

St. Johns County School District

Osceola Elementary School



2016-17 School Improvement Plan

Osceola Elementary School

1605 OSCEOLA ELEMENTARY RD, St Augustine, FL 32084

<http://www-oes.stjohns.k12.fl.us/>

School Demographics

School Type and Grades Served (per MSID File)	2015-16 Title I School	2015-16 Economically Disadvantaged (FRL) Rate (As Reported on Survey 3)
Elementary School PK-5	Yes	69%
Primary Service Type (per MSID File)	Charter School	2015-16 Minority Rate (Reported as Non-white on Survey 2)
K-12 General Education	No	42%

School Grades History

Year	2015-16	2014-15	2013-14	2012-13
Grade	C	B*	C	C

**Informational Baseline School Grade*

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

School Board Approval

This plan was approved by the St. Johns County School Board on 9/29/2016.

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>.

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Purpose and Outline of the SIP

The SIP is intended to be the primary artifact used by every school with stakeholders to review data, set goals, create an action plan and monitor progress. A corollary at the district level is the District Improvement and Assistance Plan (DIAP), designed to help district leadership make the necessary connections between school and district goals in order to align resources. The Florida Department of Education encourages schools to use the SIP as a “living document” by continually updating, refining and using the plan to guide their work throughout the year. This printed version represents the SIP as of the “Date Modified” listed in the footer.

Part I: Current School Status

Part I organizes the current status of the school around five domains inspired by the 5Essentials framework: Supportive Environment, Family and Community Involvement, Effective Leadership, Public and Collaborative Teaching, and Ambitious Instruction and Learning. Questions regarding the school’s Multi-Tiered System of Supports have been embedded throughout this part to demonstrate how data is used by stakeholders to understand the needs of all students and allocate appropriate resources in proportion to those needs.

Part II: Needs Assessment

Part II requires the school to review performance and early warning systems data in order to develop strategic goals and associated data targets (i.e., “SMART goals”) for the coming school year in context of the school’s greatest strengths and needs. An online tool was developed, which includes data visualizations and processing questions to support problem identification, problem analysis and strategic goal formulation.

Part III: 8-Step Planning and Problem Solving for Implementation

Part III enables the school to develop implementation plans for its highest-priority goals. With the overview of the current state of the school in mind and the strategic goals identified through the needs assessment, the planning team engages in a facilitated planning and problem-solving process, through which they

- Define strategic goals and establish targets to be reached by successfully achieving the goals (Step 1)
- Identify resources available to support the goals and barriers that could hinder achieving those goals (Step 2)
- Select high-priority barriers they want to address initially (Step 3)
- Design implementation and monitoring plans for strategies to resolve selected barriers (Steps 4-7)
- Determine how they will monitor progress toward each goal (Step 8)

Appendices

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

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

Differentiated Accountability

Florida's Differentiated Accountability (DA) system is a statewide network of strategic support, differentiated by need according to performance data, and provided to schools and districts in order to improve leadership capacity, teacher efficacy and student outcomes. DA field teams collaborate with district and school leadership to design, implement and refine improvement plans, as well as provide instructional coaching, as needed.

DA Regions

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

DA Categories

Traditional public schools are classified at the start of each school year, based upon the most recently released school grades (A-F), into one of the following categories:

- Not in DA – currently A or B with no F in prior three years; charter schools; ungraded schools
- Monitoring Only – currently A or B with at least one F in the prior three years
- Focus – currently D
 - Planning – two consecutive grades of D (i.e., DD), or a grade of F immediately followed by a grade of D in the most recent grades release (i.e., FD)
 - Implementing – two consecutive grades of D in the most recent grades release preceded by a grade below C (i.e., FDD or DDD)
- Priority – currently F
 - Planning – declined to a grade of F in the most recent grades release and have not received a planning year or implemented a turnaround option during the previous school year
 - Implementing – two consecutive grades of F (i.e., FF), or three consecutive grades below C with an F in the most recent grades release (i.e., FDF or DDF)

DA Turnaround and Monitoring Statuses

Additionally, schools in DA are subject to one or more of the following Turnaround and Monitoring Statuses:

- Former F – currently A-D with at least one F in the prior three years; SIP is monitored by FDOE
- Planning – Focus Planning and Priority Planning; district is planning for possible turnaround
- Implementing – Focus Implementing and Priority Implementing; district is implementing the Turnaround Option Plan (TOP)

2016-17 DA Category and Statuses

DA Category	Region	RED
Not In DA	Northeast	Wayne Green
Former F	Turnaround Status	
No	None	

I. Part I: Current School Status

A. Supportive Environment

1. School Mission and Vision

a. Provide the school's mission statement

Osceola Elementary will be a family of learners working to become successful in academic and social settings. By nurturing determination, grit, and a growth mindset in every student, we will create life-long learners.

b. Provide the school's vision statement

Better Never Quits

2. School Environment

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

As an AVID (Advancement Via Individual Determination) school, teachers and students build relationships through interest inventories, discussions of what a good learner looks like, and collaborations to set goals. Students track their progress in meeting those goals throughout the year.

Osceola is continuing to use the Being a Writer and Making Meaning ELA programs and implementing Being a Reader for grades K-2. These programs foster a sense of community and collaboration within the classroom.

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

Safety patrols
Character Counts programs
Student of the Week
Wildcash (as part of the Osceola Positive Behavior Support)
Green Team
Girls on the Run
After school Music Clubs
K Kids
iGlow

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

Our school is a PBIS school. Positive Behavior Interventions and Supports (PBIS) is a nationally recognized process that helps create safer and more effective schools. Through PBIS, teachers and other school staff are taught to focus on improving the ability to teach and support positive behavior for all students. PBIS includes school-wide procedures and processes to help all students and staff in classroom and non-classroom settings.

In addition to the school wide PBIS, teachers and staff have been trained in "Practical Magic" Effective Behavior Management for the Classroom. Through this training participants learned

appropriate classroom management techniques for working with students with disabilities. Faculty and Staff will continue to receive refresher training opportunities on these practices.

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

Guidance services are offered through small group and individual counseling as well as schoolwide and grade level presentations on targeted issues like bullying, career awareness, Character Counts week and personal safety. This helps to ensure the students are making positive connections here at the school. In addition, individual and group counseling is available, based on need, through a district Mental Health Counselor and through Children's Home Society. A school Social Worker assists us with those families/students requiring home visits and assistance in targeting individual needs and strengthening the home-school connection. Osceola is partnering with other businesses/district employees as well as Big Brothers Big Sisters to find positive one on one mentor-ships for our students.

B. Family and Community Engagement

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

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

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

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

Yes

1. PIP Link

The school completes a Parental Involvement Plan (PIP), which is accessible through the Continuous Improvement Management System (CIMS) at <https://www.floridacims.org/documents/310789>.

2. Description

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

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

Osceola invites local businesses and community organizations to become involved in SAC.

PTO builds and sustains relationships with business partners.

Guidance Counselor builds partnerships with local businesses and organizations to support needs of our students and their families.

Examples:

Health Department visits

Lion's Club vision screening

weekend food bags from local church

C. Effective Leadership

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

1. School Leadership Team

a. Membership

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

Name	Title
Waldrop, Tina	Principal
Reichenberg, Joy	Other
Evans, Stephanie	Instructional Coach
Jenkins, Faye	Other
Keffer, Rebecca	Assistant Principal

b. Duties

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

The Leadership Team will focus meetings around one question: How do we develop and maintain a problem-solving system to bring out the best in our schools, our teachers, and in our students?

The team meets once a week to engage in the following activities:

Review universal screening data and link to instructional decisions; review progress monitoring data at the grade level and classroom level to identify students who are meeting/exceeding benchmarks, at moderate risk or at high risk for not meeting benchmarks. Based on the above information, the team will identify professional development and resources. The team will also collaborate regularly, problem solve, share effective practices, evaluate implementation, make decisions, and practice new processes and skills. The team will also facilitate the process of building consensus, increasing infrastructure, and making decisions about implementation.

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

Select General Education Teachers: Provide information about core instruction, participate in student data collection, deliver Tier 1 instruction/intervention, collaborate with other staff to implement Tier 2 interventions, and integrate Tier 1 materials/instruction with Tier 2/3 activities.

Exceptional Student Education (ESE) Teachers: Participate in student data collection, integrate core instructional activities/materials into Tier 3 instruction, and collaborate with general education teachers through such activities as coteaching.

Instructional Coach: Develops, leads, and evaluates school core content standards/ programs; identifies and analyzes existing literature on scientifically based curriculum/behavior assessment and intervention approaches.

Identifies systematic patterns of student need while working with district personnel to identify appropriate, evidence-based intervention strategies; assists with whole school screening programs that provide early intervening services for children to be considered "at risk;" assists in the design and implementation for progress monitoring, data collection, and data analysis; participates in the design and delivery of professional development; and provides support for assessment and implementation monitoring.

School Psychologist: Participates in collection, interpretation, and analysis of data; facilitates development of intervention plans; provides support for intervention fidelity and documentation; provides professional development and technical assistance for problem-solving activities including data collection, data analysis, intervention planning, and program evaluation; facilitates data-based decision making activities.

Data Specialist: Develops or brokers technology necessary to manage and display data; provides professional development and technical support to teachers and staff regarding data management and display.

Speech Language Pathologist: Educates the team in the role language plays in curriculum, assessment, and instruction.

Title I, Part A:

Title I, Part A Services are provided to ensure students requiring additional remediation are assisted during school, through after-school programs and/or summer school. Parental Involvement is critical to the success of our Title I program. Jointly developed, our school distributes a school parental involvement policy to all families. Parents, teachers and students sign our compact that focuses on shared responsibility for student achievement. These and other aspects of our Title I program are explained at our grade level Annual Title I Curriculum Nights.

Title I, Part C- Migrant:

Title I, Part C- Migrant Liaison provides services and support to students and parents. The liaison coordinates with Title I and other programs to ensure student needs are met.

Title I, Part D:

The district receives funds to support the Educational Alternative Outreach program. Services are coordinated with district Drop-out Prevention programs.

Title II:

Title II funds support the delivery of Professional Development for the 2016-2017 school year.

Title III:

Title III Services are provided through the district for education materials and ELL district support services to improve the education of immigrant and English Language Learners.

Title IX

The Title IX District Homeless Social Worker provides resources (clothing, school supplies, and social services referrals) for students identified as homeless under the McKinney-Vento Act to eliminate barriers for a free and appropriate education. Students identified as homeless can be provided bus transportation which allows them to stay at the same school regardless of the location of their current residence. This provides structure and continuity for our children.

Supplemental Academic Instruction (SAI):

Under the SAI umbrella, the personnel will work directly with our lowest achieving 3rd-5th grade students both individually and in small groups. The tutor will work with students in their regular classroom setting or as part of a pull-out program under the direction of our Instructional Coach as part of an FCAT remediation process. The tutor will partner with the classroom teacher to help these students achieve maximum success.

Violence Prevention Programs:

The school offers a non-violence and anti-drug program to students that involve age-appropriate activities. We are continuing a previously initiated Anti-bullying campaign with Wild Cat Willy, our school mascot, to promote anti-bullying behavior as part of school programs.

Our school-wide Tier I behavior plan includes the 3 step plan, Practical Magic practices, common language and other aspects of Responsibility Training. This year we will continue the PBS program PAWS. This positive behavior approach uses a common language and consistent guidelines across the school campus to increase positive behaviors across the campus and on the school bus. EPIC Community Services provides parent and student support in areas such as violence prevention, anger management and drug related issues.

Nutrition Programs:

Osceola has a partnership with University of Florida Extension program. Programs are presented to our primary grade classrooms; healthy nutrition materials are provided and utilized in the classroom and the Extension agent presents lessons to designated grade levels.

Housing Programs:

Housing Program/Homeless Student District liaison continues to provide support to our homeless families helping them locate housing as well as working out transportation issues so that the children can have continuity by being allowed to remain at our school regardless of zoned school.

Head Start:

Osceola has four Head Start/PreK/VPK blended classrooms. This is a blended program that serves

Head Start, VPK, and our Pre-K developmentally delayed students.

Other:

Flagler College/UNF students complete their practicum hours and internships at our school working with our most at risk students providing one on one tutoring, particularly in the areas of reading and math.

Mentorships of students are provided through Big Brothers/Big Sisters, district staff and community members. We have many active parents and RSVP (Retired and Senior Volunteer Program) volunteers working in classrooms with our children.

2. School Advisory Council (SAC)

a. Membership

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

Name	Stakeholder Group
Kathleen Hunting	Teacher
Tina Waldrop	Principal
Jose' Carides	Education Support Employee
Sheila Lawshe	Education Support Employee
Melissa Kurdyla	Parent
Christina Parham	Parent
Linda Villadoniga	Business/Community
Janice Jones	Parent
Faye Jenkins	Education Support Employee
Steven Dingfelder	Parent
Jennifer Dingfelder	Parent

b. Duties

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

a. Evaluation of last year's school improvement plan

The SAC will review last year's SIP at a SAC meeting during the 2016-2017 school year.

b. Development of this school improvement plan

Review draft of SIP and provide input and then approval.

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

Budget is developed with guidance from district and based on needs of the school based on school improvement data.

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

Funds from School improvement supported Osceola's Stem Program through the purchase of 2 Lego Robotics kits in the amount of \$887.90. Fund were also use to send our Math coach to the Florida National Conference for Teachers, \$514.00.

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

Yes

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

3. Literacy Leadership Team (LLT)

a. Membership

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

Name	Title
Waldrop, Tina	Principal
Evans, Stephanie	Instructional Coach
Reichenberg, Joy	Other
Keffer, Rebecca	Assistant Principal

b. Duties

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

Through the disaggregation of data, the LLT will focus on improving the growth of our lowest quartile students in both reading and math, increase our science and writing scores, and continue through PBS to create an environment that fosters a climate of caring, respect and responsibility.

D. Public and Collaborative Teaching

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

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

1. Teachers on each grade level have common planning time
2. ESE teachers and Title I support personnel are an extension of grade level teams. They plan with grade level teams, are in close proximity geographically, and implement "push in" instruction whenever possible.
3. Sunshine Club - acknowledges and supports employees going through significant life events (i.e. - birth of a baby, death of an immediate family member, marriage, etc..)
4. Open door policy with administration
5. Routine classroom walk throughs by administration. Specific feedback and praise are provided in writing and verbally.
6. Elaborate Teacher Appreciation week activities. Hosted in partnership with Osceola's PTO.

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

1. Utilization of district Applitrack Program; SJCSD
2. With the support of the SJCSD, we only hire teachers who meet Highly Qualified requirements.
3. Careful review of posted applicants; Principal and Assistant Principals
4. Parental Notification of Parents right to knowledge of teachers' qualifications;

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

1. Anna Allen & Jennifer Twine/ Stephanie Evans- Same grade level; Teacher with a record of strong student growth and a familiarity with our demographics. Common planning times; opportunity for observing and being observed; share curriculum activities; positive feedback; and weekly meetings; team teaching.
2. Zachary Tax & Kathleen Hunting/ Tina Waldrop- Same grade level; Teacher with a record of strong student growth and a familiarity with our demographics. Common planning times; opportunity for observing and being observed; share curriculum activities; positive feedback; and weekly meetings.
3. Jill Kolb & Cindy Smeland/ Dr. Reichenberg- Teacher with a record of strong student growth and a familiarity with our demographics. Has been formally trained in coaching practices. Opportunity for observing and being observed; share curriculum activities; positive feedback; and weekly meetings.
4. TBA 3rd AT & Nancy McManus/ Rebecca Keffer- Same grade level; Teacher with a record of strong student growth and a familiarity with our demographics. Common planning times; opportunity for observing and being observed; share curriculum activities; positive feedback; and weekly meetings.
5. Kelsey Peryam & Sarah Blevins/ Stephanie Evans; Same grade level; Teacher with a record of strong student growth and a familiarity with our demographics. Common planning times; opportunity for observing and being observed; share curriculum activities; positive feedback; and weekly meetings.
6. Sarah Rogers & Erin Fiedler/ Rebecca Keffer- Same grade level; Teacher with a record of strong student growth and a familiarity with our demographics. Common planning times; opportunity for observing and being observed; share curriculum activities; positive feedback; and weekly meetings.

E. Ambitious Instruction and Learning

1. Instructional Programs and Strategies

a. Instructional Programs

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

Teacher representatives from each course and or grade level meet twice a year with district Subject Area Specialists to develop/review curriculum maps, formative assessments and teacher resources to include instructional materials. These District Professional Learning Communities work to ensure that curriculum, instruction and assessment are based on applicable state standards. This process is in addition to a standards based instructional materials review program that is used when the district adopts the primary instructional materials for a course. The teacher representatives work with instructors and administrators at the school level to ensure that the results of the District Professional Learning Communities are implemented at the school level. The curriculum maps which include links to vetted instructional materials and lesson plans are the basis for school level standards based planning and instruction.

In addition to what each teacher is doing to promote learning and measure student performance, District midterms (6-12) assessments and progress monitoring assessments (K-5) are given in the core instructional programs to assess student mastery of standards, guide instructional practice and inform district planning. Detailed data reports are available to all teachers and administrators. These reports are used by teachers, administrators and district staff to ensure that instruction and assessment are designed to produce student mastery of the Florida Standards. The reports are also used with individual students and parents as needed to assist them in understanding the standards and learning expectations.

Administrators meet with teachers in grade level / content area Professional Learning Communities to review data reports and analyze results with the intent of planning instruction to differentiate, intervene, re-teaching, and innovate to improve student mastery of the standards. The same information is used to review curriculum maps and instructional materials/resources as to their effectiveness in promoting standards based instruction and learning. This process is repeated twice a

year and serves as the foundation for a standards based continuous improvement model that uses student performance data to evaluate and improve curriculum, instruction and assessment in a manner designed to promote the highest level student mastery of the Florida Standards.

b. Instructional Strategies

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

Data and Dialogue Days where district support specialists work with teachers in every subject to target student needs.

Data Chats

Targeted instruction to address student deficiencies - small group setting, intervention block, individualized instruction based on information obtained from assessment data (performance assessments, formative assessment. classroom observations)

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

Strategy: After School Program

Minutes added to school year:

Extended Day students will participate in "Crazy Eight" an interactive math program. This program is designed to support and enrich development within the grade level math instruction.

Strategy Rationale

Enrichment activities that contribute to a well-rounded education.

Strategy Purpose(s)

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

Person(s) responsible for monitoring implementation of the strategy

Fiedler, Erin, erin.fiedler@stjohns.k12.fl.us

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

Administration will collect Discovery Education data on all students participating in the after school math program. Data will be analyzed to determine trends in achievement among the grade level standards.

2. Student Transition and Readiness

a. PreK-12 Transition

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

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

In the Spring, Title I invites the parents of students attending these programs to attend an evening Osceola Family Night. Parents are introduced to our Kindergarten faculty, given an opportunity to register their children and enjoy the family event.

Through Head Start, the parents of our PreK children will have more contact with our school as part of Head Start's Parental Involvement Policies. Kindergarten teachers will "screen" our Pre-Kindergarten students as they are registered this spring. Incentives will be offered to parents to encourage early registration/screening of these students so that they can be properly placed for the following school year.

A transition to middle school SAC meeting is held at the end of every school year.

b. College and Career Readiness

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

N/A

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

N/A

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

N/A

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

N/A

School Improvement Goals

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

Problem Solving Key

G = Goal

B =
Barrier

S = Strategy

1 = Problem Solving Step  S123456 = Quick Key

Strategic Goals Summary

- G1.** All teachers will collaboratively establish expectations of high quality ELA instruction and student feedback consistently meet those expectations in their classrooms
- G2.** All teachers will collaboratively establish expectations of high quality math instruction and student feedback and consistently meet those expectations in their classrooms.
- G3.** Parent Involvement: Osceola will work to involve parents in the school culture by encouraging participation at conferences, activities, and committees.

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. All teachers will collaboratively establish expectations of high quality ELA instruction and student feedback consistently meet those expectations in their classrooms **1a**

G076832

Targets Supported **1b**

Indicator	Annual Target
FSA ELA Achievement	65.0

Targeted Barriers to Achieving the Goal **3**

- Common language and expectations throughout all grade levels for quality ELA assessment and instruction.

Resources Available to Support the Goal **2**

- Professional development
- Making Meaning, Being a Writer, Being a Reader (K-2)
- Document Based Questioning (DBQ)
- Instructional coaching
- Model lessons

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

Data collected from teacher observation, classroom ELA instruction, and formative ELA assessments.

Person Responsible

Joy Reichenberg

Schedule

Quarterly, from 8/10/2016 to 5/24/2017

Evidence of Completion

Student evidence will be collected and reviewed at planning meetings. During these meetings, notes will be collected which will document student progress and determine next steps of intervention. Teacher evidence from observations will be collected and reviewed at administrative meetings where next steps of intervention will be determined.

G2. All teachers will collaboratively establish expectations of high quality math instruction and student feedback and consistently meet those expectations in their classrooms. 1a

G076833

Targets Supported 1b

Indicator	Annual Target
FSA Mathematics Achievement	68.0

Targeted Barriers to Achieving the Goal 3

- Common language and expectations throughout all grade levels for quality math instruction and assessment.

Resources Available to Support the Goal 2

- Professional Development Opportunities
- Instructional Coaching in Math
- Administrative walkthroughs and feedback
- District Curriculum map

Plan to Monitor Progress Toward G2. 8

Data collected from teacher math observations, classroom math instruction and formative math assessments.

Person Responsible

Rebecca Keffer

Schedule

Every 2 Months, from 9/1/2016 to 5/24/2017

Evidence of Completion

Student evidence will be collected and reviewed at planning meetings. During these meetings, notes will be collected which will document student progress and determine next steps of intervention. Teacher evidence from observations will be collected and reviewed at administrative meetings where next steps of intervention will be determined.

G3. Parent Involvement: Osceola will work to involve parents in the school culture by encouraging participation at conferences, activities, and committees. 1a

G076834

Targets Supported 1b

Indicator	Annual Target
Discipline incidents	87.0

Targeted Barriers to Achieving the Goal 3

- Parent recognition of the importance of school being a priority and their participation in their child's learning.

Resources Available to Support the Goal 2

- PBS program, Intervention Coordinator, PBS reward system, Cafeteria and Bus Paws Rewards system, Character Counts! instruction and incentives, Character Counts and award assemblies, parents conferences, and parental involvement activities.

Plan to Monitor Progress Toward G3. 8

Do a parent involvement survey, advertising and holding parent involvement events.

Person Responsible

Faye Jenkins

Schedule

Monthly, from 8/10/2016 to 5/24/2017

Evidence of Completion

Decrease in student discipline incidents, Increase in parent involvement attendance and improved results of parent involvement survey.

Action Plan for Improvement


For each strategy selected in the plan to reduce a targeted barrier to a strategic goal, this section lists the rationale for that strategy (i.e., why the school believes it will reduce the barrier) and the action steps that have been identified as necessary to implementing the strategy, including details such as the point person, timing and duration, and evidence of completion. At the end of each set of action steps is the plan for monitoring the implementation and effectiveness of the respective strategy.

Problem Solving Key

G = Goal **B** =
Barrier **S** = Strategy

1 = Problem Solving Step  S123456 = Quick Key

G1. All teachers will collaboratively establish expectations of high quality ELA instruction and student feedback consistently meet those expectations in their classrooms **1**

 G076832

G1.B1 Common language and expectations throughout all grade levels for quality ELA assessment and instruction. **2**

 B201311

G1.B1.S1 Professional development will be provided for all teachers on Costa's level of questioning and collaboration. **4**

 S213010

Strategy Rationale

Teachers must be proficient in embedding all levels of questioning and providing multiple opportunities for student collaboration throughout ELA instruction.

Action Step 1 **5**

Teachers will be provided professional development in Costa's levels of questioning.

Person Responsible

Stephanie Evans

Schedule

Monthly, from 9/7/2016 to 5/24/2017

Evidence of Completion

Agendas will be collected monthly and attendance will be put into Sun Gard.

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

Grade level teams will meet to monitor and collaborate on the use and strategies of implementation for Costa's levels of questioning within the classroom and during the ELA block.

Person Responsible

Stephanie Evans

Schedule

Monthly, from 10/5/2016 to 5/24/2017

Evidence of Completion

Meeting notes and attendance sheets

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

Administration will conduct observations and walkthroughs of ELA instruction.

Person Responsible

Tina Waldrop


Schedule

Quarterly, from 10/5/2016 to 5/24/2017

Evidence of Completion

Administrative feedback on strategies implemented within the classroom.

G1.B1.S2 Common grading strategies and expectations will be developed and provided by administration. 4

 S213615

Strategy Rationale

Administration will provide the common expectation for all grade levels to further promote teacher understanding of expectations.

Action Step 1 5

Professional development will be provided to all classroom teachers.

Person Responsible

Joy Reichenberg

Schedule

Quarterly, from 8/4/2016 to 5/24/2017

Evidence of Completion

Attendance sheets and uniformity among grade level grade-books.

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

Grade level teams will determine the classroom evidence to be submitted for grading during team meetings.

Person Responsible

Joy Reichenberg

Schedule

Monthly, from 8/10/2016 to 5/24/2017

Evidence of Completion

Team meeting notes

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

Increased alignment with assessment data and classroom grades.

Person Responsible

Joy Reichenberg

Schedule

Quarterly, from 8/10/2016 to 5/24/2017

Evidence of Completion

Evidence will be collected through the RTI screening process.

G1.B1.S3 Continued professional development on Collaborative Classroom programs. 4

 S213622

Strategy Rationale

Classroom teachers will increase the fidelity in which they implement the ELA programs Making Meaning, Being a Writer, and Being a Reader (K-2).

Action Step 1 5

Classroom teachers will be provided with professional learning opportunities, model lessons, as well as additional program extensions.

Person Responsible

Stephanie Evans

Schedule

Every 2 Months, from 8/3/2016 to 5/24/2017

Evidence of Completion

Attendance sheets

Plan to Monitor Fidelity of Implementation of G1.B1.S3 6

Peer walkthroughs and coaching opportunities.

Person Responsible

Stephanie Evans

Schedule

Monthly, from 9/7/2016 to 5/24/2017

Evidence of Completion

Feedback provided to classroom teachers.

Plan to Monitor Effectiveness of Implementation of G1.B1.S3 7

Administrative observations and walkthroughs during instruction of varying Collaborative Classroom programs.

Person Responsible

Tina Waldrop

Schedule

Quarterly, from 9/7/2016 to 5/24/2017

Evidence of Completion

Administrative feedback to teachers.

G1.B1.S4 Classroom teachers will participate in grade level data and dialog meetings. 4

S213625

Strategy Rationale

Teachers will obtain a better grasp of student data and how to develop instruction in order to more effectively close the achievement gap.

Action Step 1 5

Grade level data and dialog meetings.

Person Responsible

Joy Reichenberg

Schedule

Quarterly, from 8/17/2016 to 5/3/2017

Evidence of Completion

Agendas, meeting notes, and student outcomes

Plan to Monitor Fidelity of Implementation of G1.B1.S4 6

Teacher presentation and understanding of student data.

Person Responsible

Joy Reichenberg

Schedule

Quarterly, from 8/17/2016 to 5/3/2017

Evidence of Completion

Data dialog agenda, notes, and sign-in sheets.

Plan to Monitor Effectiveness of Implementation of G1.B1.S4 7

Student achievement will be monitored using Discovery Education data.

Person Responsible

Joy Reichenberg

Schedule

Quarterly, from 8/17/2016 to 5/17/2017

Evidence of Completion

Increase of student achievement through Discovery Education and Florida Standard Assessment scores.

G2. All teachers will collaboratively establish expectations of high quality math instruction and student feedback and consistently meet those expectations in their classrooms. 1

G076833

G2.B1 Common language and expectations throughout all grade levels for quality math instruction and assessment. 2

B201312

G2.B1.S1 All teachers will attend job-embedded math professional development. 4

S213011

Strategy Rationale

Through this PD teachers will calibrate their understanding of expectations for high quality math instruction and student feedback.

Action Step 1 5

Teachers will attend math professional development aimed at aligning expectations for high quality math instruction and assessment.

Person Responsible

Rebecca Keffer

Schedule

Quarterly, from 8/3/2016 to 5/24/2017

Evidence of Completion

PD agenda and sign in sheets with attendance collected in Sungard.

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

Administration will conduct lesson plan observations to ensure teachers are planning for and providing high quality math instruction and assessment.

Person Responsible

Rebecca Keffer

Schedule

Quarterly, from 8/10/2016 to 5/24/2017

Evidence of Completion

Administrative Walkthroughs and lesson plan feedback.

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

Administration will conduct walkthroughs and observations of math lessons and provide feedback.

Person Responsible

Rebecca Keffer

Schedule

Quarterly, from 8/10/2016 to 5/24/2017

Evidence of Completion

Administrative walkthroughs and observations.

G2.B1.S2 Identified teachers will receive instructional coaching in providing high quality math instruction and assessment. 4

 S213616

Strategy Rationale

Provides targeted support to help teachers improve who have been identified as needing to grow in providing quality math instruction and assessment.

Action Step 1 5

Identified teachers will receive instructional coaching in providing high quality math instruction and assessment.

Person Responsible

Rebecca Keffer

Schedule

Monthly, from 8/10/2016 to 5/24/2017

Evidence of Completion

Instructional Coaching Plans for the teacher

Plan to Monitor Fidelity of Implementation of G2.B1.S2 6

Ensure that accurate instructional coaching plans are kept and maintained.

Person Responsible

Rebecca Keffer

Schedule

Monthly, from 9/1/2016 to 5/24/2017

Evidence of Completion

Notes checking off coaching plans.

Plan to Monitor Effectiveness of Implementation of G2.B1.S2 7

Monitoring of coaching plans for improvement and administrative observations.

Person Responsible

Rebecca Keffer

Schedule

Monthly, from 9/1/2016 to 5/24/2017

Evidence of Completion

Notes on plans indicating improvement.

G2.B1.S3 Teachers will use the Checklist for planning Math Instruction" when developing math lesson plans. 4

 S213624

Strategy Rationale

Through the use of this checklist, teachers will consider all critical components of developing effective math instruction.

Action Step 1 5

When planning math instruction, teachers will use the "Checklist for Planning Math Instruction", provided during Math professional development, and share plans with administration.

Person Responsible

Rebecca Keffer

Schedule

Weekly, from 8/10/2016 to 5/24/2017

Evidence of Completion

Lesson plan observations looking for checklist criteria.

Plan to Monitor Fidelity of Implementation of G2.B1.S3 6

Lesson Plan observations indicating the use of the checklist.

Person Responsible

Rebecca Keffer

Schedule

Quarterly, from 8/10/2016 to 5/24/2017

Evidence of Completion

Administrative Lesson Plan Observations

Plan to Monitor Effectiveness of Implementation of G2.B1.S3 7

Lesson plan observations and classroom observations.

Person Responsible

Rebecca Keffer

Schedule

Quarterly, from 8/10/2016 to 5/24/2017

Evidence of Completion

Classroom and lesson plan observation notes from iObservation.

G2.B1.S4 Classroom teachers will participate in grade level data and dialog meetings. 4

S213626

Strategy Rationale

Teachers will obtain a better grasp of student data and how to develop instruction in order to more effectively close the achievement gap.

Action Step 1 5

Classroom teachers will participate in grade level data and dialog meetings.

Person Responsible

Rebecca Keffer

Schedule

Quarterly, from 8/17/2016 to 5/3/2017

Evidence of Completion

Data and Dialogue agenda, notes, and sign-in sheet.

Plan to Monitor Fidelity of Implementation of G2.B1.S4 6

Teacher presentation and understanding of student data

Person Responsible

Rebecca Keffer

Schedule

Quarterly, from 8/17/2016 to 5/3/2017

Evidence of Completion

Data and dialogue agenda, notes, and sign-in sheets.

Plan to Monitor Effectiveness of Implementation of G2.B1.S4 7

Student achievement will be monitored using Discovery Education data.

Person Responsible

Rebecca Keffer

Schedule

Quarterly, from 8/17/2016 to 8/17/2016


Evidence of Completion

Increase of student achievement through Discovery Education and Florida Standards Assessment scores.

G3. Parent Involvement: Osceola will work to involve parents in the school culture by encouraging participation at conferences, activities, and committees. 1

 G076834

G3.B1 Parent recognition of the importance of school being a priority and their participation in their child's learning. 2

 B201313

G3.B1.S1 Classroom incentives for appropriate school and classroom behavior, communication with parents and involving parents in the school culture. 4

 S213012

Strategy Rationale

Parents will recognize the importance of school as a priority and that behavior can impede the process of learning for their student and others.

Action Step 1 5

PBS incentives and positive parent communications will be use to encourage parental involvement.

Person Responsible

Faye Jenkins

Schedule

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

Evidence of Completion

Decreased number of student behavior incidents.

Plan to Monitor Fidelity of Implementation of G3.B1.S1 6

Weekly discipline reports will be reviewed in admin meetings and MTSS core meetings.

Person Responsible

Faye Jenkins

Schedule

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

Evidence of Completion

Decrease in number of discipline incidents.

Plan to Monitor Effectiveness of Implementation of G3.B1.S1 7

Weekly reports will be pulled from eschool and reviewed by Intervention Coordinator. School discipline trends will be monitored and addressed in the Administration, MTSS and PBS core team meetings.

Person Responsible

Faye Jenkins

Schedule

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

Evidence of Completion

Decrease in student discipline incidents, Sign-in sheets, flyers, agendas, Increase in parent attendance to school functions and events.

G3.B1.S2 Parents will have at least two conferences with their child's teacher during the school year. 4

S213620

Strategy Rationale

Parents will have a clear understanding of how their child is progressing in all academic areas.

Action Step 1 5

Parent conferences will be held at least twice a year.

Person Responsible

Dana Harrison

Schedule

Semiannually, from 8/10/2016 to 5/24/2017

Evidence of Completion

Parent conference sheets

Plan to Monitor Fidelity of Implementation of G3.B1.S2 6

Opportunities will be given for teachers to conference with parents throughout the school year.

Person Responsible

Schedule

Semiannually, from 8/10/2016 to 5/24/2017

Evidence of Completion

Conference sheets will be collected at the end of the year.

Plan to Monitor Effectiveness of Implementation of G3.B1.S2 7

Increase parent/ teacher conferences.

Person Responsible

Dana Harrison

Schedule

Annually, from 8/10/2016 to 5/24/2017

Evidence of Completion

Conference sheets

G3.B1.S3 Character Counts assemblies will be held quarterly and Award ceremonies will be held twice a year. Parents will be encouraged to attend. 4

S213621

Strategy Rationale

Parents and staff will celebrated the success of the students.

Action Step 1 5

Students who have received Character Counts! recognition will attend an assembly and their parents will be invited each quarter.

Person Responsible

Tina Waldrop

Schedule

Quarterly, from 8/10/2016 to 5/24/2017

Evidence of Completion

Sign-in sheets, flyers, agendas

Plan to Monitor Fidelity of Implementation of G3.B1.S3 6

Checking the sign in sheets, school event calendar and advertisement in pawprints newsletter and website. .

Person Responsible

Tina Waldrop

Schedule

Quarterly, from 8/10/2016 to 5/24/2017

Evidence of Completion

Pawprints newsletter, sign-in sheets, event program.

Plan to Monitor Effectiveness of Implementation of G3.B1.S3 7

Parent Involvement Survey

Person Responsible

Tina Waldrop


Schedule

Annually, from 8/10/2016 to 5/24/2017

Evidence of Completion

Results of the Parent Involvement Survey

G3.B1.S4 Parental involvement activities such as open houses, grandparents breakfast, movie night, etc. will be held and parents will be encouraged to attend. 4

 S213623

Strategy Rationale

To encourage parents to be a part of the school culture in a non-threatening environment.

Action Step 1 5

Parent involvement activities and assemblies will be held throughout the school year to encourage parents to attend and become involved in the school culture.

Person Responsible

Tina Waldrop

Schedule

Monthly, from 8/10/2016 to 5/24/2017

Evidence of Completion

Sign-in sheets, flyers, agendas

Plan to Monitor Fidelity of Implementation of G3.B1.S4 6

Parent involvement activities will be held throughout the year.

Person Responsible

Tina Waldrop

Schedule

Monthly, from 8/10/2016 to 5/24/2017

Evidence of Completion

Sign-in sheets, flyers, agendas

Plan to Monitor Effectiveness of Implementation of G3.B1.S4 7

Increase of attendance of parent involvement activities.

Person Responsible

Tina Waldrop

Schedule

Monthly, from 8/10/2016 to 5/24/2017

Evidence of Completion

Sign-in sheets, flyers, agendas





IV. Implementation Timeline

Source	Task, Action Step or Monitoring Activity	Who	Start Date (where applicable)	Deliverable or Evidence of Completion	Due Date/End Date
2016					
G2.B1.S1.A1 A265991	Teachers will attend math professional development aimed at aligning expectations for high quality...	Keffer, Rebecca	8/3/2016	PD agenda and sign in sheets with attendance collected in Sungard.	5/24/2017 quarterly
G1.B1.S3.A1 A266774	Classroom teachers will be provided with professional learning opportunities, model lessons, as...	Evans, Stephanie	8/3/2016	Attendance sheets	5/24/2017 every-2-months
G1.B1.S2.A1 A266768	Professional development will be provided to all classroom teachers.	Reichenberg, Joy	8/4/2016	Attendance sheets and uniformity among grade level grade-books.	5/24/2017 quarterly
G2.B1.S3.MA1 M260012	Lesson plan observations and classroom observations.	Keffer, Rebecca	8/10/2016	Classroom and lesson plan observation notes from iObservation.	5/24/2017 quarterly
G3.B1.S4.MA1 M260014	Increase of attendance of parent involvement activities.	Waldrop, Tina	8/10/2016	Sign-in sheets, flyers, agendas	5/24/2017 monthly
G2.B1.S3.A1 A266779	When planning math instruction, teachers will use the "Checklist for Planning Math..."	Keffer, Rebecca	8/10/2016	Lesson plan observations looking for checklist criteria.	5/24/2017 weekly
G2.B1.S1.MA1 M258714	Administration will conduct walkthroughs and observations of math lessons and provide feedback.	Keffer, Rebecca	8/10/2016	Administrative walkthroughs and observations.	5/24/2017 quarterly
G2.B1.S1.MA1 M258715	Administration will conduct lesson plan observations to ensure teachers are planning for and...	Keffer, Rebecca	8/10/2016	Administrative Walkthroughs and lesson plan feedback.	5/24/2017 quarterly
G1.MA1 M258713	Data collected from teacher observation, classroom ELA instruction, and formative ELA assessments.	Reichenberg, Joy	8/10/2016	Student evidence will be collected and reviewed at planning meetings. During these meetings, notes will be collected which will document student progress and determine next steps of intervention. Teacher evidence from observations will be collected and reviewed at administrative meetings where next steps of intervention will be determined.	5/24/2017 quarterly
G2.B1.S3.MA1 M260003	Lesson Plan observations indicating the use of the checklist.	Keffer, Rebecca	8/10/2016	Administrative Lesson Plan Observations	5/24/2017 quarterly
G3.B1.S4.MA1 M260013	Parent involvement activities will be held throughout the year.	Waldrop, Tina	8/10/2016	Sign-in sheets, flyers, agendas	5/24/2017 monthly
G3.MA1 M258719	Do a parent involvement survey, advertising and holding parent involvement events.	Jenkins, Faye	8/10/2016	Decrease in student discipline incidents, Increase in parent involvement attendance and improved results of parent involvement survey.	5/24/2017 monthly
G1.B1.S2.MA1 M259990	Increased alignment with assessment data and classroom grades.	Reichenberg, Joy	8/10/2016	Evidence will be collected through the RTI screening process.	5/24/2017 quarterly
G1.B1.S2.MA1 M259989	Grade level teams will determine the classroom evidence to be submitted for grading during team...	Reichenberg, Joy	8/10/2016	Team meeting notes	5/24/2017 monthly
G3.B1.S4.A1 A266778	Parent involvement activities and assemblies will be held throughout the school year to encourage...	Waldrop, Tina	8/10/2016	Sign-in sheets, flyers, agendas	5/24/2017 monthly
G3.B1.S3.A1 A266777	Students who have received Character Counts! recognition will attend an assembly and their parents...	Waldrop, Tina	8/10/2016	Sign-in sheets, flyers, agendas	5/24/2017 quarterly
G3.B1.S3.MA1 M260002	Checking the sign in sheets, school event calendar and advertisement in pawprints newsletter and...	Waldrop, Tina	8/10/2016	Pawprints newsletter, sign-in sheets, event program.	5/24/2017 quarterly

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Source	Task, Action Step or Monitoring Activity	Who	Start Date (where applicable)	Deliverable or Evidence of Completion	Due Date/End Date
G2.B1.S2.A1 A266773	Identified teachers will receive instructional coaching in providing high quality math instruction...	Keffer, Rebecca	8/10/2016	Instructional Coaching Plans for the teacher	5/24/2017 monthly
G3.B1.S2.MA1 M260011	Increase parent/ teacher conferences.	Harrison, Dana	8/10/2016	Conference sheets	5/24/2017 annually
G3.B1.S3.MA1 M260005	Parent Involvement Survey	Waldrop, Tina	8/10/2016	Results of the Parent Involvement Survey	5/24/2017 annually
G3.B1.S2.A1 A266776	Parent conferences will be held at least twice a year.	Harrison, Dana	8/10/2016	Parent conference sheets	5/24/2017 semiannually
G3.B1.S2.MA1 M260010	Opportunities will be given for teachers to conference with parents throughout the school year.		8/10/2016	Conference sheets will be collected at the end of the year.	5/24/2017 semiannually
G3.B1.S1.MA1 M258718	Weekly discipline reports will be reviewed in admin meetings and MTSS core meetings.	Jenkins, Faye	8/10/2016	Decrease in number of discipline incidents.	5/26/2017 weekly
G3.B1.S1.MA1 M258717	Weekly reports will be pulled from eschool and reviewed by Intervention Coordinator. School...	Jenkins, Faye	8/10/2016	Decrease in student discipline incidents, Sign-in sheets, flyers, agendas, Increase in parent attendance to school functions and events.	5/26/2017 weekly
G3.B1.S1.A1 A265992	PBS incentives and positive parent communications will be use to encourage parental involvement.	Jenkins, Faye	8/10/2016	Decreased number of student behavior incidents.	5/26/2017 weekly
G2.B1.S4.MA1 M260008	Student achievement will be monitored using Discovery Education data.	Keffer, Rebecca	8/17/2016	Increase of student achievement through Discovery Education and Florida Standards Assessment scores.	8/17/2016 quarterly
G2.B1.S4.A1 A266781	Classroom teachers will participate in grade level data and dialog meetings.	Keffer, Rebecca	8/17/2016	Data and Dialogue agenda, notes, and sign-in sheet.	5/3/2017 quarterly
G2.B1.S4.MA1 M260006	Teacher presentation and understanding of student data	Keffer, Rebecca	8/17/2016	Data and dialogue agenda, notes, and sign-in sheets.	5/3/2017 quarterly
G1.B1.S4.MA1 M260004	Teacher presentation and understanding of student data.	Reichenberg, Joy	8/17/2016	Data dialog agenda, notes, and sign-in sheets.	5/3/2017 quarterly
G1.B1.S4.A1 A266780	Grade level data and dialog meetings.	Reichenberg, Joy	8/17/2016	Agendas, meeting notes, and student outcomes	5/3/2017 quarterly
G1.B1.S4.MA1 M260007	Student achievement will be monitored using Discovery Education data.	Reichenberg, Joy	8/17/2016	Increase of student achievement through Discovery Education and Florida Standard Assessment scores.	5/17/2017 quarterly
G2.B1.S2.MA1 M259994	Monitoring of coaching plans for improvement and administrative observations.	Keffer, Rebecca	9/1/2016	Notes on plans indicating improvement.	5/24/2017 monthly
G2.MA1 M258716	Data collected from teacher math observations, classroom math instruction and formative math...	Keffer, Rebecca	9/1/2016	Student evidence will be collected and reviewed at planning meetings. During these meetings, notes will be collected which will document student progress and determine next steps of intervention. Teacher evidence from observations will be collected and reviewed at administrative meetings where next steps of intervention will be determined.	5/24/2017 every-2-months
G2.B1.S2.MA1 M259992	Ensure that accurate instructional coaching plans are kept and maintained.	Keffer, Rebecca	9/1/2016	Notes checking off coaching plans.	5/24/2017 monthly
G1.B1.S3.MA1 M259997	Peer walkthroughs and coaching opportunities.	Evans, Stephanie	9/7/2016	Feedback provided to classroom teachers.	5/24/2017 monthly

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Source	Task, Action Step or Monitoring Activity	Who	Start Date (where applicable)	Deliverable or Evidence of Completion	Due Date/End Date
G1.B1.S1.A1  A265990	Teachers will be provided professional development in Costa's levels of questioning.	Evans, Stephanie	9/7/2016	Agendas will be collected monthly and attendance will be put into Sun Gard.	5/24/2017 monthly
G1.B1.S3.MA1  M260001	Administrative observations and walkthroughs during instruction of varying Collaborative Classroom...	Waldrop, Tina	9/7/2016	Administrative feedback to teachers.	5/24/2017 quarterly
G1.B1.S1.MA1  M258711	Administration will conduct observations and walkthroughs of ELA instruction.	Waldrop, Tina	10/5/2016	Administrative feedback on strategies implemented within the classroom.	5/24/2017 quarterly
G1.B1.S1.MA1  M258712	Grade level teams will meet to monitor and collaborate on the use and strategies of implementation...	Evans, Stephanie	10/5/2016	Meeting notes and attendance sheets	5/24/2017 monthly

V. Professional Development Opportunities

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

G1. All teachers will collaboratively establish expectations of high quality ELA instruction and student feedback consistently meet those expectations in their classrooms

G1.B1 Common language and expectations throughout all grade levels for quality ELA assessment and instruction.

G1.B1.S1 Professional development will be provided for all teachers on Costa's level of questioning and collaboration.

PD Opportunity 1

Teachers will be provided professional development in Costa's levels of questioning.

Facilitator

Stephanie Evans

Participants

Classroom teachers and support staff

Schedule

Monthly, from 9/7/2016 to 5/24/2017

G1.B1.S2 Common grading strategies and expectations will be developed and provided by administration.

PD Opportunity 1

Professional development will be provided to all classroom teachers.

Facilitator

Joy Reichenberg

Participants

All classroom teachers

Schedule

Quarterly, from 8/4/2016 to 5/24/2017

G1.B1.S3 Continued professional development on Collaborative Classroom programs.

PD Opportunity 1

Classroom teachers will be provided with professional learning opportunities, model lessons, as well as additional program extensions.

Facilitator

Stephanie Evans

Participants

All classroom teachers

Schedule

Every 2 Months, from 8/3/2016 to 5/24/2017

G1.B1.S4 Classroom teachers will participate in grade level data and dialog meetings.

PD Opportunity 1

Grade level data and dialog meetings.

Facilitator

Joy Reichenberg

Participants

Classroom teachers

Schedule

Quarterly, from 8/17/2016 to 5/3/2017

G2. All teachers will collaboratively establish expectations of high quality math instruction and student feedback and consistently meet those expectations in their classrooms.

G2.B1 Common language and expectations throughout all grade levels for quality math instruction and assessment.

G2.B1.S1 All teachers will attend job-embedded math professional development.

PD Opportunity 1

Teachers will attend math professional development aimed at aligning expectations for high quality math instruction and assessment.

Facilitator

Rebecca Keffer

Participants

All classroom teachers

Schedule

Quarterly, from 8/3/2016 to 5/24/2017

G2.B1.S2 Identified teachers will receive instructional coaching in providing high quality math instruction and assessment.

PD Opportunity 1

Identified teachers will receive instructional coaching in providing high quality math instruction and assessment.

Facilitator

Rebecca Keffer

Participants

Identified Classroom Teachers

Schedule

Monthly, from 8/10/2016 to 5/24/2017

VI. Technical Assistance Items

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

VII. Budget

Budget Data

1	G1.B1.S1.A1	Teachers will be provided professional development in Costa's levels of questioning.				\$0.00
2	G1.B1.S2.A1	Professional development will be provided to all classroom teachers.				\$0.00
3	G1.B1.S3.A1	Classroom teachers will be provided with professional learning opportunities, model lessons, as well as additional program extensions.				\$0.00
4	G1.B1.S4.A1	Grade level data and dialog meetings.				\$0.00
5	G2.B1.S1.A1	Teachers will attend math professional development aimed at aligning expectations for high quality math instruction and assessment.				\$0.00
6	G2.B1.S2.A1	Identified teachers will receive instructional coaching in providing high quality math instruction and assessment.				\$0.00
7	G2.B1.S3.A1	When planning math instruction, teachers will use the "Checklist for Planning Math Instruction", provided during Math professional development, and share plans with administration.				\$0.00
8	G2.B1.S4.A1	Classroom teachers will participate in grade level data and dialog meetings.				\$0.00
9	G3.B1.S1.A1	PBS incentives and positive parent communications will be use to encourage parental involvement.				\$400.00
	Function	Object	Budget Focus	Funding Source	FTE	2016-17
			0331 - Osceola Elementary School	Other		\$400.00
			<i>Notes: Classroom and school incentives and Character Counts will be provided by funds from PTO.</i>			
10	G3.B1.S2.A1	Parent conferences will be held at least twice a year.				\$0.00
11	G3.B1.S3.A1	Students who have received Character Counts! recognition will attend an assembly and their parents will be invited each quarter.				\$0.00
12	G3.B1.S4.A1	Parent involvement activities and assemblies will be held throughout the school year to encourage parents to attend and become involved in the school culture.				\$0.00
Total:						\$400.00