

**2020-2021**

**School Improvement Plan**

**Palm Bay Elementary School**

Table of Contents

1. Mission/Vision Statements of the School 3

2. School Data for 2020-2021 4

2.1 ELA Data 4

2.1.1 ELA Reading Goals for 2020-21 4

2.1.2 ELA Reading Strategies 4

2.1.3 ELA Writing Strategies 4

2.2 Math Data 5

2.2.1 Math Goals for 2020-21 5

2.2.2 Math Strategies 5

**2.4 Attendance and Behavioral Data**………………………………………………………………………….5

2.4.1 Attendance and Behavioral Goals for 2020-2021………………………………………………….5

2.4.2 Attendance and Behavioral Strategies …………………………………………………………………6

**3. Title I Requirements**………………………………………………………………………………………….6

3.2.1 Plan for Monitoring Strategies……………………………………………………………………7

3.2.2 Recruitment/Retention Process…………………………………………………………………8

# 1. Mission/Vision Statements of the School

The vision of Palm Bay Elementary School is to use innovative teaching and learning methods and strategies infused with technology in all aspects of student learning with the goal of creating a learning environment that promotes critical thinking and problem-solving skills that students will use to transition to a global economy and society. Palm Bay Elementary School provides a contemporary, inspiring learning environment where students achieve their maximum potential in academics, technology, and responsibility.

The mission of Palm Bay Elementary School is to improve the lives of its students by providing authentic learning experiences in a collaborative, nurturing environment that will build a foundation for students’ success in school, at future work, and in life.

The school will adhere to the guiding principles as outlined in Section 1002.33(2)(a) of the Florida Statute by providing students with an educational opportunity that promotes high student achievement and flexibility. The school will offer students a learning model that focuses on the development of the whole student, supports high academic standards, integrates technology in all aspects of learning, and promotes tolerance for others.

# 2. Areas of Focus for 2020-2021 Based on School Data

## 2.1. ELA Data

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Grade** |  |  |  | **PBES MAP Reading Achievement at/above Grade**  **Level Sept. 2020\*\*** |  |  |
| Third Grade  Fourth Grade  Fifth Grade |  |  |  | 69%  67%  82% |  |  |
|  |  |  |  |  |  |  |

### 2.1.1 ELA Goal for 2020-2021

75% of tested 3rd and 4th grade students will score at or above grade level proficiency on Spring MAP. 85% of tested fifth grade students will score at or above grade level proficiency on Spring MAP.

### 2.1.2 ELA Reading Strategies for 2020-2021

1. Teachers will conduct an item analysis on summative assessments to guide reteaching.
2. Teachers will rely on data-driven instruction to ensure high quality learning experiences for all students.
3. Teams will implement focused instruction on essential standards.

### 2.1.3 ELA Writing Strategies for 2020-2021

Writing scores are incorporated into the overall ELA scores. To improve the ELA scores, school personnel will implement the following strategies, specifically in writing instruction:

1. Teachers will use rubrics to allow students to self-assess through the writing process.
2. Teachers will rely on data-driven instruction to ensure high quality learning experiences for all students.
3. Students will be given specific feedback during writing instruction based on rubrics.

## 2.2. Math Data

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Grade** |  | **PBES MAP Math Achievement**  **at/above Grade**  **Level Sept. 2020\*\*** |  | |  |
|  |  |  |  |  | | |
| Third Grade  Fourth Grade  Fifth Grade |  | 50%  60%  37% |  |  | | |

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### 2.2.1 Math Goal for 2020-2021

65% of tested 3rd and 4th grade students will score at or above grade level proficiency on Spring MAP. 51% of tested 5th grade students will score at or above grade level proficiency on Spring MAP.

### 2.2.2 Math Strategies for 2020-2021

1. Teachers will use Stop Gap Resources to improve math fact automaticity in all grade levels.
2. Teachers will conduct an item analysis on summative assessments to guide reteaching.
3. Teachers will rely on data-driven instruction to ensure high quality learning experiences for all students.
4. Teams will implement focused instruction on essential standards.

**\*\* Due to no state testing in Florida Spring 2020; there is no comparison data**

## 2.3 Attendance and Behavior Data

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Year** |  | **Attendance**  **Percentage** | **Number of**  **Office Referrals** | **Days ISS/OSS** |
|  |  |  |  |  |
| 2019-2020 |  | 95% | 97 | 30 |

### 2.3.1 Attendance and Behavior Goals for 2020-2021

* The daily attendance rate will maintain or exceed 95%.
* The number of ODRs will be reduced to <80.
* The number of ISS/OSS days will remain < 30.

### 2.3.2 Attendance and Behavior Strategies for 2020-2021

1. Schoolwide focus on social-emotional competencies and daily morning meetings to create high quality learning experiences for all students.
2. Employ a Behavioral Interventionist who will focus on teaching pro-active strategies to increase positive behavior.
3. Meet with parent/guardians of students who have excessive tardies/absences and/or behavior issues.
4. Conduct monthly attendance celebrations.

# 3. Title I Requirements

### The school will adhere to the guiding principles as outlined in Section 1002.33(2)(a) of the Florida Statute by providing students with an educational opportunity that promotes high student achievement and flexibility. The school will offer students a learning model that focuses on the development of the whole student.

### 3.1 Professional Development Strategies for 2020-2021

* Teachers will be trained in building and analyzing summative assessments in ELA and Math.
* Admins will conduct book study of “The Language of Learning” weekly in September, October, and December.
* Teachers will create an essential standards document to be followed by all teachers on a given grade level.
* Teachers will be trained in Responsive Classroom in June 2021.

### 3.2.1 Monitoring Strategies Plan

|  |  |  |  |
| --- | --- | --- | --- |
| **Strategy** | **Person** | **Strategy** | **Person** |
| 2.1.2.1 | Phillips | 2.2.2.2 | Clark |
| 2.1.2.2 | Clark | 2.2.2.3 | Phillips |
| 2.1.2.3 | Phillips | 2.2.2.4 | Phillips, Clark |
| 2.1.3.1 | Clark | 2.3.2.1 | Phillips |
| 2.1.3.2 | Clark | 2.3.2.2 | Clark |
| 2.1.3.3 | Clark | 2.3.2.3 | Phillips |
| 2.2.2.1 | Phillips | 2.3.2.4 | Phillips |

* Admins will conduct classroom walk-through assessments and review lesson plans to ensure implementation of SIP strategies.

***Describe how the school plans to build positive relationships with parents, families, and other community stakeholders to fulfill the school’s mission and support the needs of students.***

The school completes a Parental Involvement Plan (PFEP), which can be found on the school website and as a hardcopy in the school office.

***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.***

The school will hire a Behavior Interventionist to assist teachers and administration with the behavioral needs of students. Additionally, an academic intervention teacher, and/or paras, will be hired to assist students in academic areas of need. The school will focus on a social-emotional curriculum to address student trauma and mental health.

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

The school will create and implement a Transition Plan for students moving from Pre-K into Kindergarten and from 5th grade to middle school. The plan will include classroom visits, parent meetings, and materials to accelerate curriculum. The plan will also include parent meetings and class visits for in-coming kindergarten students.

***Describe the process through which school leadership identifies and plans to recruit/retain effective teachers.***

For recruitment:

Admins use an on-line employment-related search engine to search for applicants and post positions. The system has allowed for “new hires” who were planning a move to the area. In addition, positions are advertised via the Bay District Schools employment opportunities website. Administrators and faculty members maintain relationships with staff at local colleges (Florida State PC Campus, Chipola State College, and Gulf Coast State College), where jobs are posted and discussed with possible candidates.

For retention:

Principals celebrate teacher achievements via a weekly newsletter. Teachers are given positive feedback as a result of administrative weekly classroom walk-throughs. The principal builds relationships with all teachers; and is intentional about those relationships with the teachers who are highly effective as instructors.