</td>
<td>Kolosey, Connie</td>
<td>8/24/2015</td>
<td>PLC logs, team meetings</td>
<td>6/7/2016 weekly</td>
</tr>
<tr>
<td>G2.B2.S1.A2</td>
<td>Staff will use the problem solving process to align identified barriers using EWS data.</td>
<td>Kolosey, Connie</td>
<td>8/10/2015</td>
<td>Child Study Team, SBLT Meeting Minutes</td>
<td>6/7/2016 monthly</td>
</tr>
<tr>
<td>G3.B2.S1.A2</td>
<td>Azalea will use ELP and Title 1 funds to provide consistent transportation for after school remediation, recovery and enrichment programs.</td>
<td>Kolosey, Connie</td>
<td>9/7/2015</td>
<td>Bus Schedule</td>
<td>6/7/2016 daily</td>
</tr>
<tr>
<td>G1.B1.S1.A3</td>
<td>Teachers will research standards based grading systems designed to provide students and parents with meaningful feedback on the student’s achievement of prioritized standards in each course.</td>
<td>Kolosey, Connie</td>
<td>8/10/2015</td>
<td>Teacher Lesson Plans, PLC Minutes</td>
<td>6/7/2016 quarterly</td>
</tr>
<tr>
<td>G2.B1.S1.A3</td>
<td>Cross Content Teams monitor student behavior points and intervene appropriately as needed (i.e. goal setting, encouragement, parent contact, disciplinary action)</td>
<td>Kolosey, Connie</td>
<td>8/24/2015</td>
<td>CCT Meeting Minutes</td>
<td>6/7/2016 weekly</td>
</tr>
<tr>
<td>G2.B3.S1.A3</td>
<td>Title 1 Family Knights</td>
<td>Kolosey, Connie</td>
<td>8/24/2015</td>
<td>Parent Sign In Sheets.</td>
<td>6/7/2016 semiannually</td>
</tr>
<tr>
<td>G1.B3.S1.A3</td>
<td>Content teams, cross content teams, grade level and full faculty PLCs analyze data and plan appropriate intervention.</td>
<td>Kolosey, Connie</td>
<td>8/10/2015</td>
<td>Teacher Lesson Plans, PLC Minutes, CCT Minutes</td>
<td>6/7/2016 weekly</td>
</tr>
<tr>
<td>G1.B4.S1.A3</td>
<td>Other parent communication (Website, School Messenger calls, marquee, emails, parent conference)</td>
<td>Kolosey, Connie</td>
<td>7/1/2015</td>
<td>Email records, Focus contact records</td>
<td>6/7/2016 weekly</td>
</tr>
<tr>
<td>G1.B1.S1.A4</td>
<td>Cross Content Teams collaborate to integrate curriculum concepts to increase engagement and meaningful connections for students.</td>
<td>Kolosey, Connie</td>
<td>8/10/2015</td>
<td>Collaboratively developed lesson plans and CCT Meeting Minutes</td>
<td>6/7/2016 weekly</td>
</tr>
<tr>
<td>G2.B1.S1.A4</td>
<td>Utilize student surveys and focus group data to better align processes and routines with student needs</td>
<td>Kolosey, Connie</td>
<td>8/24/2015</td>
<td>SBLT Meeting Minutes</td>
<td>6/7/2016 monthly</td>
</tr>
<tr>
<td>G1.B2.S1.A4</td>
<td>Core content teachers will lead students in creating Interactive Notebooks that can be used during independent work.</td>
<td>Kolosey, Connie</td>
<td>8/24/2015</td>
<td>Sample interactive notebook</td>
<td>6/7/2016 daily</td>
</tr>
<tr>
<td>Source</td>
<td>Task, Action Step or Monitoring Activity</td>
<td>Who</td>
<td>Start Date (where applicable)</td>
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<tr>
<td>G1.B3.S1.A4</td>
<td>Utilize technology to collect data for analysis (i.e. BaseBall Card, Smart Response Clickers, TI Inspire calculators, etc).</td>
<td>Kolosey, Connie</td>
<td>8/24/2015</td>
<td>PLC Minutes, Teacher Lesson Plans</td>
<td>6/7/2016 weekly</td>
</tr>
<tr>
<td>G1.B3.S1.A5</td>
<td>Provide after school tutoring and enrichment opportunities for students identified as needing supplemental supports.</td>
<td>Kolosey, Connie</td>
<td>8/24/2015</td>
<td>Focus Attendance, MTSS Meeting Minutes</td>
<td>6/7/2016 daily</td>
</tr>
<tr>
<td>G2.B2.S1.A5</td>
<td>Utilize Child Study Team or Tier 3 Team for support</td>
<td>Kolosey, Connie</td>
<td>8/24/2015</td>
<td>CST Meeting Minutes</td>
<td>6/7/2016 biweekly</td>
</tr>
<tr>
<td>G1.B2.S1.A7</td>
<td>Teachers will integrate into lessons and classroom routines the identified AVID strategies of Philosophical Chairs, Cornell Notes, and Interactive Notebooks.</td>
<td>Kolosey, Connie</td>
<td>8/24/2015</td>
<td>Teacher Lesson Plans</td>
<td>6/7/2016 weekly</td>
</tr>
<tr>
<td>G1.B2.S1.A8</td>
<td>Teachers will effectively incorporate student agendas into their daily routine in order to communicate important dates and tasks (ex. Homework, projects, due dates, etc.).</td>
<td>Kolosey, Connie</td>
<td>8/24/2015</td>
<td>Completed student planners</td>
<td>6/7/2016 daily</td>
</tr>
<tr>
<td>G1.MA1</td>
<td>Walkthrough, informal and formal observation data, student work, formal and informal assessment data</td>
<td>Kolosey, Connie</td>
<td>10/17/2014</td>
<td>Data review and presentation</td>
<td>6/3/2015 quarterly</td>
</tr>
<tr>
<td>Source</td>
<td>Task, Action Step or Monitoring Activity</td>
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<tr>
<td>G2.MA1</td>
<td>Student work</td>
<td>Kolosey, Connie</td>
<td>8/18/2014</td>
<td>PLC notes</td>
<td>6/3/2015 quarterly</td>
</tr>
<tr>
<td>G2.B1.S1.MA1</td>
<td>Reading, writing and speaking opportunities embedded in lessons</td>
<td>Kolosey, Connie</td>
<td>8/18/2014</td>
<td>Student work samples</td>
<td>7/1/2015 weekly</td>
</tr>
<tr>
<td>G3.MA1</td>
<td>Progress monitoring of this goal will take place in SBLT, Cross Content Teams, and other PLCs by problem solving using EWS, common assessment, and ELP data.</td>
<td>Kolosey, Connie</td>
<td>8/18/2014</td>
<td>Data will show a decrease in the number of African American students with multiple EWS indicators, an increase in enrollment in rigorous courses, and attendance in ELP.</td>
<td>5/22/2015 monthly</td>
</tr>
<tr>
<td>G3.MA1</td>
<td>Progress monitoring of this goal will take place in SBLT, Cross Content Teams, and other PLCs by problem solving using EWS, common assessment, and ELP data.</td>
<td>Kolosey, Connie</td>
<td>8/18/2014</td>
<td>Data will show a decrease in the number of African American students with multiple EWS indicators, an increase in enrollment in rigorous courses, and attendance in ELP.</td>
<td>6/3/2015 monthly</td>
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<tr>
<td>G3.B1.S1.MA1</td>
<td>Members of SBLT will be assigned to each Cross Content Team as a liaison. This role is responsible for monitoring the level of implementation of interventions. Should that level be low, the liaison would report that back to SBLT who would then discuss the best course of action to provide additional support.</td>
<td>Kolosey, Connie</td>
<td>8/25/2014</td>
<td>Point sheets, sign in sheets, and logs will show students accessing the intervention and teachers providing the intervention daily.</td>
<td>6/5/2015 biweekly</td>
</tr>
<tr>
<td>G3.B1.S1.MA1</td>
<td>SBLT will monitor for fidelity of Tier 1 strategies by disaggregating infraction data by teacher. This data will highlight those who are not accessing the intervention and it will be analyzed in cross content teams weekly.</td>
<td>Kolosey, Connie</td>
<td>8/25/2014</td>
<td>Data should indicate very similar amount of infractions entered by teachers across content teams.</td>
<td>6/5/2015 weekly</td>
</tr>
<tr>
<td>G3.B1.S1.MA2</td>
<td>Cross Content Teams will have a data collection tool for using Tier 2 interventions such as Check In Check Out. SBLT will aggregate monitor this data to look for fidelity of implementation and need for additional supports.</td>
<td>Kolosey, Connie</td>
<td>8/25/2014</td>
<td>Point sheets, sign in sheets, and logs will show students accessing the intervention and teachers providing the intervention daily.</td>
<td>6/5/2015 biweekly</td>
</tr>
<tr>
<td>G3.B2.S1.MA1</td>
<td>Review AVID class rosters to ensure African American enrollment matches the demographics of the school</td>
<td>Evans, Catherine</td>
<td>8/18/2014</td>
<td>Class rosters with demographic data</td>
<td>9/5/2014 one-time</td>
</tr>
<tr>
<td>Source</td>
<td>Task, Action Step or Monitoring Activity</td>
<td>Who</td>
<td>Start Date (where applicable)</td>
<td>Deliverable or Evidence of Completion</td>
<td>Due Date/End Date</td>
</tr>
<tr>
<td>--------------</td>
<td>----------------------------------------------------------------------------------------------------------</td>
<td>---------------</td>
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<td>-------------------</td>
</tr>
<tr>
<td>G3.B3.S1.MA1</td>
<td>Progress monitoring tools will be used to track student's progress since taking the initial diagnostic. Two other diagnostics will be done to monitor progress as well.</td>
<td>Davis, Felicia</td>
<td>9/8/2014</td>
<td>Progress monitoring data should show positive trends in student data after initial diagnostic.</td>
<td>5/29/2015 biweekly</td>
</tr>
<tr>
<td>G3.B3.S1.MA1</td>
<td>The ELP Coordinator will do periodic walk-throughs to determine the level of implementation. Also attendance and progress monitoring records will indicate access to the intervention.</td>
<td>Davis, Felicia</td>
<td>9/8/2014</td>
<td>Walk-through, attendance, and progress monitoring data should show students and teachers accessing the provided curriculum.</td>
<td>5/29/2015 weekly</td>
</tr>
</tbody>
</table>

**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. Increase student achievement resulting in increased percentages of proficiency across the school in math, literacy, science and Civics, and learning gains for all students in literacy and math.

G1.B1 Teachers do not consistently ensure curriculum, instruction and assessment are designed and delivered with a clear focus on continuous improvement of student engagement and academic achievement.

G1.B1.S1 Teachers and coaches will ensure curriculum, instruction, and assessment is designed and delivered with a focus on continuous improvement of student engagement and academic achievement.

PD Opportunity 1

Establish and promote a common language for defining excellent instruction via the Marzano Learning Map.

Facilitator
Administrators and Instructional Coaches

Participants
Teachers

Schedule
Daily, from 8/10/2015 to 6/7/2016

PD Opportunity 2

Teachers and coaches will collaboratively plan and implement rigorous and engaging, standards-based lessons including higher order questions and common assessments.

Facilitator
Instructional Coaches

Participants
Teachers

Schedule
Daily, from 8/10/2015 to 6/7/2016
PD Opportunity 3

Teachers will research standards based grading systems designed to provide students and parents with meaningful feedback on the student’s achievement of prioritized standards in each course.

Facilitator
Instructional Coaches

Participants
Teachers

Schedule
Quarterly, from 8/10/2015 to 6/7/2016

PD Opportunity 4

Cross Content Teams collaborate to integrate curriculum concepts to increase engagement and meaningful connections for students.

Facilitator
Instructional Coaches

Participants
Teachers

Schedule
Weekly, from 8/10/2015 to 6/7/2016

PD Opportunity 5

Teachers engage in peer observations and Lesson Study.

Facilitator
Instructional Coaches

Participants
Teachers

Schedule
Monthly, from 8/24/2015 to 6/7/2016
PD Opportunity 6

Analyze student work samples to evaluate level of rigor in assigned tasks, alignment to standards, and student mastery of the standards.

Facilitator
Instructional Coaches

Participants
Teachers

Schedule
Daily, from 8/24/2015 to 6/7/2016

PD Opportunity 7

Teachers and administrators will participate in monthly “40 and Outs” to discuss and reflect on instructional strategies.

Facilitator
Administrators

Participants
Administrators and Teachers

Schedule
Monthly, from 8/24/2015 to 6/7/2016


PD Opportunity 1

Create close reading lessons: text marking and coding, direct vocabulary instruction, text dependent questions, writing in response to reading and thinking.

Facilitator
Instructional Coaches

Participants
Teachers

Schedule
Daily, from 8/24/2015 to 6/7/2016
PD Opportunity 2

Across curriculum use common routines and expectations for vocabulary acquisition.

**Facilitator**

Instructional Coaches

**Participants**

Teachers

**Schedule**

Daily, from 8/24/2015 to 6/7/2016

PD Opportunity 3

Core content teachers will lead students in creating Interactive Notebooks that include learning goals and scales, prioritized vocabulary, lab reports in science, Cornell Notes, etc.

**Facilitator**

AVID Site Team

**Participants**

Teachers

**Schedule**

Daily, from 8/24/2015 to 6/7/2016

PD Opportunity 4

Teachers will integrate into lessons and classroom routines the identified AVID strategies of Philosophical Chairs, Cornell Notes, and Interactive Notebooks.

**Facilitator**

AVID Site Team

**Participants**

Teachers and Administrators

**Schedule**

Weekly, from 8/24/2015 to 6/7/2016
G1.B3 Teachers and administrators do not consistently collect or utilize data to inform instruction (core, whole group, small group, intervention, acceleration.)

G1.B3.S1 Develop a proactive approach to collect and utilize data to inform instruction (core, whole group, small group, intervention, acceleration).

**PD Opportunity 1**

Teachers implement learning goals and scales for tracking student progress on prioritized standards.

**Facilitator**

James Wilson

**Participants**

Teachers and Administrators

**Schedule**

Weekly, from 8/24/2015 to 6/7/2016

**PD Opportunity 2**

Content teams, cross content teams, grade level and full faculty PLCs analyze data and plan appropriate intervention.

**Facilitator**

Jonathan Blair, District Staff

**Participants**

Teachers and Administrator

**Schedule**

Weekly, from 8/10/2015 to 6/7/2016

**PD Opportunity 3**

Utilize technology to collect data for analysis (i.e. BaseBall Card, Smart Response Clickers, TI Inspire calculators, etc).

**Facilitator**

MTSS and Instructional Coaches

**Participants**

Teachers and Administrators

**Schedule**

Weekly, from 8/24/2015 to 6/7/2016
G2. Develop and sustain a healthy, respectful, caring, safe learning environment for students, faculty, staff, and community resulting in individual employee learning, student achievement and overall school improvement.

G2.B1 Students and teachers tend to be reactive to behavior and do not maximize instructional time.

G2.B1.S1 Implement positive behavior systems that maximize instructional time.

PD Opportunity 1
Explicitly teach (and re-teach as needed) school-wide expectations and routines

Facilitator
Instructional Coaches

Participants
All Content Teachers

Schedule
Weekly, from 8/24/2015 to 6/7/2016

PD Opportunity 2
Teach students to monitor their own progress (grades, GPA, behavior points, referrals, and attendance).

Facilitator
Instructional Coaches

Participants
All Content Teachers

Schedule
Weekly, from 8/24/2015 to 6/7/2016
PD Opportunity 3

Cross Content Teams monitor student behavior points and intervene appropriately as needed (i.e. goal setting, encouragement, parent contact, disciplinary action)

**Facilitator**
Instructional Coaches

**Participants**
All teachers

**Schedule**
Weekly, from 8/24/2015 to 6/7/2016

PD Opportunity 4

Utilize student surveys and focus group data to better align processes and routines with student needs

**Facilitator**
MTSS Coach

**Participants**
Administrators and SBLT Members

**Schedule**
Monthly, from 8/24/2015 to 6/7/2016

G2.B2 The multi-tiered system of student support is not implemented with full fidelity.

G2.B2.S1 Implement a multi-tiered system of student support with fidelity.

PD Opportunity 1

Staff will engage in professional development on MTSS and learn Azalea’s process for providing supplemental supports.

**Facilitator**
MTSS Coach and Instructional Coaches

**Participants**
Teachers and Administrators

**Schedule**
Semiannually, from 8/10/2015 to 6/7/2016
PD Opportunity 2
Staff will use the problem solving process to align identified barriers using EWS data.

Facilitator
MTSS Coach

Participants
Teachers and Administrators

Schedule
Monthly, from 8/10/2015 to 6/7/2016

PD Opportunity 3
MTSS Facilitator coordinates processes to analyze behavior data.

Facilitator
MTSS Facilitator

Participants
All teachers

Schedule
Weekly, from 8/24/2015 to 6/7/2016

PD Opportunity 4
Cross content teams implement appropriate interventions.

Facilitator
Instructional Coaches

Participants
Teachers

Schedule
Weekly, from 8/24/2015 to 6/7/2016
Parents lack knowledge of school-wide expectations and their child's performance and grades.

**G2.B3.S1** Collaborate and communicate with parents regarding school-wide expectations and their child’s performance and attendance.

**PD Opportunity 1**

Cross content teams initiate communication with parents (phone calls, texts, emails, notes home in agenda, formal/informal conferences).

**Facilitator**

Instructional Coaches

**Participants**

Teachers

**Schedule**

Daily, from 8/24/2015 to 6/7/2016

Eliminate the gap between Azalea Middle School's accelerated participation and performance rates for black and non-black students as measured by the percent within ethnicity.

**G3.** Staff does not consistently demonstrate culturally responsive teaching.

**G3.B3.S1** Increase staff cultural awareness and responsiveness.

**PD Opportunity 1**

Build foundation for culturally responsive teaching starting during pre-school and continuing throughout the year in various PLC groups.

**Facilitator**

Connie Kolosey

**Participants**

Teacher and Administrators

**Schedule**

Weekly, from 8/10/2015 to 6/7/2016
### Technical Assistance Items

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

### Budget