

Hillborough County Public Schools

Muller Elementary Magnet School



2017-18 School Improvement Plan

Muller Elementary Magnet School

13615 N 22ND ST, Tampa, FL 33613

[no web address on file]

School Demographics

School Type and Grades Served (per MSID File)	2016-17 Title I School	2016-17 Economically Disadvantaged (FRL) Rate (As Reported on Survey 3)
Elementary School KG-5	Yes	86%
Primary Service Type (per MSID File)	Charter School	2016-17 Minority Rate (Reported as Non-white on Survey 2)
K-12 General Education	No	85%

School Grades History

Year	2016-17	2015-16	2014-15	2013-14
Grade	A	B	A*	B

**Informational Baseline School Grade*

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

School Board Approval

This plan is pending approval by the Hillsborough County School Board.

SIP Authority and Template

Section 1001.42(18), Florida Statutes, requires district school boards to annually approve and require implementation of a school improvement plan (SIP) for each school in the district that has a school grade of D or F.

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 (see page 4). For schools receiving a grade of A, B, or C, the district may opt to require a SIP using a template of its choosing.

This document was prepared by school and district leadership using the FDOE's school improvement planning web application located at <https://www.floridacims.org>.

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Purpose and Outline of the SIP

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

Part I: Current School Status

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

Part II: Needs Assessment

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

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

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

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

Appendices

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

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

Differentiated Accountability

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

DA Regions

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

DA Categories

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

- **Not in DA** - A school with a current school grade of A, B, or C; charter schools; and ungraded schools.
- **Targeted Support and Improvement** - A school with a current school grade of an initial D.
- **Comprehensive Support and Improvement** - A school with a current school grade of F or two consecutive grades of D, or a high school with a graduation rate of 67 percent or less in the most recent data release.

DA Turnaround Status

Additionally, Comprehensive Support and Improvement schools have a turnaround status of "Implementing," based on a school's grades history, including the current school grade:

- Implementing - A school with a status of "Implementing" requires the district to submit a turnaround plan to the State Board of Education for approval and implementation. A school remains in "Implementing" status until its school grade improves to a C or higher.

2017-18 DA Category and Statuses for Muller Elementary Magnet School

DA Region and RED	DA Category and Turnaround Status
Southwest - Julio Valle	Not In DA - N/A

I. Part I: Current School Status

A. Supportive Environment

1. School Mission and Vision

a. Provide the school's mission statement

At Muller Elementary Magnet School, staff, students, parents, and the community will work together to develop skills and habits for personal and academic success.

b. Provide the school's vision statement

Muller Elementary Magnet School combines academic excellence, arts and science integration, and life experiences to produce global citizens prepared for future success.

2. School Environment

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

At Muller, we welcome parents on to our campus even before the students begin. At "Meet the Teacher", this community building continues so that by the first day of school, our staff, students, and families know one another. This year we will be sending out a survey to recruit parents and students to become involved in sharing their voice. This will allow students to learn from families' expertise in the areas of visual and performing arts and environmental science. Through a grant, our teachers have access to Stanford Harmony materials and use the strategies provided to develop cultures of caring in the classroom. We also have an informal mentoring program for students that need additional behavioral and academic support.

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

We are Leader in Me School and our teachers have received training and coaching cycles from the Steven Covey Institute on how to instill the 7 Habit of Happy Kids into our students, build student leadership roles in all students Kindergarten - 5th grade, create classroom communities, and provide support to students to learn skills and strategies that will ensure their success. The School Counselor leads lessons in individual classrooms throughout the year on bullying, friendship, kindness, empathy, and cooperation. She also has a weekly segment on our morning television show reinforcing these skills.

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

We have a Behavior Expectation Chart which details what responsible, respectful, and safe behavior looks like and sounds like in each area of our school, including classrooms, hallways, cafeteria, bus, etc. This chart is displayed in many locations around our campus as a reminder to students.

Students have the responsibility to be in class on time. Students must attend class, and be on time, in order to receive the maximum benefit from instruction. Tardies will be considered an incident only after four or more have accrued within a grading period. HCPS policies dictate that consequences for tardies include only non-suspension consequences.

Teachers will notify parents of the school's policies on tardies and communicate when tardies have accrued. This will be documented on conference and progress alerts. When a student accumulates 5 or more tardies in one grading period they will receive a check on their expected behaviors on their report card indicating that the student is not getting to school on time. If the tardies become excessive than the school's social worker will be notified so she can work with the student and family to encourage on time arrival for school.

We have a protocol for behavioral concerns. We have a flow chart to help guide teachers in their interventions. A tracking form is completed by the teacher on students requiring support and this helps document the student's progress over time. We have a community service program where students having behavioral concerns give back to the school in positive ways and build relationships with staff at the same time. Our informal mentoring program is part of this holistic approach. Our ILT meets monthly to look at data and provide training and support where needed. PSLT and Leadership meet weekly and routinely analyze this data as well.

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

Our ILT and Lighthouse Team meets monthly to monitor student social-emotional needs and behavioral data. This is an open forum group where teachers can bring any needs or concerns. They are the champions of our Leader in Me program and work with staff throughout the year to maintain the fidelity of the program. They also monitor school referral data, problem solve on issues such as bus behavior, and help pair needy students with mentors.

Our School Counselor has an open door policy for students, staff, and parents alike. She has a mailbox for individuals to drop her confidential notes. She then follows up with individual counseling.

In addition, she leads monthly classroom lessons school-wide which address the Seven Habits and other social-emotional needs. Classroom teachers also implement these lessons on a regular basis.

We have several positive behavioral incentive programs on campus. Classroom teachers have their own incentive programs. We have a lunchroom incentive where classrooms that accrue the most points per grade level each month get a celebration. We have a ticket system to reward students when they demonstrate one of the seven habits. Tickets are drawn weekly on the morning show so that student habit use is celebrated. Each classroom also chooses their monthly "Habit Hero". These students have their photos proudly displayed all month and take part in a celebration.

In order to better support our students with MTSS Tier 2 Behavior, we have implemented a mentor program on campus. A number of our special area teachers and resources teachers mentor these students. They meet on a daily basis for 10-15 minutes to reflect on their day, discuss their Individual Behavior Plans, and support them with any needs they have.

Our social worker works closely with families to provide supports needed. She works with the families of students demonstrating attendance issues to ensure their success. We have implemented several staff-sponsored programs to provide needed resources for needy students.

3. Early Warning Systems

The school's response to this section may address the requirements of ESSA, P.L. No. 114-95, § 1114(b)(7)(A)(i) and (b)(7)(A)(iii)(III).

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

Early warning indicators include:

Attendance (5 or more absences of any type per grading period)
One or more suspension (in or out of school)
Excessive tardies (5 or more per grading period)
ELA/Math course failure
Level 1 FSA score

Early warning system data can come from the following sources:

**Core Curriculum (Tier 1) - Information format: DATA SOURCE: Database Management Systems:
Person Responsible/Group Responsible.

FSA RELEASED ITEM TYPES: School generated excel database; Reading Coach/Math Coach/AP.

BASELINE & YEAR DISTRICT ASSESSMENTS: Scantron Achievement Series; Leadership Team/
PLCs/Individual teachers.

DISTRICT GENERATED ASSESSMENTS FROM THE OFFICE OF ASSESSMENT AND
ACCOUNTABILITY (NAME THE ASSESSMENTS): School City; Data Wall, Dashboard; Leadership
Team/PLCs/Individual teachers.

SUBJECT-SPECIFIC ASSESSMENTS GENERATED BY DISTRICT-LEVEL SUBJECT
SUPERVISORS IN READING, LANGUAGE ARTS, MATH, WRITING, & SCIENCE (NAME THE
ASSESSMENTS): Scantron Achievement Series, Data Wall, PLC Logs; Leadership Team/PLCs/
Individual teachers.

FAIR: Progress Monitoring and Reporting Network (PMRN), IPT, Data Wall; Reading Coach/Reading
Resource Teacher/Reading PLC Facilitator.

WEDA: Sagebrush (IPT); ELL/PSLT Representative.

TEACHERS' COMMON ASSESSMENTS ON UNITS OF INSTRUCTION/BIG IDEAS: PLC Database,
PLC Logs; Individual teachers/Team Leaders/PLC Facilitators/Leadership Team Member.

DRA-2: School generated excel database; Individual teacher.

**Supplemental/Intensive Instruction (Tiers 2 and 3) - Information format: DATA SOURCE: Database:
Person Responsible/Group Responsible.

ASSESSMENTS DATA COLLECTED FROM EXTENDED LEARNING PROGRAMS: School
generated excel database; Leadership Team/ELP Facilitator.

FAIR OPM: School generated excel database; Leadership Team/Reading Coach.

ONGOING ASSESSMENTS WITHIN INTENSIVE COURSES (Middle/High): Database provided by
course materials (for courses that have one, e.g., Read 180), School generated excel database;
Coaches.

CURRICULUM BASED MEASUREMENTS: easyCBM Reports; Leadership Team/PLCs, Individual
Teachers, Reading Coaches.

RESEARCH-BASED COMPUTER-ASSISTED INSTRUCTIONAL PROGRAMS (e.g., iStation):
Assessments included in computer-based programs; PLCs/Individual teachers/Reading coaches.

**Engagement - Information format: DATA SOURCE: Database: Person Responsible/Group Responsible.

ATTENDANCE DATA (Absenteeism, Chronic Absenteeism, Truancy): District Databases: Reports on Demand, IPT, EASI; Attendance Clerk/Attendance Committee/PSLT/PLCs.

DISCIPLINE DATA (Out-of-school suspensions, in-school suspensions, ATOSS, Discipline Referrals): District Databases: Reports on Demand, IPT, EASI; PSLT/PLCs/Behavior Intervention Committee/PBS Team.

DROPOUT PREVENTION DATA (Withdrawal codes, academic outcomes, attendance, discipline data): District databases: Reports on Demand, IPT, EASI, Dashboard, Site generated early warning systems; PSLT/Dropout Prevention Specialist/PLCs/Guidance Counselors/Dropout Prevention Committee.

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

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

Indicator	Grade Level													Total
	K	1	2	3	4	5	6	7	8	9	10	11	12	
Attendance below 90 percent	7	1	2	5	1	2	0	0	0	0	0	0	0	18
One or more suspensions	0	3	4	2	2	2	0	0	0	0	0	0	0	13
Course failure in ELA or Math	0	0	0	0	0	0	0	0	0	0	0	0	0	
Level 1 on statewide assessment	0	0	0	7	10	7	0	0	0	0	0	0	0	24

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

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

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

The purpose of the core Leadership Team is to:

1. Review school-wide assessment data on an ongoing basis in order to identify instructional needs at all grade levels.
2. Support the implementation of high quality instructional practices at the core and intervention/enrichment (Tiers 2/3) levels.
3. Review ongoing progress monitoring data at the core to ensure fidelity of instruction and attainment of SIP goal(s) in curricular, behavioral, and attendance domains.
4. Communicate school-wide data to PLCs and facilitate problem solving within the content/grade level teams.

The Leadership team meets regularly (e.g., bi-weekly/monthly). Specific responsibilities include:

- Oversee the multi-layered model of instructional delivery (Tier 1/Core, Tier 2/Supplemental and Tier 3/Intensive)
- Create, manage and update the school resource map
- Ensure the master schedule incorporates allocated time for intervention support at all grade levels.

- Determine scheduling needs, and assist teacher teams in identifying research-based instructional materials and intervention resources at Tiers2/3
- Facilitate the implementation of specific programs (e.g., Extended Learning Programs during and after school; Saturday Academies) that provide intervention support to students identified through data sorts/charts conducted by the PLCs.
- Determine the school-wide professional development needs of faculty and staff and arrange trainings aligned with the SIP goals
- Organize and support systematic data collection (e.g., district and state assessments; during-the-grading period school assessments/checks for understanding; in-school surveys)
- Assist and monitor teacher use of SMART goals per unit of instruction. (data will be collected and analyzed by PLCs and reported to the Leadership Team/PSLT)
- Strengthen the Tier 1 (core curriculum) instruction through the:
 - o Implementation and support of PLCs
 - o Review of teacher/PLC core curriculum assessments/chapters tests/checks for understanding (data will be collected and analyzed by PLCs and reported to the Leadership Team/PSLT)
 - o Use of Common Core Assessments by teachers teaching the same grade/subject area/course (data will be collected and analyzed by PLCs and reported to the Leadership Team/PSLT)
 - o Implementation of research-based scientifically validated instructional strategies and/or interventions. (as outlined in our SIP)
 - o Communication with major stakeholders (e.g., parents, business partners, etc.) regarding student outcomes through data summaries and conferences.
- On a monthly basis, assist in the evaluation of teacher fidelity data and student achievement data collected during the month.
- Support the planning, implementing, and evaluating the outcomes of supplemental and intensive interventions in conjunction with PLCs and Specialty PSLT.
- Work collaboratively with the PLCs in the implementation of the C-CIM (Core Continuous Improvement Model) on core curriculum material.
- Coordinate/collaborate/integrate with other working committees, such as the Literacy Leadership Team (which is charged with developing a plan for embedding/integrating reading and writing strategies across all other content areas).

B. Family and Community Engagement

The school's response to this section may address the requirements of ESSA, P.L. No. 114-95, § 1114(b)(2) and (b)(7)(A)(iii)(I).

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

a. Will the school use its Title I Parent and Family Engagement Policy (PFEP) to satisfy this question?

Yes

1. PFEP Link

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

2. Description

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

We have a very strong PTA program at Muller. In addition to recruiting parents to support the school through fundraising efforts and volunteering, they provide valuable community building opportunities

which promotes parent involvement. They also reached out to the business community to help support the school as well.

At Muller, we seek out partnerships in our community by researching available opportunities, building connections, completing partnership agreements, implementing those agreements and showing our appreciation to our partners. We continually reflect on current partnerships and adapt to better meet the needs of both parties.

In this way, ties are strengthened and student achievement is positively impacted.

We optimize opportunities for community partners to promote and model great character and mentor our students. For instance, during the Great American Teach In, one of our community partners, Price Waterhouse Coopers, sent 30 staff members to work with our students on issues of sustainability and financial literacy. We hold an annual Career Day where we invited all of our community partners, as well as individuals from careers of interest to our students to share information with our fourth and fifth graders. They carried out mock interviews with our students and answered their questions about their chosen career field. This was a powerful exercise which encouraged students to reflect on their strengths and goals, as they drafted resumes and cover letters. In this way, professionals inspired our students to reach for future success.

Community partners also help to support our school themes of the arts and environmental sciences. USF, Price Waterhouse Coopers, Ernst & Young, and Target have assisted us in maintaining our Global Garden during our Community Garden Days. Our partner, the Patel Conservatory, works with staff and students to help them move forward in the arts.

All of these supports fuel our goal of student achievement by creating a positive culture, a rich community, and parent involvement. By tapping into many stakeholders we are modeling shared leadership to our students.

C. Effective Leadership

1. School Leadership Team

a. Membership

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

Name	Title
Booth, Mary	Principal

b. Duties

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

Elementary PSLT Members

The leadership team includes:

- Principal
- Assistant Principal
- Guidance Counselor
- School Psychologist
- School Social Worker
- Academic Coaches (Reading and other specialists on an ad hot basis)
- ESE teacher
- PLC Liaisons for each grade level, K-5
- SAC Chair

- ELP Coordinator
- ELL Representative
- Attendance Committee Representative
- Behavior team Representative/Behavior Specialist/Coach

(Note that not all members attend every meeting, but are invited based on the goals and purpose of the meeting)

PSLT Coordinator—Principal/Assistant Principal: Coordinate and oversee the decision making process to ensure integrity and consistency of the PS/RtI implementation at the building level. The principal should attend PSLT meetings at the Tier 1 level, provide specific procedures for resource allocation, and monitor the fidelity of instruction/intervention at the school-wide and classroom levels (Tier 1)

PSLT Meeting Facilitator— e.g., School Psychologist, Reading Coach, School Social Worker, Guidance Counselor, ESE Specialist, and/or Intervention Specialist: The facilitator opens the meeting with a brief description of what the team expects to accomplish during the meeting. The facilitator is to establish and maintain a supportive atmosphere throughout the meeting by encouraging participation from team members, clarifying and summarizing information communicated during the meeting, design specific procedures for ongoing communication between school staff and PSLT, and assist with monitoring the fidelity of intervention implementation across each tier.

PSLT Content Specialist— e.g., Administrator, Reading Coach, Math Coach, Writing Coach, ESE Specialist, and/or Behavior Specialist: Ensures that when new content curricular materials are obtained, implementers are adequately trained to use the materials, check fidelity of use of curricular materials and strategies, determine what elements need to be included in an effective core instructional program and assist the team in identifying which instructional strategies are most effective to address areas of concerns. The Content Specialist may also assist with monitoring the fidelity of instruction and intervention implementation across each tier.

PSLT Data Consultant— e.g., Assistant Principal, Reading Coach, Math Coach, Science Coach, Academic Intervention Specialist, Behavior Specialist, Technology Support Personnel, School Psychologist, School Social Worker, ESE Specialist, and/ or Guidance Counselor: Prior to the meeting, the Data Consultant assists team members with collecting, organizing, analyzing, graphing and interpreting data. The data should be presented in easily understandable visual displays to guide the decision making process.

PSLT Timekeeper—Ensures that meeting times are respected and helps the team stay focused on the respective agenda. Because many decisions need to be made during the meeting, the timekeeper should redirect the team's discussion when necessary. The timekeeper should know who are working on specific projects and set timelines for completion/implementation as well as monitor the fidelity across each tier.

PSLT Recorder—Records the plans of the team, including meeting minutes/notes. This person will capture all important information, especially related to instruction/ intervention specifics, progress monitoring, data analysis, and future meeting dates. The recorder may need to ask for clarification several times during the meeting to ensure that enough detail is recorded so that a person who did not attend the meeting would be able to clearly understand the nature and implementation of the instructional/intervention plan

The Leadership Team/PSLT communicates with and supports the PLCs in implementing strategies by distributing Leadership Team members across the PLCs to facilitate planning and implementation. Once strategies are put in place, the Leadership Team members who are part of the PLCs regularly report on their efforts and student outcomes to the larger Leadership Team/PSLT.

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

• In an effort to engage in a systematic data-based problem solving process, the school's Leadership Team/PSLT and PLCs use the problem solving process (Problem Identification, Problem Analysis, Intervention Design and Implementation and Evaluation to engage in data-driven decision making for core instruction. The process is outlined below:

o Analyze student outcomes and make data-driven decisions:

1. What is the problem? (Problem Identification)
2. Why is it occurring? (Problem Analysis and Barrier Identification)
3. What are we going to do about it? (Action Plan Design and Implementation)
4. Is it working? (Monitor Progress and Evaluate Action Plan Effectiveness)

o Identify the problem (based on an analysis of the data disaggregated via data sorts) in multiple areas – curriculum content, behavior, and attendance

o Develop and test hypotheses about why student/school problems are occurring (identify root causes and barriers to success).

o Develop and target interventions based on confirmed hypotheses.

o Identify appropriate progress monitoring assessments to be administered at regular intervals matched to the intensity of the level of instructional/intervention support provided.

o Develop grading period or units of instruction//intervention goals that are ambitious, time-bound, and measurable (e.g., SMART goals).

o Review progress monitoring data at regular intervals to determine when student(s) need more or less support (e.g., frequency, duration, intensity) to meet established class, grade, and/or school goals (e.g., use of data-based decision-making to fade, maintain, modify or intensify intervention, remediation and/or enrichment support).

o Each PLC develops PLC action plan for SIP strategy implementation and monitoring.

o Assess the implementation of the strategies on the SIP using the following questions:

1. Does the data show implementation of strategies are resulting in positive student growth?
2. To what extent are we making progress toward the school's SIP goals?
3. If we are making progress, what can we do to sustain what is working?
4. What barriers to implementation are we facing and how will we address them?
5. What should we do next? What should be our plan of action?

At the end and beginning of each year, schools take an inventory of resource materials, staff and allocation of funds for their building to determine the necessary resource materials and personnel available to meet the needs of their students. The leadership team/PSLT develops a resource map to identify gaps in resources and to ensure resources are available and allocated across the building for use by all grade levels and teachers.

To ensure teacher support systems and small group and individual needs are met, the Problem Solving Leadership Team (PSLT):

1. Review school-wide assessment data on an ongoing basis in order to identify instructional needs across the school and all grade levels.
2. Support the implementation of high quality instructional practices during core and intervention blocks.
3. Review progress monitoring data at the core to ensure fidelity of instruction and attainment of SIP goal(s) in curricular, behavioral, and attendance domains.
4. Communicate school-wide data to PLCs and facilitate problem solving within the content/grade level teams.

The PSLT meets regularly (e.g., bi-weekly/monthly) The PSLT meeting calendar is structured around the district's assessment calendar to ensure there are opportunities to review assessment outcome data and engage in the problem solving process for appropriate data-driven decisions. The members on the team include administrator(s), guidance counselor(s), school psychologist, ESE specialist,

content area coaches/specialists, PLC liaisons, and other school personnel as needed.

To build capacity multi-tiered system of instructional delivery (Tier 1/Core, Tier 2/Supplemental and Tier 3/Intensive), the PSLT:

- Supports school teams with creating, managing and updating the school's resource maps for academic and non-academic areas.
- Ensures the master schedule incorporates allocated time for intervention support at all grade levels and assist teacher teams in identifying evidence-based strategies and materials for intervention delivery.
- Coordinates data sorts at the beginning of each year to identify students in need of enrichment, remediation and intervention support at each tier.
- Facilitates the implementation of specific programs (e.g., Extended Learning Programs during and after school; Saturday Academies) that provide support to students in need of remediation of core skills.
- Determines the school-wide professional development needs of faculty and staff and arrange trainings aligned with the SIP goals.
- Organizes and support systematic data collection (e.g., universal screenings, formative, ongoing progress monitoring and summative data).
- Assists and monitor teacher use of SMART goals for core instruction and intervention groups. (data will be collected and analyzed by PLCs and reported to the PSLT)
- Strengthen Tier 1 core instruction by:
 - o Implementing evidence-based instructional strategies and/or interventions. (as outlined in the SIP)
 - o Supporting PLCs with planning and delivering rigorous core instruction.
 - o Ensuring opportunities for common assessments are provided across each grade level.
 - o Reviewing common assessment data to monitor students Response to Core Instruction.
 - o Monitoring the fidelity of instructional practices.

Title I, Part A

Services are provided to ensure students who need additional remediation are provided support through: after-school, Saturday School and summer programs, quality teachers through professional development, content resource teachers, and mentors.

Title I, Part C- Migrant

The migrant advocate provides services and support to students and parents. The advocate works with teachers and other programs to ensure that the migrant students' needs are being met.

Title I, Part D

The district receives funds to support the Alternative Education Program which provides transition services from alternative education to school of choice

Title II

The district receives funds for staff development to increase student achievement through teacher training. In addition, the funds are utilized in the Salary Differential Program at Renaissance Schools.

Title III

Services are provided through the district for educational materials and ELL district supported services to improve the education of immigrant and English Language Learners

Title X- Homeless

Supplemental Academic Instruction (SAI)

SAI funds will be coordinated with the Title I funds to provide summer school, reading coaches, and

extended learning opportunity programs.

Violence Prevention Programs
 NA

Nutrition Programs
 NA

Housing Programs
 NA

Headstart
 We utilize information from students in Head Start to transition into Kindergarten.

Adult Education
 NA

Career and Technical Education
 The career and technical support is specific to each school site in which funds can be utilized, in a specific program, within Title I regulations.

Job Training
 Job training support is specific to each school site in which funds can be utilized, in a specific program, within Title I regulations.

2. School Advisory Council (SAC)

a. Membership

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

Name	Stakeholder Group
Mary Booth	Principal
Colleen McDonald	Parent
Lauren Sturlaugson	Teacher
Gina Carpenter	Teacher
Deborah Wilcox	Parent
Chip Offers	Business/Community
Eric Cruz	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

The school's response to this question may address the requirements of ESSA, P.L. No. 114-95, § 1114(b)(2).

a. Evaluation of last year's school improvement plan

In partnership with the School Leadership Team, the SAC will analyze and assess all pertinent school data that affects student achievement, and evaluate progress towards meeting the prior year's school improvement goal(s). That analysis will then guide the development of this year's SIP.

b. Development of this school improvement plan

In partnership with the School Leadership Team, the SAC will analyze and assess all pertinent school data that affects student achievement, evaluate progress towards meeting the prior year's school improvement goal(s), develop the school improvement plan, vote on the school improvement plan, monitor the school improvement plan, review the school improvement plan as needed, plan and carry out activities that support the school improvement plan, develop a SAC budget to support the school improvement plan goals, monitor the spending of the SAC budget, and make adjustments to the budget as needed.

The SAC committee will be involved in the generation of the Standard and Non-Standard Waiver approvals and the SAC composition form. In addition members of the SAC will construct in collaboration with the School- Based Leadership Team (SBLT), the SAC budget. The SAC committee will be involved in the adoption of the SIP and in mid-year reflection and report. The SAC committee will be involved in overseeing professional development to aid faculty and staff in maintaining fidelity with maintaining SIP goal.

All the steps that are part of the school improvement plan reflect and relate to the areas of curriculum, instruction, assessment and behavior. Input, with time for reflection, was sought from staff and SAC committee to do the analyses of these areas. Using data and all components of the school improvement plan, the goals of the SAC committee will be directly tied to student achievement progress.

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

SAC submits a budget (if allotted by the district) within the SIP to support strategy implementation and/or professional development.

In the event that the state does not allocate SAC funds to schools, the district may elect to allocate district dollars to schools to support SIP goals. If and when they become available, schools will be notified of the allocation by the Business Division. An initial allocation of 90% is based on the average un-weighted FTE from the prior year. The second allocation is based on the current year's average un-weighted FTE minus the amount initially allocated. The second allocation usually falls in the month of March. Schools are notified by the Business Division when the first and second allocations have been completed.

The law encourages each local SAC to design their own budget (without infringement at the district level) in order to carry out the school improvement process in their school. Subject to the following restrictions, the law does not set any limitations on how the money can be spent. The principal may not override the recommendation of the SAC. Funds may not be used for capital improvement. Funds may not be used for any project or program that has a duration of more than one year. However, a program or project formerly funded may receive funds in a subsequent year. The SAC is responsible for determining how funds will be appropriated. The SAC must vote on each item in the budget.

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

Last year the SAC provided \$383.78 to purchase books to help implement Florida Standards based close reading lessons in the classrooms. They also spent \$523.70 on student incentives. This funding purchased Citizenship dog tags for students who were able to meet their year long citizenship goals. In this way, it supported positive habit and skill building in our students.

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
Booth, Mary	Principal

b. Duties

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

The LLT (transitioning to an Instructional Leadership Team model) is a subset of the Problem Solving Leadership Team. The team provides leadership for the implementation of the goals, strategies, and actions steps related reading and writing on the SIP. Members include:

- Principal
- Assistant Principal
- Reading Coach/Resource Teacher
- ESE Teacher
- ELL Representative
- Grade Level Representatives

The principal is the LLT (ILT) chairperson. The reading coach is a member of the team and provides extensive expertise in data analysis and reading/writing instruction in all content areas. The LLT (ILT) is grounded in a shared or distributive leadership model where content teachers, the reading coach, instructional support staff, and the principal all participate equally in the decision-making process based on the team’s review of data and its application to the specific SIP reading and writing goals focus.

The LLT (ILT) members monitors reading/writing data, identifies school-wide and individual teachers’ reading/writing-focused instructional strengths and weaknesses, and creates a professional development plan to support identified instructional needs in conjunction with the Problem Solving Leadership team’s support plan. Additionally the principal ensures that time is provided for the LLT ILT to collaborate and share information with all site stakeholders including other administrators, teachers, staff members, parents and students.

D. Public and Collaborative Teaching

The school's responses to this section may address the requirements of ESSA, P.L. No. 114-95, § 1114(b)(7)(A)(iii)(IV).

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

Schools Build a Collaborative Culture Through Regularly Scheduled PLC Meetings

Core Beliefs:

- No school can help all students achieve at high levels if teachers work in isolation.
- Schools improve when teachers are given the time and support to work together to clarify essential student learning, develop common assessments for learning, analyze evidence of student learning, and

use that evidence to learn from one another.

- PLCs measure their effectiveness on the basis of results rather than intentions.
- All programs, policies, and practices are continually assessed on the basis of their impact on student learning.
- All staff members receive relevant and timely information on their effectiveness in achieving intended results.
- PLC meetings will be regularly scheduled.

Essential Characteristics of a PLC

- Shared mission, vision, values, goals
- Educators in a PLC benefit from clarity regarding their shared purpose, a common understanding of the school they are trying to create, collective communities to help move the school in the desired direction, and specific, measurable, attainable, results-oriented, and time-bound (SMART) goals to mark their progress.
- Collaborative teams focused on learning
- In a PLC, educators work together interdependently in collaborative teams to achieve common goals for which they are mutually accountable. The structure of the school is aligned to ensure teams are provided the time and support essential to adult learning.
- Collective inquiry
- Teams in a PLC relentlessly question the status quo, seek new methods of teaching and learning, test the methods, and then reflect on the results. Building shared knowledge of both current reality and best practice is an essential part of each team's decision-making process.
- Action orientation and experimentation
- Members of a PLC constantly turn their learning and insights into action. They recognize the importance of engagement and experience in learning and in testing new ideas. They learn by doing.
- Commitment to Continuous improvement
- Not content with the status quo, members of a PLC constantly seek better ways to achieve mutual goals and accomplish their fundamental purpose of learning for all. All teams engage in an ongoing cycle of:
 - ? Gathering evidence of current levels of student learning
 - ? Developing strategies and ideas to build on strengths and address weaknesses in that learning
 - ? Implementing the strategies and ideas
 - ? Analyzing the impact of the changes to discover what was effective and what was not
 - ? Applying the new knowledge in the next cycle of continuous improvement
- Results orientation
- Educators in a PLC assess their efforts on the basis of tangible results.

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

SDHC implements the Empowering Effective Teachers (EET) initiative, which awards salary increases to all teachers based on sustained performance. Performance levels are tied to a 3-year average of value added measures. The teacher evaluation is based on that value added, along with peer/mentor evaluation data and principal/administration evaluation data. PLCs and the District's Mentoring program for new teachers are essential for teacher retention.

The Salary Differential program for identified high needs Title I schools helps to recruit and retain high quality teachers. All new hires must be approved by the District. This program requires teachers to be rated in the "good to excellent" range, be highly qualified for their position, and to have completed, signed and implemented an Individualized Professional Development Plan (IPDP).

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

District based mentors are provided to teachers new to teaching through the EET initiative. Weekly visits by mentors can include planning, modeling, data analysis, coaching, conference, and problem solving. Mentors work individually with new teachers, developing unique plans to support professional growth. The district-based mentor has strengths in the areas of leadership, mentoring, and increasing student achievement.

In addition, each new teacher to Muller, even if they have taught in Hillsborough County before, is paired with a veteran Muller teacher. Pairings are done based on a common thread the two teachers have, whether that be subject area or grade level being taught or teachers in similar resource positions. The purpose of this mentorship, is for new teachers to have a go to person for any questions specific to Muller.

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

Hillsborough County Public Schools use state-adopted standards as the foundation for content area instruction. Florida adopted Common Core State Standards in mathematics, language arts, and literacy in history/social studies, science, and technical subjects in July 2010, which were fully implemented in 2013-14. The Common Core (CC) standards may be accessed at: http://www.cpalms.org/Standards/Common_Core_Standards.aspx. These standards describe the level of student achievement for which the state will hold schools accountable for students' learning. The domains, strands, standards, and benchmarks which comprise the Florida Standards are authorized by Section 1003.41, F.S., and are adopted by the State Board of Education (SBE). Rule 6A-1.09401, FAC, requires public schools to provide appropriate instruction to assist students in the achievement of these standards. Section 1008.25, F.S., requires each district school board to incorporate the Florida Standards into the district student progression plan.

The benchmarks are in the subject areas of mathematics beyond college and career ready (calculus, discrete mathematics, and financial literacy), science, social studies, the arts (dance, music, theatre, and visual arts), health education, physical education, world languages, gifted education and special education skills.

HCPS has, as required by state statute, adopted a comprehensive plan for student progression, which includes standards for evaluating each student's performance, including mastery of the Florida Standards. The plan also provides specific levels of performance in reading, writing, science, and mathematics at each grade level that includes the levels of performance on statewide assessments (as established by the Commissioner) at which a student must receive remediation or be retained. The HCPS pupil progression plan can be viewed at: <http://www.sdhc.k12.fl.us/instruction/StudentProgressionPlan/index.asp>.

Pursuant to State law, HCPS Board policies require purchasing current instructional materials so that each student has a textbook or other instructional materials as a major tool of instruction in core courses of the appropriate subject areas of mathematics, language arts, science, social studies, reading, and literature for grades K-12. The primary objective of such instructional materials shall be to enrich, support, and implement the educational program of the school. These purchases shall be for instructional materials included on the State-adopted list, except as otherwise provided in State law, and shall be made within the first two years of the adoption cycle. The primary objective of such instructional materials shall be to enrich, support, and implement the educational program of the school.

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

HCPS utilizes Problem-Solving and Response to Instruction/Intervention/Multi-tiered Systems of Support Framework as defined by Florida.

PS-RtI/MTSS is the practice of providing high-quality instruction and intervention matched to student needs using learning rate over time and level of performance to make important instructional decisions. PS-RtI/MTSS involves the systematic use of assessment data to most efficiently allocate resources in order to improve learning for all students. To ensure efficient use of resources, schools begin with the identification of trends and patterns using school-wide and grade-level data. Students who need instructional intervention beyond what is provided universally for positive behavior or academic content areas are provided with targeted, supplemental interventions delivered individually or in small groups at increasing levels of intensity.

The RtI/MTSS framework is characterized by a continuum of academic and behavior supports reflecting the need for students to have fluid access to instruction of varying intensity levels. Three tiers describe the level and intensity of the instruction/interventions provided across the continuum. The three tiers are not, conversely, used to describe categories of students or specific instructional programs. The three tiers are characterized as follows:

Tier 1: Core Universal Instruction and Supports – General academic and behavior instruction and support designed and differentiated for all students in all settings

Tier 2: Targeted Supplemental Interventions and Supports – More focused, targeted instruction/intervention and supplemental support in addition to and aligned with the core academic and behavior curriculum and instruction

Tier 3: Intensive Individualized Interventions and Supports – The most intense (increased time, narrowed focus, reduced group size) instruction and intervention based upon individual student need provided in addition to and aligned with core and supplemental academic and behavior, curriculum, instruction, and supports

The problem-solving process is critical to making the instructional adjustments needed for continual improvement in both student level of performance and rate of progress and is critical for assessing (through students' response) the effectiveness of the instruction/interventions provided. Throughout the continuum of instruction and intervention, problem solving is used to match instructional resources to educational need. Teams continue to engage in problem solving to ensure that student success is achieved and maintained. The four critical parts of the on-going problem-solving cycle as a consistent way of work for teams are as follows:

I. Define the problem by determining the difference between what is expected and what is occurring. Ask, "What specifically do we want students to know and be able to do when compared to what they do know and are able to do?" When engaged in problem solving at the individual student level, the team should strive for accuracy by asking, "What exactly is the problem?"

II. Analyze the problem using data to determine why the issue is occurring. Generate hypotheses (reasons why students are not meeting performance goals) founded in evidence-based content area knowledge, alterable variables, and instructionally relevant domains. Gather assessment data to determine valid/non-valid hypotheses. Link validated hypotheses to instruction/intervention so that

hypotheses will lead to evidence-based instructional decisions. Ask, "Why is/are the desired goal(s) not occurring? What are the barriers to the student(s) doing and knowing what is expected?" Design or select instruction to directly address those barriers.

III. Develop and implement a plan driven by the results of the team's problem analysis by establishing a performance goal for the group of students or the individual student and developing an intervention plan to achieve the goal. Then delineate how the student's or group of students' progress will be monitored and implementation integrity will be supported. Ask, "What are we going to do?"

IV. Measure response to instruction/interventions by using data gathered from progress monitoring at agreed upon intervals to evaluate the effectiveness of the intervention plan based on the student's or group of students' response to the intervention. Progress-monitoring data should directly reflect the targeted skill(s). Ask, "Is it working? If not, how will the instruction/intervention plan be adjusted to better support the student's or group of students' progress?" Team discussion centers on how to maintain or better enable learning for the student(s).

HCPS offers a variety of programs designed to meet the diverse needs of students. In Elementary School these supplemental and enrichment programs include additional time in small teacher-guided groups, computer aided interventions (i.e. iStation, FASTT Math, Dimension U), Extended Learning Time, extended year programs, tutorial support, Math Bowl, Economics Bowl, Tivitz, Fine Arts Festival, Speech Contest, myOn Reader, Battle of the Books, Science Olympics, Magnet Programs, Hillsborough Robots Challenge, and Geography Bee. In Middle and High Schools, these supplemental and enrichment programs include SpringBoard reading support, computer aided interventions (myOn reader, Dimension U), Tutorial support, Robotics, Science Olympiad, AVID, Advanced Placement, IB, Dual Enrollment, Grade Enhancement Courses, Career Pathways, Program Completers, Industry Certifications, Magnet Programs, credit recovery, and extended year programs.

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: Before School Program

Minutes added to school year: 2,500

Math Club before school

Strategy Rationale

Targeting low performing students, provide enrichment for students with high abilities

Strategy Purpose(s)

- Core Academic Instruction
- Enrichment

Person(s) responsible for monitoring implementation of the strategy

Snyder, Robin, robin.snyder@sdhc.k12.fl.us

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

Common assessments, pre- and post-tests

Strategy: Before School Program

Minutes added to school year: 3,360

Extra violin rehearsals and song writing techniques for bottom quartile students

Strategy Rationale

Targeting low performing students and students with Tier 2 behavior

Strategy Purpose(s)

- Core Academic Instruction
- Enrichment

Person(s) responsible for monitoring implementation of the strategy

Sturlaugson, Lauren, lauren.sturlaugson@sdhc.k12.fl.us

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

Common assessments, Writing Interim scores,

2. Student Transition and Readiness

a. PreK-12 Transition

The school's response to this question may address the requirements of ESSA, P.L. No. 114-95, § 1114(b)(7)(A)(iii)(V).

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

In Hillsborough County Public schools, all kindergarten children are assessed for Kindergarten Readiness using the FLKRS (Florida Kindergarten Readiness Screener.) This state-selected assessment contains a subset of the Early Childhood Observation System and the first two measures of the Florida Assessments in Reading (FAIR). The instruments used in the screening are based upon the Florida Voluntary Prekindergarten (VPK) Education Standards. Parents are provided with a letter from the Commissioner of Education, explaining the assessments. Teachers will meet with parents after the assessments have been completed to review student performance. Data from the FAIR will be used to assist teachers in creating homogeneous groupings for small group reading instruction. Children entering Kindergarten may have benefited from the Hillsborough County Public Schools' Voluntary Prekindergarten Program. This program is offered at elementary schools in the summer and during the school year in selected Head Start classrooms and as a blended program in several Early Exceptional Learning Program (EELP) classrooms. Starting in the 2012-2013 school year, students in the VPK program were given the state-created VPK Assessment that looks at Print Knowledge, Phonological Awareness, Mathematics and Oral Language/Vocabulary. This assessment continues to be administered at the start and end of the VPK program. A copy of these assessments are mailed to the school in which the child is registered for kindergarten, enabling the child's teacher to have a better understanding of the child's abilities from the first day of school. Parent Involvement events for Transitioning Children into Kindergarten include Kindergarten Round-Up. This event provides parents with an opportunity to meet the teachers and hear about the academic program. Parents are encouraged to complete the school registration procedure at this time to ensure that the child is able to start school on time.

SEE: HCPS Pupil Progression Plan

Students are programmed & scheduled appropriately through clear communication with feeder schools, utilizing district scheduling guidelines, At-Risk lists, and early warning systems based on a student's need for support.

b. College and Career Readiness

- 1. Describe the strategies the school uses to advance college and career awareness, which may include establishing partnerships with business, industry or community organizations**
- 2. Identify the career and technical education programs available to students and industry certifications that may be earned through those respective programs**
- 3. Describe efforts the school has taken to integrate career and technical education with academic courses (e.g., industrial biotechnology) to support student achievement**
- 4. Describe strategies for improving student readiness for the public postsecondary level based on annual analysis of the [High School Feedback Report](#), as required by section 1008.37(4), Florida Statutes**

II. Needs Assessment

The school's completion of this part may address the requirements of ESSA, P.L. No. 114-95, § 1114(b)(6).

A. Problem Identification

1. Data to Support Problem Identification

b. Data Uploads

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

The following documents were submitted as evidence for this section:

No files were uploaded

2. Problem Identification Summary

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

B. Problem Analysis Summary

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

C. Strategic Goals

School Improvement Goals

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

Problem Solving Key

G = Goal

B =
Barrier

S = Strategy

1 = Problem Solving Step  S123456 = Quick Key

Strategic Goals Summary

- G1.** Student achievement will increase by strengthening core instruction through enhanced student engagement that will be evident through purposeful lessons, differentiated tasks, and student discussion with high expectations for learning.

- G2.** The “Leader in Me” philosophies will be implemented with fidelity to create a school wide culture of student leadership and high expectations for learning.

Strategic Goals Detail

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

G1. Student achievement will increase by strengthening core instruction through enhanced student engagement that will be evident through purposeful lessons, differentiated tasks, and student discussion with high expectations for learning. 1a

G092409

Targets Supported 1b

Indicator	Annual Target
Math Lowest 25% Gains	50.0
AMO Reading - SWD	
FCAT 2.0 Science Proficiency	70.0
AMO Math - SWD	
ELA/Reading Gains	50.0

Targeted Barriers to Achieving the Goal 3

- Reading: Time constraints on planning and implementing lessons that are highly engaging.
- Math: Time constraints on planning and implementing lessons that are highly engaging
- Science: Time constraints on planning and implementing lessons that are highly engaging. Science resource position has been eliminated and we need someone for the distribution of supplies.
- Writing: Time constraints on planning and implementing lessons that are highly engaging

Resources Available to Help Reduce or Eliminate the Barriers 2

- content resource teachers
- arts resource teachers
- leadership team
- general classroom teachers
- assessment and measurement tools
- Instructional Leadership Team
- rubrics
- classroom literacy libraries
- Standard Studies (Jim Burke)

Plan to Monitor Progress Toward G1. 8

Student work/ data will be analyzed regularly at PLCs, ILT

Person Responsible

Mary Booth

Schedule

Monthly, from 8/10/2017 to 5/25/2018

Evidence of Completion

Meeting Agenda, minutes

G2. The “Leader in Me” philosophies will be implemented with fidelity to create a school wide culture of student leadership and high expectations for learning. 1a

G093596

Targets Supported 1b

Indicator	Annual Target
Level 1 - All Grades	75.0

Targeted Barriers to Achieving the Goal 3

- Student and teacher buy-in as well as finding the time in the instructional day to implement the strategies.

Resources Available to Help Reduce or Eliminate the Barriers 2

- Content teachers
- Resource teachers
- Instructional Leadership Team
- Arts Teachers
- Leader in Me Resources
- Stanford Harmony Resources

Plan to Monitor Progress Toward G2. 8

Data walls and student Leadership notebooks will be analyzed regularly at PLCs

Person Responsible

Mary Booth

Schedule

Quarterly, from 8/10/2017 to 5/25/2018

Evidence of Completion

Meeting agenda, minutes

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. Student achievement will increase by strengthening core instruction through enhanced student engagement that will be evident through purposeful lessons, differentiated tasks, and student discussion with high expectations for learning. 1

G092409

G1.B1 Reading: Time constraints on planning and implementing lessons that are highly engaging. 2

B247627

G1.B1.S1 Conduct reading conferences regularly and set individual goals. 4

S260904

Strategy Rationale

Throughout the year, teachers will conduct individual reading conferences and set student goals, resulting in the growth of student reading proficiency measured by school-wide cold read assessments.

Action Step 1 5

Teachers will observe highly effective teachers and academic reading coaches conduct independent reading conferences.

Person Responsible

Mary Booth

Schedule

Quarterly, from 8/10/2017 to 5/25/2018

Evidence of Completion

Team planning notes, observations and walk through information with feedback, goal reflection/ meeting goal

Action Step 2 5

During Grade Level PLC, teachers will share/develop an organizational system track and plan reading conferences

Person Responsible

Mary Booth

Schedule

Quarterly, from 8/10/2017 to 5/25/2018

Evidence of Completion

Team planning notes, observations and walk through information with feedback, goal reflection/ meeting goal

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

walk throughs, observations, coaching

Person Responsible

Mary Booth

Schedule

Monthly, from 8/10/2017 to 5/25/2018

Evidence of Completion

PLC logs, feedback forms, walk through checklists

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

Reading coach and administration will conduct walkthroughs.

Person Responsible

Mary Booth

Schedule

Monthly, from 8/10/2017 to 5/25/2018

Evidence of Completion

information collected, reading walk through data, fair, interim and independent reading data

G1.B2 Math: Time constraints on planning and implementing lessons that are highly engaging 2

 B247628

G1.B2.S1 Teacher will plan differentiated lessons to engage all learners across grade levels. 4

 S260905

Strategy Rationale

If students clearly understand a lesson through differentiation, they will be more engaged in their learning outcome.

Action Step 1 5

Professional development in Vertical PLC on how to group students using assessments.

Person Responsible

Mary Booth

Schedule

On 5/25/2018

Evidence of Completion

data notebooks and walk through feedback

Action Step 2 5

Celebrations for success on Fact Fluency

Person Responsible

Mary Booth

Schedule

Monthly, from 8/10/2017 to 5/25/2018

Evidence of Completion

Data walls and walk through feedback

Plan to Monitor Fidelity of Implementation of G1.B2.S1 6

Administration will conduct walkthroughs.

Person Responsible

Mary Booth

Schedule

Monthly, from 8/10/2017 to 5/25/2018

Evidence of Completion

walk through data

Plan to Monitor Effectiveness of Implementation of G1.B2.S1 7

Review data and provide individualized support as needed.

Person Responsible

Mary Booth

Schedule

Monthly, from 8/10/2017 to 5/25/2018


Evidence of Completion

walk through forms, PLC minutes

G1.B3 Science: Time constraints on planning and implementing lessons that are highly engaging. Science resource position has been eliminated and we need someone for the distribution of supplies. 2

 B247629

G1.B3.S1 Purposeful planning with focus on student engagement. 4

 S260906

Strategy Rationale

If students are more engaged in lessons, they will be more involved in their learning outcomes.

Action Step 1 5

Designate a section of time each Vertical PLC to discuss upcoming events and lessons to bounce off each other.

Person Responsible

Mary Booth

Schedule

Monthly, from 8/10/2017 to 5/25/2018

Evidence of Completion

minutes from vertical PLCs, student work,

Action Step 2 5

Each member of the PLC will come prepared to share a successful engagement strategy with the other grade level reps to share at their next team meeting.

Person Responsible

Mary Booth

Schedule

Monthly, from 8/10/2017 to 5/25/2018

Evidence of Completion

minutes from vertical PLCs, student work,

Plan to Monitor Fidelity of Implementation of G1.B3.S1 6

Administration will conduct walkthroughs.

Person Responsible

Mary Booth

Schedule

Monthly, from 8/10/2017 to 5/25/2018

Evidence of Completion

feedback from walk throughs

Plan to Monitor Effectiveness of Implementation of G1.B3.S1 7

walk throughs, observations, coaching

Person Responsible

Mary Booth

Schedule

Monthly, from 8/10/2017 to 5/25/2018

Evidence of Completion

feedback, PLC minutes, student work

G1.B4 Writing: Time constraints on planning and implementing lessons that are highly engaging 2

 B247630

G1.B4.S1 Model effective writing process for students using think alouds. 4

 S260907

Strategy Rationale

This will lead to more student engagement which will allow students to be more invested in their learning outcomes.

Action Step 1 5

Have pre-planned, purposeful models with think-alouds and questions. Plan these with other teachers

Person Responsible

Mary Booth

Schedule

Biweekly, from 8/10/2017 to 5/25/2018

Evidence of Completion

PLC forms, vertical PLC minutes

Action Step 2 5

Watch a model lesson video of quality instruction via Moodle or academic coaches

Person Responsible

Mary Booth

Schedule

Semiannually, from 8/10/2017 to 5/25/2018

Evidence of Completion

PLC forms, vertical PLC minutes

Plan to Monitor Fidelity of Implementation of G1.B4.S1 6

PLC check ins, walk throughs, and vertical PLCs

Person Responsible

Mary Booth

Schedule

Monthly, from 8/10/2017 to 5/25/2018

Evidence of Completion

PLC minutes, walk through data

Plan to Monitor Effectiveness of Implementation of G1.B4.S1 7

tracking writing scores

Person Responsible

Mary Booth

Schedule

Monthly, from 8/10/2017 to 5/25/2018

Evidence of Completion

student data notebooks and writing portfolios

G2. The “Leader in Me” philosophies will be implemented with fidelity to create a school wide culture of student leadership and high expectations for learning. 1

G093596

G2.B1 Student and teacher buy-in as well as finding the time in the instructional day to implement the strategies. 2

B251104

G2.B1.S1 Use Leader in Me Resources to teach the 7 Habits of Happy Kids 4

S264708

Strategy Rationale

Using the Leader in Me Resources will teach students the vocabulary and strategies to be leaders and to have high expectations for their learning.

Action Step 1 5

Attend the 4 days of Leader in Me Training provided by the Stephen Covey Institute.

Person Responsible

Mary Booth

Schedule

Monthly, from 8/10/2017 to 5/25/2018

Evidence of Completion

feedback walkthroughs by administration, Leadership Notebooks, student leadership roles in class and school wide

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

walkthroughs, observations, Learning Walks

Person Responsible

Mary Booth

Schedule

Monthly, from 8/10/2017 to 5/25/2018

Evidence of Completion

feedback forms, Leadership Notebooks

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

Administration will conduct walkthroughs

Person Responsible

Mary Booth

Schedule

Monthly, from 8/10/2017 to 5/25/2018

Evidence of Completion


feedback forms

IV. Implementation Timeline

Source	Task, Action Step or Monitoring Activity	Who	Start Date (where applicable)	Deliverable or Evidence of Completion	Due Date/ End Date
2018					
G1.MA1 M364717	Student work/ data will be analyzed regularly at PLCs, ILT	Booth, Mary	8/10/2017	Meeting Agenda, minutes	5/25/2018 monthly
G2.MA1 M373182	Data walls and student Leadership notebooks will be analyzed regularly at PLCs	Booth, Mary	8/10/2017	Meeting agenda, minutes	5/25/2018 quarterly
G1.B1.S1.MA1 M364709	Reading coach and administration will conduct walkthroughs.	Booth, Mary	8/10/2017	information collected, reading walk through data, fair, interim and independent reading data	5/25/2018 monthly
G1.B1.S1.MA1 M364710	walk throughs, observations, coaching	Booth, Mary	8/10/2017	PLC logs, feedback forms, walk through checklists	5/25/2018 monthly
G1.B1.S1.A1 A343782	Teachers will observe highly effective teachers and academic reading coaches conduct independent...	Booth, Mary	8/10/2017	Team planning notes, observations and walk through information with feedback, goal reflection/ meeting goal	5/25/2018 quarterly
G1.B1.S1.A2 A349130	During Grade Level PLC, teachers will share/develop an organizational system track and plan reading...	Booth, Mary	8/10/2017	Team planning notes, observations and walk through information with feedback, goal reflection/ meeting goal	5/25/2018 quarterly
G1.B2.S1.MA1 M364711	Review data and provide individualized support as needed.	Booth, Mary	8/10/2017	walk through forms, PLC minutes	5/25/2018 monthly
G1.B2.S1.MA1 M364712	Administration will conduct walkthroughs.	Booth, Mary	8/10/2017	walk through data	5/25/2018 monthly
G1.B2.S1.A1 A343783	Professional development in Vertical PLC on how to group students using assessments.	Booth, Mary	8/10/2017	data notebooks and walk through feedback	5/25/2018 one-time
G1.B2.S1.A2 A349135	Celebrations for success on Fact Fluency	Booth, Mary	8/10/2017	Data walls and walk through feedback	5/25/2018 monthly
G1.B3.S1.MA1 M364713	walk throughs, observations, coaching	Booth, Mary	8/10/2017	feedback, PLC minutes, student work	5/25/2018 monthly
G1.B3.S1.MA1 M364714	Administration will conduct walkthroughs.	Booth, Mary	8/10/2017	feedback from walk throughs	5/25/2018 monthly
G1.B3.S1.A1 A343784	Designate a section of time each Vertical PLC to discuss upcoming events and lessons to bounce off...	Booth, Mary	8/10/2017	minutes from vertical PLCs, student work,	5/25/2018 monthly
G1.B3.S1.A2 A349140	Each member of the PLC will come prepared to share a successful engagement strategy with the other...	Booth, Mary	8/10/2017	minutes from vertical PLCs, student work,	5/25/2018 monthly
G1.B4.S1.MA1 M364715	tracking writing scores	Booth, Mary	8/10/2017	student data notebooks and writing portfolios	5/25/2018 monthly
G1.B4.S1.MA1 M364716	PLC check ins, walk throughs, and vertical PLCs	Booth, Mary	8/10/2017	PLC minutes, walk through data	5/25/2018 monthly
G1.B4.S1.A1 A343785	Have pre-planned, purposeful models with think-alouds and questions. Plan these with other teachers	Booth, Mary	8/10/2017	PLC forms, vertical PLC minutes	5/25/2018 biweekly
G1.B4.S1.A2 A349185	Watch a model lesson video of quality instruction via Moodles or academic coaches	Booth, Mary	8/10/2017	PLC forms, vertical PLC minutes	5/25/2018 semiannually
G2.B1.S1.MA1 M373180	Administration will conduct walkthroughs	Booth, Mary	8/10/2017	feedback forms	5/25/2018 monthly
G2.B1.S1.MA1 M373177	walkthroughs, observations, Learning Walks	Booth, Mary	8/10/2017	feedback forms, Leadership Notebooks	5/25/2018 monthly

Hillsborough - 3181 - Muller Elementary Magnet School - 2017-18 SIP

Muller Elementary Magnet School

Source	Task, Action Step or Monitoring Activity	Who	Start Date (where applicable)	Deliverable or Evidence of Completion	Due Date/ End Date
G2.B1.S1.A1  A350515	Attend the 4 days of Leader in Me Training provided by the Stephen Covey Institute.	Booth, Mary	8/10/2017	feedback walkthroughs by administration, Leadership Notebooks, student leadership roles in class and school wide	5/25/2018 monthly

V. Professional Development Opportunities

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

G1. Student achievement will increase by strengthening core instruction through enhanced student engagement that will be evident through purposeful lessons, differentiated tasks, and student discussion with high expectations for learning.

G1.B1 Reading: Time constraints on planning and implementing lessons that are highly engaging.

G1.B1.S1 Conduct reading conferences regularly and set individual goals.

PD Opportunity 1

Teachers will observe highly effective teachers and academic reading coaches conduct independent reading conferences.

Facilitator

Jennifer Miller

Participants

Classroom Teachers

Schedule

Quarterly, from 8/10/2017 to 5/25/2018

G1.B2 Math: Time constraints on planning and implementing lessons that are highly engaging

G1.B2.S1 Teacher will plan differentiated lessons to engage all learners across grade levels.

PD Opportunity 1

Professional development in Vertical PLC on how to group students using assessments.

Facilitator

Kallie Freiner

Participants

Classroom Teachers

Schedule

On 5/25/2018

G1.B4 Writing: Time constraints on planning and implementing lessons that are highly engaging

G1.B4.S1 Model effective writing process for students using think alouds.

PD Opportunity 1

Watch a model lesson video of quality instruction via Moodles or academic coaches

Facilitator

Lauren Sturlaugson and Jennifer Miller

Participants

Classroom teachers

Schedule

Semiannually, from 8/10/2017 to 5/25/2018

G2. The “Leader in Me” philosophies will be implemented with fidelity to create a school wide culture of student leadership and high expectations for learning.

G2.B1 Student and teacher buy-in as well as finding the time in the instructional day to implement the strategies.

G2.B1.S1 Use Leader in Me Resources to teach the 7 Habits of Happy Kids

PD Opportunity 1

Attend the 4 days of Leader in Me Training provided by the Stephen Covey Institute.

Facilitator

The Leader in Me and Stephen Covey Institute

Participants

whole school

Schedule

Monthly, from 8/10/2017 to 5/25/2018

VI. Technical Assistance Items

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

VII. Budget

1	G1.B1.S1.A1	Teachers will observe highly effective teachers and academic reading coaches conduct independent reading conferences.	\$0.00
2	G1.B1.S1.A2	During Grade Level PLC, teachers will share/develop an organizational system track and plan reading conferences	\$0.00
3	G1.B2.S1.A1	Professional development in Vertical PLC on how to group students using assessments.	\$0.00
4	G1.B2.S1.A2	Celebrations for success on Fact Fluency	\$0.00
5	G1.B3.S1.A1	Designate a section of time each Vertical PLC to discuss upcoming events and lessons to bounce off each other.	\$0.00
6	G1.B3.S1.A2	Each member of the PLC will come prepared to share a successful engagement strategy with the other grade level reps to share at their next team meeting.	\$0.00
7	G1.B4.S1.A1	Have pre-planned, purposeful models with think-alouds and questions. Plan these with other teachers	\$0.00
8	G1.B4.S1.A2	Watch a model lesson video of quality instruction via Moodle or academic coaches	\$0.00
9	G2.B1.S1.A1	Attend the 4 days of Leader in Me Training provided by the Stephen Covey Institute.	\$0.00
Total:			\$0.00