

# School Improvement Plan SY 2018-19

### **BELLEAIR ELEMENTARY SCHOOL**

Michael A. Grego, Ed.D.
Superintendent
Pinellas County Schools

### **Table of Contents**

Continuous Improvement	3
Goals	10
Conditions for Learning	11
A. ELA/Reading Goal	15
B. Mathematics Goal	17
C. Science Goal	19
E. Healthy Schools Goal	21
Subgroups	22
A. Bridging the Gap with Equity for All: Black Students	22
B. ESE (As appropriate, based on school data)	23
C. ELL (As appropriate, based on school data)	25
D. Gender (As appropriate, based on school data)	27
Family and Community Engagement	28
SAC Membership	30
BUDGET / SIP FUNDS	31

### **Continuous Improvement**

A school does not achieve its goals by good fortune or hard work alone, but by prioritizing efforts. Improvements are made by focusing intensely on the priorities, while maintaining high service levels for ongoing work. The School Improvement Plan (SIP) is based on the Plan, Do, Study, Act (PDSA) process, which manages and supports effective and efficient planning, implementation, monitoring, revising, and oversight.

A fully developed SIP places the management of priorities and strategies in the context of planning, accountability and support at the school level. School SIP teams ensure these priorities are supported through:

- clearly defined priorities and strategies that are aligned to district strategic goals,
- oversight throughout the planning, implementation and monitoring process, and
- reflection and adjustment to meet school, department and student needs.

Plans succeed because they are well developed, implemented and monitored, and align with the overall goals and objectives of the school and district. The benefits of a good SIP process include achievement of the desired results that positively impact staff growth and student achievement.



### A. Vision and Direction

### **School Profile**

School Mission	To provide a safe learning and environment and create lifelong learners who achieve at least a year
SCHOOL MISSION	or more of growth.

### **School Data**

Total School	Ethnic Breakdown:									
Enrollment	Asian	Black	Hispanic	Multi-Racial	White	Other				
596	10	153	303	26	104	0				

School Grade	2018:	2017:	2016:	Tialo I	VEC	
	С	С	В	Title I	YES	

Proficiency	ELA		Math		Science		Social Studies		Accel. Rate		<b>Grad Rate</b>	
-	2018	2017	2018	2017	2018	2017	2018	2017	2018	2017	2018	2017
Rates	%	%	%	%	%	%	%	%	%	%	%	%
Proficiency	36	32	54	54	50	50						
All		0_		•								
Learning	43	34	53	51								
Gains All	73	57	3	5								
Learning Gains L25%	40	29	55	41								

School Leadership Team										
Position/Role	First Name	Last Name	FT/PT	Years at Current School						
Principal	Tabitha	Griffin	FT	4-10 years						
Equity Champion/1 <sup>st</sup> Grade Team Leader	Tiffani	Miller	FT	4-10 years						
ESE	Suzanne	Tudor	FT	1-3 years						
ELL	Erin	Delong	FT	11-20 years						
Climate and Culture	Andrea	Wilkins	FT	1-3 years						
Assistant Principal	Renee	Kelly	FT	4-10 years						
K Team Leader	Laura	Center	FT	4-10 years						
2 <sup>nd</sup> Grade Team Leader	Lauren	Frantzis	FT	4-10 years						
3 <sup>rd</sup> Grade Team Leader	Sarah	Lenhart	FT	4-10 years						
4 <sup>th</sup> Grade Team Leader	Amanda	Faraone	FT	4-10 years						
5 <sup>th</sup> Grade Team Leader	Jenna	Tice	FT	4-10 years						
Guidance Counselor	Michele	Morehouse	FT	4-10 years						



Total Instructional Staff:	48	Total Support Staff:	25



### **B. Improvement Priorities**

Choose three priorities for improvement ("Big Rocks") that you will focus on for the school year. Following the priority, complete the theory of action statement using your current data and results from your problem solving process.

**EXAMPLE THEORY OF ACTION**: If we effectively implement high-leverage strategies which support standards-based instruction, then the percent of all students achieving proficiency will increase from 77% to 89%.

### 1. Priority 1: Standards-based planning and instruction

**Priority 1 Theory of Action:** If we effectively implement high-leverage strategies which support standards-based planning and instruction, then the percent of all students achieving proficiency will increase from 36% to 57% in ELA and 54% to 65% in mathematics. Click or tap here to enter text.

### 2. Priority 2: Conditions for learning

**Priority 2 Theory of Action:** If we effectively implement high-leverage strategies which support conditions for learning, then the percent of all students achieving proficiency will increase from 36% to 50% in ELA and 54% to 60% in mathematics.

### 3. Priority 3: Culturally Relevant Teaching

**Priority 3 Theory of Action:** If we effectively implement high-leverage strategies which support culturally relevant teaching , then the percent of all students achieving proficiency will increase from 36% to 50% in ELA and 54% to 60% in mathematics.

### **C.** Monitoring and Achieving Improvement Priorities

School Improvement is best achieved when a school—in its totality—works together to achieve the school's common goals. The table below is the framework for planning how everyone in your school will be an active, engaged participant in the achievement of your school's improvement priorities.

How do you plan to implement and monitor the progress of your improvement priorities as a school-wide system? Complete the table below for each schoolbased team listed, use the blank rows and add rows for additional teams, as needed.

	School-based Team	Priority	Why	How	Who	Who	When	Evidence
		Alignment	are you doing it?	are you executing?	facilitates?	participates?	does it	that it is occurring
							occur?	
	The teams responsible	Identify the	The problem you	Major actions	List the title of	List the titles	State how	Describe what it looks
	for implementation and	priorities	are trying to solve	taken to execute	who is leading	of those who	often you	like and what artifacts
	monitoring	above for		the improvement	the work of	participate on	are	are available when this
		which each		with fidelity	each team	each team for	monitoring	is implemented with
		team is				implementati		fidelity
		responsible				on and		
						monitoring		
1.	SBLT	All	Monitor	Prep PLC	Principal,	Team	Bi-weekly	Ensure that interim
	(using MTSS Framework)	Priorities	instructional	agendas	Assistant	Leaders,	on Tuesdays	and formative
			implementation of	• Share	Principal	Administrator		assessments align to
			grade-level	observation		s, Student		the standards being
			standards to	data		Services, ESE,		taught.
			increase student	(walkthroughs,		ESOL and		Reviewing grade
			FSA proficiency	PLCs,		specialist team leader		level student data
				collaborative		team leader		(growth according
				planning, intervention				to MAP) and create action plans
				checks,				action plans
				classroom				
				culture)				
				Review				
				formative				
				assessment				
				data				
				(behavior,				



	School-based Team	Priority	Why		How	Who	Who	When		Evidence
		Alignment	are you doing it?	ar	e you executing?	facilitates?	participates?	does it occur?		that it is occurring
				•	academic and attendance) Review L35 student progress Review grade level data					
2.	Tier 3 Problem-solving Team	Priority 2	Monitor instructional interventions to close the achievement gap to increase student learning gains	•	Review individual results for both academic and behavioral instruction data to determine if the interventions are closing the gaps.	Psychologist Principal Assistant Principal Social Worker Guidance counselor	Principal  Principal  Assistant  Principal  Social Worker  Guidance  counselor  ESE teacher  ESOL teacher  Team Leaders  Psychologist	Twice a month at student service meetings and SBLT.	•	On-going progress monitoring (through data collection with AIMS and review of PSW and PBIP/FBA).
3.	Equity Team	All Priorities	Improve the culture and climate Increase use of culturally responsive teaching strategies and planning of the strategies Ensure restorative practices are used with fidelity for	•	Monthly staff meetings	Equity Champion	Equity Team Administrator s	Monthly	•	Lesson plans with CRT strategies NOW Call data Referral Data Attendance data



	School-based Team	Priority	Why	How	Who	Who	When	Evidence
		Alignment	are you doing it?	are you executing?	facilitates?	participates?	does it	that it is occurring
4.	Child Study Team	All Priorities	SEL and content purposes  Monitor student attendance to	Monitoring students with	Social Workers	Principal, District	occur?  Every two weeks	Attendance data     Attendance PSW
			ensure learning of grade-level standards to increase student FSA proficiency	<ul> <li>10% and 20% or more absences.</li> <li>Monitor attendance codes in Focus.</li> <li>Maintain communicatio n with families.</li> </ul>		attendance specialist, guidance counselor, social worker		
5.	Subject Area / Grade Level Leaders (enter as many rows as needed)	All Priorities	Monitor instructional implementation of grade-level standards and facilitate PLCs to increase student FSA proficiency	Collaboratively plan weekly, examine data during PLC's,	Grade level, ESE, ESOL and Specialist Team Leaders	Grade level, ESE, ESOL and Specialist teams, math and ELA coaches, principal and assistant principal	Weekly	<ul> <li>Reviewing individual student data (growth according to MAP) and create action plans</li> <li>Class data by teacher (percent of students meeting or exceeding projected proficiency according to MAP) and create an action plan.</li> </ul>
6.	Literacy Leadership Team	Choose an item.		•				•
	(if this is the same as	itelli.						
	SBLT, please note as this							



	School-based Team	Priority	Why	How	Who	Who	When	Evidence
		Alignment	are you doing it?	are you executing	facilitates?	participates?	does it	that it is occurring
							occur?	
	does not need to be							
	duplicated).							
7.	PBIS Team	All Priorities	To help students achieve success in social emotional and academic areas	Monthly restorative practice PD	Guidance Counselor	All staff	Pre-school and Monthly at staff meetings	Meeting minutes
8.	Family Engagement Team	All Priorities	To inform, educate, and engage families in the instruction of their children	<ul> <li>Provide         academic tool         to families to         support         achievement         at home</li> </ul>	Classroom teachers	All staff	Monthly	Meeting minutes

### Goals

### **Instructions**

Refer to your plan for Monitoring and Achieving Improvement Priorities as a school-wide system (above). In the sections below, identify specific academic goals and strategies that you will implement in support of achieving those priorities.

These goals, strategies and professional development should align directly to the Monitoring and Achieving Improvement Priorities table in the Continuous Improvement section above. The table above describes how you are monitoring the implementation of these strategies, as well as the progress of these goals.

**REFLECTION:** Review your data, and work though the problem-solving and gap analysis processes.

**SMART GOALS:** Use the optional Goal Calculator to determine your targets. Write your goals as SMART goals (Specific, Measureable, Actionable, Realistic, and Timely).

STRATEGIES: Identify the high-leverage strategies your school will employ to support improvement. You may choose from the drop-down menu provided by your level content specialists or write your own.

**ACTION STEPS:** Articulate what your school is doing to implement these strategies and achieve the goals. Identify who is responsible and when is it occurring.

**MONITORING:** Monitoring should be included in the Monitoring and Achieving table at the beginning of the document.

**PROFESSIONAL LEARNING:** List the professional learning your staff needs to effectively implement the strategies and progress toward the goal.

### **Conditions for Learning**



A. Climate and Culture

#### **DATA SOURCES TO REVIEW:**

### **REFLECTION (4-Step Problem-Solving):**

- 1. Our current level of performance in school-wide behavior is 57% of all received referrals were generated by black students (10 girls and 53 boys). We expect our performance level to be 35% by May 2019.
- 2. The problem/gap in behavior performance is occurring because there is a lack of culturally relevant engagement strategies being utilized continually in all classrooms.
- 3. If additional and continuous training in culturally relevant engagement strategies would occur, the problem would be reduced by 22% by increasing classroom participation of diverse learners as evidenced by School's Profile Behavioral Data. (include data to validate your hypothesis.)
- 4. We will analyze and review our data for effective implementation of our strategies monthly at SBLT and at faculty meetings.

#### 5. SMART GOAL:

EXAMPLE: The percent of all students receiving referrals will decrease from 31% to 25%, as evidenced by restorative practices research from IIRP. (include data or research to validate your hypothesis.)

The percent of black students receiving referrals will decrease from 57% to 35%, as measured by Schools Profile Referral Data.

### 6. STRATEGIES:

List the specific strategies your school uses to implement a seamless multi-tiered system of supports (MTSS) that is focused on an integration of behavioral and academic supports to meet the needs of all students.

- ☑ Strengthen the implementation of research-based practices that communicate high expectations for each student.
- ☑ Support the implementation engagement strategies that support the development of social and instructional teaching practices.
- ☑ Strengthen the ability of all staff to establish and maintain positive relationships with all students.
- 7. ACTION STEPS: (Complete the action steps to the needs of your school to meet this goal for each area. District-wide actions have been inserted for ease of completion; adapt and tailor to meet your school needs.)

Action Steps	WHO	WHEN
to implement these strategies	is leading each strategy?	is it occurring?
Attend district-led, two-day team training for Restorative Approaches and SEL	<ul> <li>Griffin, Kelly,         Morehouse, Albritton,         Brunelle     </li> </ul>	• June 25 and 26
Ensure at least one staff member attend and becomes is a certified Trainer of RP	Morehouse	• June 11-14
Conduct Introduction to Restorative Practices Training	Palmer	<ul> <li>August 6</li> </ul>
Conduct Using Circles Effectively Training	Morehouse	October 15
Develop school-wide roll-out and development plan of RP/SEL.	Morehouse	<ul><li>Pre-School August</li><li>6</li></ul>
Conduct learning opportunities.	Morehouse and PR     Team (Griffin, Kelly,     Albritton, Brunelle)	Monthly at Staff     Meeting , Ongoing

Priority(ies):

Monitor and support staff for implementation with fidelity.	•	Griffin and Kelly	•	On-going
Review student and teacher data on weekly basis for trends and next steps.		Student services and administration, SBLT team	•	Bi-Weekly
<ul> <li>Update school-wide plan on a monthly basis.</li> <li>Celebrate areas of growth</li> <li>Update strategies for areas of improvement</li> </ul>	•	SBLT (administration, student services, team leaders, PBIS team)	•	Monthly
Define expectations for utilizing and rewarding students with Tiger Bucks, Tiger Roars, and Tiger of the Month to ensure consistent use.	•	Administrators and PBIS Team	•	Monthly
Implement instructional strategies from AVID CRT used to increase engagement of diverse learners.		AVID CRT Team	•	Include weekly in NYCU

8.	MONITORING:
The	se are being monitored as part of the Monitoring and Achieving Improvement Priorities plan for the selected Improvement

☐ Priority 2

Professional Learning Description	Participants (number and job titles)	Priority Alignment
Introduction to Restorative Practices-	All instructional staff (53)	<ul><li>✓ Priority 1</li><li>✓ Priority 2</li><li>✓ Priority 3</li></ul>
Using Circles Effectively	All instructional staff (53)	
Equity with Excellence	All staff	☐ Priority 1 ☑ Priority 2 ☐ Priority 3
AVID: Culturally Relevant Teaching	Instructional staff	☐ Priority 1 ☑ Priority 2 ☑ Priority 3
Gender Professional Development	All staff	☐ Priority 1 ☑ Priority 2 ☑ Priority 3

### **B. Conditions for Learning: Attendance**

### **REFLECTION (4-Step Problem-Solving):**

- 1. Our current attendance rate is 93.2%. We expect our performance level to be 95% by May 2019 school year.
- 2. The problem/gap in attendance is occurring because parents are unaware of the multiple ways to report absences and the importance of attendance.
- 3. If parent education on the importance of attendance and the ways to report absences would occur, the problem would be reduced by 2%.
- 4. We will analyze and review our data for effective implementation of our strategies by meeting with the staff to review processes and implementation three times per year to see if the percentage of absences decreases .

### 5. SMART GOAL:

EXAMPLE: The percent of all students missing more than 10% of school will decrease from 31% to 25%, as evidenced by attendance dashboard data.

The percent of all students who are absent 10% or more will decrease from 29% to 17%, as measured by attendance dashboard in School Profiles.

- **6. STRATEGIES:** (Choose, or enter, the number of high-leverage strategies that your school is action planning to support.)
- ☑ Strengthen the attendance problem-solving process to address and support the needs of students across all Tiers on an ongoing basis.
- ☐ Choose Attendance Strategy
- ☐ Choose Attendance Strategy
- 7. ACTION STEPS: (Adapt and tailor the action steps to meet the needs of your school to meet this goal.)

WHAT	WHO	WHEN
are you doing to implement these strategies?	is leading this step?	is it occurring?
Review attendance taking process, attendance and academic data correlation and school-wide strategies for positive attendance with all families and staff.	CST Team	Pre-School August, December, April, and at the end of each grading period
Include attendance message on the office incoming message to include no early dismissal or dismissal changes 30 minutes prior to school release.	Principal	August
Implement perfect attendance incentive programs with students and families where immediate family members receive complimentary dinner and no uniform passes for students. All families are welcome to participate in the dinner for a nominal fee.	Guidance Counselor	Monthly at evening events
Engage students and families in golden rod weekly attendance notes to send home with students for parents to provide documentation for their child's absence and decrease the number of pending absences.	Guidance Counselor	Weekly in Communication Folders
Review data and effectiveness of school-wide attendance strategies on a biweekly basis.	CST Team	Bi-weekly
Implement Tier 2 and 3 plans for student specific needs and review barriers and effectiveness on a bi-weekly basis.	CST Team	Ongoing
Ensure attendance is accurately taken and recorded on a daily basis and reflects the appropriate entry codes (e.g. Pending entries cleared).	Teachers	Daily
Ensure that all staff indicate on the report card box that a student has loss a of instructional time due to excessive absences/tardies if a student misses more than 5 days per marking period.	Teachers/Guidance Counselor	Per grading period
Implement Zuzingo for all students in Kindergarten.	Guidance Counselor/Kdg. Teachers	Daily



8.	MON	UTIL	RING
ο.	IVICI	41 I O	IVII V

These are being	monitored as part of the I	Monitoring and Achieving	Improvement Priorities plan for the selected Improvement
Priority(ies):	☑ Priority 1	☐ Priority 2	☐ Priority 3

Professional Learning Description	Participants (number and job titles)	Priority Alignment
Professional Development in Pre-School with the staff	Guidance Counselor and Attendance SIP	☐ Priority 1
regarding the attendance process.	Team	☑ Priority 2
- Garania area area process		☐ Priority 3
Educate parents on the attendance process including	Guidance Counselor, Social Worker,	☐ Priority 1
early dismissal parameters, acceptable reasons for an	Teachers, Administrators, DMT, Front	☑ Priority 2
absence, reporting an absence, and the correlation	Office Staff	☐ Priority 3
between academics and attendance.		
Include attendance data monthly in the school	Guidance Counselor	☐ Priority 1
newsletter.		☑ Priority 2
		☐ Priority 3



### A. ELA/Reading Goal

#### **DATA SOURCES TO REVIEW:**

### **REFLECTION (4 Step Problem-Solving):**

- 1. Our current level of performance is 36%, as evidenced in 2017-2018 ELA FSA.
- 2. We expect our performance level to be 57% by May 2019.
- 3. The problem/gap is occurring because students need to increase their stamina in literacy (writing and reading).
- **4.** If students increased their stamina, the problem would be reduced by 14%.

#### 5. SMART GOALS:

EXAMPLE: The percent of all students achieving ELA proficiency will increase from 77% to 89%, as measured by FSA.

The percent of all students achieving ELA proficiency will increase from 36% to 57%, as measured by MAP and/or FSA ELA 2018-2019.

The percent of all students making reading gains will increase from 43% to 57% as measured by MAP and/or FSA ELA.

The percent of L25 students making reading gains will increase from 40% to 50% as measured by MAP and/or FSA ELA.

- **6. STRATEGIES:** (Choose, or enter, the number of high-leverage strategies that your school is action planning to support.)
- ☑ Strengthen staff ability to engage students in complex tasks.
- ☑ Enhance staff capacity to support students through purposeful activation and transfer strategies.
- ☑ Support staff to utilize data to organize students to interact with content in manners which differentiates/scaffolds instruction to meet the needs of each student.
- **7. ACTION STEPS:** (Add as many rows as needed to thoroughly outline the steps to meet this goal.)

WHAT	WHO	WHEN
are you doing to implement these strategies?	is leading this step?	is it occurring?
Teachers monitor and provide students with targeted, actionable	All classroom teachers	Ongoing
feedback to support learning.	and instructional support	
	staff	
Use data to plan instruction that ensures differentiation,	All classroom teachers	Ongoing
intervention and enrichment while scaffolding learning to increase	and instructional support	
student performance.	staff, administration,	
	student services	
Foster a positive classroom environment that encourages: curiosity,	All staff	Ongoing
enthusiasm, praise, effort and encouragement with clear		
expectations.		
Provide multiple opportunities for students to grapple with	All classroom teachers	Ongoing
vocabulary across the literacy block.	and instructional support	
	staff, administration,	
	student services	
Provide extended time for scholars to read independently with	All classroom teachers	Ongoing
accountability to build their stamina.	and instructional support	
	staff	

**8. MONITORING:** These are being monitored as part of the *Monitoring and Achieving Improvement Priorities* plan for the selected Improvement Priority(ies):



**School Improvement Plan** 2018-19

Professional Learning Description	Participants (number and job titles)	Priority Alignment
Pinellas Vocabulary Project	All instructional staff	☑ Priority 1
Thinking Maps		☐ Priority 2
		☐ Priority 3
Lauren Hansell MAP Data October Instructional Ladders and use	All instructional staff	☑ Priority 1
Unify to continue monitoring L35		☐ Priority 2
omy to continue momenting 255		☐ Priority 3
AVID Culturally Relevant Teaching Strategies training	All instructional staff and	☐ Priority 1
	support staff	☐ Priority 2
	Support Starr	☑ Priority 3
Equity with Excellence	All instructional staff and	☐ Priority 1
	support staff	☑ Priority 2
		☑ Priority 3
Attend District ELA Collaborative Planning (Module Rollouts)	All instructional staff	☑ Priority 1
		☐ Priority 2
		☐ Priority 3



### B. Mathematics Goal

#### **DATA SOURCES TO REVIEW:**

### **REFLECTION (4 Step Problem-Solving):**

- 1. Our current level of performance is 54%, as evidence in the 2017-2018 FSA Mathematics.
- 2. We expect our performance level to be Click or tap here to enter text. 65% by May 2019.
- 3. The problem/gap is occurring because tasks are not varied and do not meet the complexity of the standards.
- **4.** If we provide a variety of tasks that are aligned to the complexity of the standard, empower students to solve problems in multiple ways, and make their thinking public, the problem would be reduced by 11%.

#### 5. SMART GOALS:

EXAMPLE: The percent of all students achieving math proficiency will increase from 77% to 89%, as measured by
---

The percent of all students achieving math proficiency will increase from 54% to 65%, as measured by FSA and MAP.

The percent of L25 students making learning gains will increase from 55% to 65% as measured by FSA and MAP.

The percent of all students making learning gains will increase from 53% to 65% as measured by FSA and MAP.

- **6. STRATEGIES:** (Choose, or enter, the number of high-leverage strategies that your school is action planning to support.)
- ☑ Strengthen staff ability to engage students in complex tasks.
- ☑ Enhance staff capacity to identify critical content from the Standards in alignment with district resources.
- ☐ Choose Strategy
- **7. ACTION STEPS:** (Add as many rows as needed to thoroughly outline the steps to meet this goal.)

WHAT	WHO	WHEN
are you doing to implement these strategies?	is leading this step?	is it occurring?
Teachers collaborate to select and implement rigorous tasks	Math Coach, Team	Weekly during planning
aligned with each standard, including Mathematics Formative	Leaders	times
Assessment System (MFAS) and Rich Mathematical Tasks from the		
Curriculum Guides		
Teachers implement daily Number Routines (Number Talks, High	Teachers	Daily
Yield Number Routines, Maintenance Routines, etc.) at the start of		
the math block to increase number sense and flexibility.		
Teachers will include culturally relevant teaching strategies in	Teachers	Daily
daily math lesson plans (using 6M's and/or AVID culturally		
relevant teaching strategies).		
Teachers will immerse students in discussions by making	Teachers	Daily
connections to students' concepts and work by attaching		
vocabulary to learning.		

8.	MONITORING: These are being monitored as part of the Monitoring and Achieving Improvement Priorities plan for the
	selected Improvement Priority(ies):

∠ Priority 1		∠ Priority 3
--------------	--	--------------

### Family and Community Engagement School Improvement Plan 2018-19

Professional Learning Description	Participants (number and job titles)	Priority Alignment
High Yield Number Routine training	Whole Staff	<ul><li>☑ Priority 1</li><li>☑ Priority 2</li><li>☐ Priority 3</li></ul>
Introduction to NCTM Effective Teaching Practices and exploration of district-provided resources	Whole Staff	<ul><li>☑ Priority 1</li><li>☐ Priority 2</li><li>☐ Priority 3</li></ul>
AVID Culturally Relevant Teaching Strategies training	Whole Staff	☐ Priority 1 ☐ Priority 2 ☑ Priority 3
Ongoing staff development in high cognitive demand tasks with video analysis and anticipation of common responses. (whole school quarterly)	Grade level teams (including ESE, ELL, Paras, TA's, and Bilinguals)	<ul><li>☑ Priority 1</li><li>☐ Priority 2</li><li>☐ Priority 3</li></ul>
Continue facilitating the use of the unit assessments in Unify during planning and analyzing the data by standard for their class and across the grade level.	Classroom Teachers	<ul><li>☑ Priority 1</li><li>☐ Priority 2</li><li>☑ Priority 3</li></ul>
Attend District Math Collaborative Planning Hubs	Teachers	<ul><li>☑ Priority 1</li><li>☐ Priority 2</li><li>☐ Priority 3</li></ul>



# 5

### C. Science Goal

#### **DATA SOURCES TO REVIEW:**

### **REFLECTION (4 Step Problem-Solving):**

- 1. Our current level of performance is 50%, as evidenced in 2017-2018 SSA.
- 2. We expect our performance level to be 60% by SSA.
- **3.** The problem/gap is occurring because Science vocabulary and the Nature of Science is not being explicitly taught in all grade levels.
- **4.** If we consistently implement vocabulary instruction and establish routine practice of the 10-70-20 instructional model for students , the problem would be reduced by 10%.

### 5. SMART GOALS:

EXAMPLE: The percent of all students achieving science proficiency will increase from 77% to 89%, as measured by FSA.

The percent of 5th grade students achieving science proficiency will increase from 50% to 60%, as measured by FSA Science.

- **6. STRATEGIES:** (Choose, or enter, the number of high-leverage strategies that your school is action planning to support.)
- ☑ Strengthen staff ability to engage students in complex tasks.
- ☑ Support staff to utilize data to organize students to interact with content in manners which differentiates/scaffolds instruction to meet the needs of each student.
- ☐ Choose Strategy

### 7. ACTION STEPS: (Add as many rows as needed to thoroughly outline the steps to meet this goal.)

WHAT	WHO	WHEN
are you doing to implement these strategies?	is leading this step?	is it occurring?
Ensure students take diagnostic assessment in August and utilize	MTSS Coach/ Team	August
item analysis strategies to identify lowest 3rd and 4th grade	Leaders	
standards for Life, Physical, Earth and NOS to support planning and		
differentiation for students.		
Teachers utilize assessments in Unify and data from cycle assessments during planning utilizing the 'Differentiated Resources' section in the curriculum guides to identify instructional supports for students for both intervention and enrichment.	Team Leaders	Weekly during planning
Develop and implement an instructional review calendar of	3 <sup>rd</sup> , 4 <sup>th</sup> and 5 <sup>th</sup> Grade Team	September
academic vocabulary gaming and ongoing support in 3rd and 4th grade standards.	Leaders	·
Teachers use the SLAG's to monitor and provide feedback to	Classroom Teachers	Daily, ongoing
students to support the 10-70-20 instructional model.		
Administrators monitor teacher practice and provide feedback to	Executive Leadership	Weekly, Ongoing
support teacher growth.	Team	



selected Improvement Priority(ies):

Professional development in Nature of Science planning and

delivery of instruction and hands-on investigation.

### Family and Community Engagement

**School Improvement Plan** 2018-19

Vertical Articulation to increase understanding of standards across grade level teams	Teachers	3xs per year (September, February, May)
Utilize HOT questions from the Teacher Resource Guides in Safari	Classroom Teachers	Ongoing
Montage		

8. MONITORING: These are being monitored as part of the Monitoring and Achieving Improvement Priorities plan for the

□ Priority 2 □ Priority 3		
9. PROFESSIONAL LEARNING: (Outline the school-based opportunit	ties that support this goal. Add ro	ws as needed.)
Professional Learning Description	Participants (number and job titles)	Priority Alignment
<b>P</b> rofessional development using Thinking Maps with a focus on content and vocabulary.	Whole staff	<ul><li>☑ Priority 1</li><li>☐ Priority 2</li><li>☐ Priority 3</li></ul>
Attend DWT on new Science curriculum	Team Leaders	<ul><li>☑ Priority 1</li><li>☐ Priority 2</li><li>☐ Priority 3</li></ul>
Professional development in "Confirming the Learning" portion of the instructional model.	Classroom Teachers	<ul><li>☑ Priority 1</li><li>☐ Priority 2</li><li>☐ Priority 3</li></ul>

Whole staff

☐ Priority 1

⊠ Priority 2 ☐ Priority 3





### E. Healthy Schools Goal

### DATA SOURCES TO REVIEW:

### **REFLECTION (4 Step Problem-Solving):**

- 1. Our current level of performance is 6 out of 6 modules in bronze, a, as evidenced in the Healthy Schools Alliance, Generation, Healthy Schools Program Framework.
- 2. We expect our performance level to be 6 out of 6 modules eligible for bronze/silver/gold by May 2019.
- **3.** The problem/gap is occurring because the school fund raiser options and food sold in the cafeteria does not adhere to smart snack guidelines.
- **4.** If the sale of our healthy school team can monitor the implementation of administrative guidelines for wellness would occur, the problem would be reduced and our level of performance will increase to Silver.

### 5. SMART GOALS:

EXAMPLE: The percent of all students achieving ELA proficiency will increase from 77% to 89%, as measured by FSA.

The number of all student sales of useful products during school funds raisers will increase from 10% to 100%, as measured by the level criteria set by the Healthy Schools Alliance.

- **6. STRATEGIES:** (Choose, or enter, the number of high-leverage strategies that your school is action planning to support.)
- ☐ Ensure all school fundraisers include useful products instead of unhealthy foods.
- ☑ Sell food in the cafeteria that adheres to smart snack guidelines.
- 7. ACTION STEPS: (Add as many rows as needed to thoroughly outline the steps to meet this goal.)

WHAT	WHO	WHEN
are you doing to implement these strategies?	is leading this step?	is it occurring?
Assemble a Healthy School Team made up of a minimum of four	Principal	August 2018
(4) individuals including, but not limited to: PE Teacher/Health		
Teacher, Classroom Teacher, Wellness Champion, Administrator,		
Cafeteria Manager, Parent, and Student.		
Attend district-supported professional development	Wellness Champion	September
Complete Healthy Schools Program Assessment	Healthy School Team	September
Complete the SMART Snacks in School Documentation	Cafeteria Manager	August/September

8.	MONITORING:	These are being	g monitored as part of the <i>Monitoring and Achieving Improvement Priorities</i> plan for the
	selected Improv	ement Priority	(ies):
	☑ Priority 1	⊠ Priority 2	☐ Priority 3

Professional Learning Description	Participants (number and job titles)	Priority Alignment
Healthy Schools Program Training Component # 19545	Healthy School Team Members	☑ Priority 1
		☐ Priority 2
		☐ Priority 3
Healthy School Program Smart Snacks in School		☐ Priority 1
Component #19549		☑ Priority 2
		☐ Priority 3



Subgroups

### A. Bridging the Gap with Equity for All: Black Students

### **DATA SOURCES TO REVIEW:**

### **REFLECTION (4 Step Problem-Solving):**

- 1. Our current level of performance is 37% ELA and 46% Math and 57% of referrals were generated by our Black students, as evidenced in FSA scores and School Profiles Report from the 2017-2018 school year.
- 2. We expect our performance level to be 57% in ELA and 60% in Math and 45% of referrals generated by our Black students by May 2019.
- 3. The problem/gap is occurring because loss of instructional time due to disciplinary referrals.
- **4.** If instructional time increases due to reduction of referrals, ELA and Math proficiency will improve by 10% and referrals received by Black students will become proportionate to the percent of black scholars enrolled at Belleair.

### 5. SMART GOALS:

EXAMPLE: The percent of black students graduating from high school with their cohort will increase from 75% to 83%, as measured by FLDOE end of year graduation file.

The percent of black students receiving referrals will decrease from 57% to 45%, as measured by School Profiles Report.

**6. STRATEGIES:** (Choose, or enter, the number of high-leverage strategies that your school is action planning to support. Keep in mind that these strategies are specific for black learners and are in addition to the strategies and actions articulated with the content specific goals.)

BTG Area	Strategies	Expected Impact and Results
Student Discipline	<ul> <li>☑ Provide training for culturally relevant disciplinary practices and ensure strong implementation.</li> <li>☑ Implement Restorative Practices throughout the school.</li> <li>☐ Choose Strategy</li> </ul>	<ul> <li>Improved proficiency in MAP and FSA scores due to a decrease in behavioral referrals.</li> <li>Increased staff awareness and cultural sensitivity.</li> </ul>

7.	MONITORING: These are being monitored as part of	Monitoring and A	chieving Improvement Priorities plan for the
	selected Improvement Priority(ies): ⊠ Priority 1	☐ Priority 2	☐ Priority 3

ACTION STEPS: (Add as many rows as needed to thoroughly outline the steps to meet this goal.)

WHAT	WHO	WHEN
are you doing to implement these strategies?	is leading this step?	is it occurring?
Calendar out RP, SEL, GDI, CRT, and equity training for	Administration, RIT team, CRT team,	During the summer
the year.	Equity team.	and monthly.
Professional learning walks.	Administrators and leadership team.	Three times per year.
Horizontal and vertical collaboration	Administrators and leadership team.	Monthly.

Professional Learning Description	Participants	Priority
Professional Learning Description	(number and job titles)	Alignment
Gender differentiation, AVID CRT strategies training.	All staff.	☑ Priority 1
Equity Champion Training.	All staff.	☑ Priority 1
Restorative Practices Training.	All staff.	☑ Priority 1



### B. ESE (As appropriate, based on school data)

#### **DATA SOURCES TO REVIEW:**

5

### **REFLECTION (4 Step Problem Solving):**

- 1. Our current level of performance is 18% ELA and 41% Math, as evidenced in FSA scores from the 2017-2018 school year.
- 2. We expect our performance level to be 35% ELA and 50% Math by May 2019.
- 3. The problem/gap is occurring because there is a gap in foundational literacy and math skills as a pathway to grade level work.
- **4.** If the decrease in the gap for foundational literacy and math skills would occur, the problem would be reduced and performance increased by 13% for ELA and 7% for Math.

5.	SM	ΔRT	<b>GOA</b>	ıς٠
J.	J171	$\neg$ ı	JUA	LJ.

EXAMPLE: The percent of E	SE students achieving ELA	nroficiency will increase	from 77% to 89% a	s measured by ESA
EXAMPLE. THE PERCENT OF E	SE Students achieving ELA	proficiency will increase	110111 / / % to 65%, a	s measured by rsA.

The percent of ESE students improving foundational literacy and math skills toward grade level expectations will increase from 18% ELA and 41% Math to 32% ELA and 50% Math, as measured by 2018-2019 FSA scores.

**6. STRATEGIES:** (Choose, or enter, the number of high-leverage strategies that your school is action planning to support. Keep in mind that these strategies are specific for ESE learners and are in addition to the strategies and actions articulated with the content specific goals.)

☑ Students requiring ESE services work towards mastery of meaningful Individualized Education Plan (IEP) goals while learning the foundational skills they need to engage in rigorous, grade-level content in the Least Restrictive Environment (LRE).

Choose	Strategy

☐ Choose Strategy

**1. ACTION STEPS:** (Add as many rows as needed to thoroughly outline the steps to meet this goal.)

	, ,	ı
WHAT	WHO	WHEN
are you doing to implement these strategies?	is leading this step?	is it occurring?
Provide opportunities for ESE and Gen Ed teachers to co-plan for	Renee Kelly, ESE Teachers,	Monthly
differentiated instruction and support delivery of services.	Classroom Teachers	
Embed AVID culturally relevant strategies (metacognitive strategies)	ESE and Classroom	Ongoing
into content-based instruction to teach students critical memory and	Teachers	
engagement processes they can use to access, retain, and generalize		
important content.		
Use evidence-based practices for students with disabilities to teach	ESE and Classroom	Ongoing
foundational literacy and math skills as a pathway to grade-level	Teachers	
work.		
Make rigorous texts, materials, content and activities accessible to	ESE and Classroom	Ongoing
students through supplementary aids including annotated texts and	Teachers,	
assistive technology.	Paraprofessionals	

2.	M	ON	IITC	<b>NRI</b>	NG:
۷.	141	<b>U</b> 1		<b>2111</b>	

These are being	monitored as part of Mon	itoring and Achieving Imp	rovement Priorities plan for the selected Improvement
Priority(ies):	⊠ Priority 1	☐ Priority 2	☐ Priority 3

### Family and Community Engagement School Improvement Plan 2018-19

Professional Learning Description	Participants (number and job titles)	Priority Alignment
Pre-school collaboration: Review student strengths, differentiated learning plans (IEP, 504, EP/Gifted, PSW, FBA/PBIP), classroom accommodations, IEP annual goals, data monitoring, and upcoming monthly IEP chats.	ESE, Gifted, and Classroom Teachers, Renee Kelly (AP), Tabitha Griffin (P), Guidance Counselor, School Social Worker	⊠ Priority 1     □ Priority 2     □ Priority 3
Grade-level and school-wide collaboration, professional development, differentiated instruction strategies	ESE, Gifted, and Classroom Teachers, Renee Kelly (AP), Tabitha Griffin (P), Guidance Counselor, School Social Worker	<ul><li>☑ Priority 1</li><li>☐ Priority 2</li><li>☐ Priority 3</li></ul>
LLI full training, Jan Richardson refresher training, ongoing IRLA training, Math strategies trainings, Professional Development such as: Navigating Rigor training, Engaging Students in Complex Tasks training	All instructional and support staff	<ul><li>☑ Priority 1</li><li>☐ Priority 2</li><li>☐ Priority 3</li></ul>

### 2018-19

### C. ELL (As appropriate, based on school data)

**DATA SOURCES TO REVIEW:** ACCESS 2.0 language proficiency for students who have recently arrived and long-term English learners.

### **REFLECTION (4 Step Problem-Solving):**

- Our current level of performance is 17% of our 3<sup>rd</sup> through 5<sup>th</sup> grade students, as evidenced in ELA FSA.
- 2. We expect our performance level to be 35% by May 2019.
- **3.** The problem/gap is occurring because students are not being given the opportunity to demonstrate their thinking through speaking and writing .
- **4.** If students are given more opportunities to demonstrate their thinking through speaking and writing, the problem would be reduced by 18%.

#### 5. SMART GOALS:

------

EXAMPLE: The percent of ELL students achieving ELA proficiency will increase from 77% to 89%, as measured by FSA.

The percent of ELL students achieving ELA proficiency will increase from 17% to 35%, as measured by ELA FSA.

- **6. STRATEGIES:** (Choose, or enter, the number of high-leverage strategies that your school is action planning to support. Keep in mind that these strategies are specific for English learners and are in addition to the strategies and actions articulated with the content specific goals.)
- ☑ Enhance staff capacity to strategically plan and implement lessons which meet the needs of English learners.
- ☑ Support staff to utilize data to organize students to interact with content in manners which differentiates/scaffolds instruction to meet the needs of each student.
- 7. ACTION STEPS: (Add as many rows as needed to thoroughly outline the steps to meet this goal.)

WHAT	WHO	WHEN
are you doing to implement these strategies?	is leading this step?	is it occurring?
Utilize Model Performance Indicators	Instructional and support	ongoing
	staff (TA's, Paras, BA's)	
Utilize Academic Vocabulary throughout instruction	Instructional and support	ongoing
	staff (TA's, Paras, BA's)	
WIDA Scores to determine English proficiency levels to further	Instructional and support	ongoing
develop academic proficiency	staff (TA's, Paras, BA's)	
Utilize Go to strategies to develop linguistic and academic proficiency	Instructional and support	ongoing
	staff (TA's, Paras, BA's)	

8.	MONITORII	NG:		
The	se are being	monitored as part of Mo	nitoring and Achieving Im	provement Priorities plan for the selected Improvement
Pric	ority(ies):	☐ Priority 1	☐ Priority 2	☐ Priority 3

Professional Learning Description	Participants (number and job titles)	Priority Alignment
District wide ELL Training	All instructional, TA's, Para's	☐ Priority 1
	and BA's staff	☐ Priority 2
	and by to start	



**School Improvement Plan** 2018-19

ESOL teachers will give additional PD to staff	All instructional, TA's, para's,	☐ Priority 1
	and BA's staff	☐ Priority 2
	and Brys stan	☑ Priority 3
PVPr training	All instructional, TA's, para's,	☐ Priority 1
	and BA's staff	☑ Priority 2
		☐ Priority 3
ELL Book Study	All Staff	☑ Priority 1
		☐ Priority 2
		☐ Priority 3
Side-by-side coaching with UCF Professor Dr. Walters	Instructional and Support Staff	☑ Priority 1
		☐ Priority 2
		☐ Priority 3



### 5

### D. Gender (As appropriate, based on school data)

#### **DATA SOURCES TO REVIEW:**

### **REFLECTION (4 Step Problem-Solving):**

- 1. Our current level of performance is 37% ELA and 56% Math for males, 36% ELA and 48% Math for females, as evidenced in FSA scores.
- 2. We expect our performance level to be 57% ELA and 65% Math for both genders by May 2019.
- **3.** The problem/gap is occurring due to lost instructional time due to behavior.
- **4.** If communicating high expectations daily in ELA with boys is improved, the problem would decrease and proficiency would increase by 13% ELA for males.

#### 5. SMART GOALS:

EXAMPLE: The percent of male students achieving ELA proficiency will increase from 77% to 89%, as measured by FSA.

The percent of male students achieving ELA proficiency will increase from 37% to 57%, as measured by FSA and MAP Scores.

- **6. STRATEGIES:** (Choose, or enter, the number of high-leverage strategies that your school is action planning to support. Keep in mind that these strategies are specific for gender learners and are in addition to the strategies and actions
- ☑ Invest in the building of high expectations and growth mindset.
- ☑ Enhance opportunities for Voice & Choice.

### 7. ACTION STEPS: (Add as many rows as needed to thoroughly outline the steps to meet this goal.)

WHAT	WHO	WHEN
are you doing to implement these strategies?	is leading this step?	is it occurring?
Communicate high expectations in ELA (growth mindset)	All instructional and support	Ongoing daily
	staff, community and families.	
Boys recognized for risk taking and effort.	All staff	Ongoing daily
Student-choice incentives offered through reward system in class	All staff	Ongoing daily
based on individual motivational survey, highly effective		
accountability system.		
Offer hands-on projects, flexible grouping, and variety of materials.	All staff	Ongoing daily
Students choose tasks, projects and partnerships for themselves.		
Continue to increase diverse instructional materials and flexibility	Media Specialist,	Ongoing daily
seating options.	Administration, Literacy Coach.	

### 8. MONITORING:

These are being	monitored as part of Mor	nitoring and Achieving Im	provement Priorities plan for the selected Improvement
Priority(ies):	☑ Priority 1	☐ Priority 2	☐ Priority 3

Professional Learning Description	Participants (number and job titles)	Priority Alignment
Gender differentiated instruction training, restorative practices	PBIS Team	☑ Priority 1
training.		
AVID Culturally Relevant Teaching Strategies.	All instructional and support staff.	☑ Priority 2

### **Family and Community Engagement**

### STRATEGIES AND ACTION STEPS:

List the specific strategies your school uses to build relationships with families and the community.

	<b>Engagement Strategy Area</b>	Specific Actions	WHO WHEN
		to implement these strategies	is leading each strategy? is it occurring?
1.	Effectively communicate with families about their students' progress and school processes/practices.	<ul> <li>Belleair's Best (end of year student led conference) to discuss student progress throughout the year/scheduled phone and/or face to face parent and teacher conference.</li> <li>Educate parents through a flyer, Open House information (accessing Portal to check grades, updating parent contact information, parent/teacher data chats).</li> <li>Additional comments on report cards regarding specific MAP scores and attendance.</li> </ul>	Classroom Teachers     Ongoing
2.	Provide academic tools to families in support of their students' achievement at home.	<ul> <li>Streamline family engagement efforts that are result-oriented (linked to learning), by confirming families practice new tips or tools during the training; learn new tips to support their child a home; share knowledge about their child with teacher.</li> <li>Provide academic workshops (Face-to-Face; Webinars) for parents to increase student support at home.</li> <li>Provide families/parents with academic tools/ resources on a regular basis.</li> </ul>	Classroom teachers and school staff     Ongoing
3.	Purposefully involve families with opportunities for them to advocate for their students.	<ul> <li>Provide parents/families         opportunity to attend         workshops and trainings, join         webinars, and organizations         that promote parent         advocacy.</li> <li>Utilize student services to         provide families/parents, and         students with resources, tools,</li> </ul>	Classroom teachers and school staff     Ongoing

	triage support, outside agencies referrals.		
4. Intentionally build positive relationships with families and community partners.	<ul> <li>Develop and implement activities to build respect and trust between home and school</li> <li>Conduct home visit to increase relationships between teacher and family/parent</li> <li>Increase positive interaction with parents/families on a regular basis.</li> <li>Utilize focus groups to gather parents and family input for development of school improvement.</li> </ul>	Classroom teachers and school staff	• Ongoing

These are being	monitored as part of	of the Monitoring and Achiev	ving Improvement Pr	iorities plan for the selected Improvement
Priority(ies):	☑ Priority 1	☐ Priority 2	☐ Priority 3	

### 6. **PROFESSIONAL LEARNING:**

Professional Learning Description	Participants (number and job titles)	Priority Alignment
Collaborating for Success- High Impact Classroom Family Engagement 8/30, 9/18, 10/18 4:30pm	All interested parties	⊠ Priority 1     □ Priority 2     □ Priority 3
		☐ Priority 1 ☐ Priority 2 ☐ Priority 3



# Budget and Other Requirements

### **SAC Membership**

First Name	Last Name	Race	Stakeholder Group
Tabitha	Griffin	Black	Principal
Laura	Center	White	Teacher
Tracy	Albritton	White	Teacher
Tarvis	Redding	Black	Business/Community
Lothar	Erdtmann	White	Business/Community
Jose	Correa	Hispanic	Parent
Luz	Guerrero-Moreno	Hispanic	Parent
Carmen	Polemis-Ramirez	Hispanic	Support Employee
Lina	Garcia	Hispanic	Business/Community
		Select	Choose an item.
		Select	Choose an item.
		Select	Choose an item.
		Select	Choose an item.
		Select	Choose an item.

SAC COMPLIANCE		
Is your school in compliance with Section 1001.45	52, F.S. regarding the make	-up and duties of SAC?
$oxtimes$ Yes $\oxtimes$ No, the steps being taken to meet compliance.	ance are (describe below):	
Did your school SAC committee review, provide feed  ☐ Yes. Committee Approval Date: 8/20/2018 ☐ No	back and formally vote to a	approve your School Improvement Plan?

### **Budget and Other Requirements**

### BUDGET / SIP FUNDS

Describe the projected use of school improvement funds and include the amount allocated to each resource. Budgeted amounts are approximations.

Budget Categories		Amount
1.	Academic Support	\$ [Insert amount for category]
	Purchase culturally diverse reading materials[]	[]
	[Purchase incentives for students who meet their iStation, ST Math, and MAP Growth goals]	[\$300]
2.	Behavioral Support	\$ [Insert amount for category]
	[Purchase supplies for PBIS Celebrations, PAW Mart]	[\$2,000]
	[Describe each support on a separate row]	[Insert Amount]
3.	Materials and Supplies	\$ [Insert amount for category]
	[Purchase flexible seating options Diverse reading materials	[\$]
	[Insert materials on a separate row]	[Insert Amount]
4.	Employee Expenses (i.e., travel, registration fees, etc.)	\$ [Insert amount for category]
	[Pay for translators at Family Engagement Activities]	[\$300]
	[Describe each type on a separate row]	[Insert Amount]
5.	Professional Learning and Training (not employee expenses. Categories could include TDE, stipends, etc.)	\$ [Insert amount for category]
	[Describe categories on a separate row]	[Insert Amount]
	[Describe categories on a separate row]	[Insert Amount]
6.	Other (please list below)	\$ [Insert amount for category]

# Budget and Other Requirements

	[Purchase meals for family engagement activities]	[]	
	[Provide transportation for Family Engagement Activities]		
TOTAL \$ [\$2,500]			