

ACTION AGENDA (X New/ ___ Unfinished Business)


ITEM: Fairhope 3 Mill Commission Recommendations

Background Explanation:

The Fairhope 3 Mill Committee has approved the 2022-2023 allocations for the applicable schools within the Fairhope Special Tax District 9. The detailed recommendations are attached as an agenda exhibit. This approval will ensure that the appropriate actions will take place to ensure that the committee's recommendations will be in place for the start of the 2022-2023 School Year.

Recommendation:

The Superintendent recommends a motion to approve the recommendation of the Fairhope Special Tax District 9 Committee as stipulated in the agenda exhibit.

Date: 7/18/22 Submitted by: 

The superintendent concurs in this recommendation and submits same for Board consideration for approval.

7-18-2022
Date

Superintendent

Fairhope High School
FPSC Request
Fall '22

1. Science Teacher/ACT Testing Coordinator/504 Director/RTI Coordinator—This teacher will be utilized teaching science classes and assuming duties as Testing coordinator, but more importantly as 504 and RTI coordinator. This would ensure that we are addressing needs and progress of our at-risk and targeted students. Budgeted total \$65,000.
2. Science Teacher/ACT Prep—Our ACT prep classes are being expanded to address the Science component of the ACT. The Science portion of the ACT is changing this year, and it will be more Science content-driven rather than reading-based. We are targeting the Science component in our ACT classes. Budgeted Total \$65,000
3. Math Teacher/ACT Prep—We are dedicating a math teacher to our ACT prep classes. In the past, we have juggled schedules and tried to hit math on the surface. We are hoping this will open up more ACT prep slots for our students and increase our scores of our elite-performing students, as well as our at-risk students. Budgeted Total \$65,000.
4. Social Worker—I will be hiring a full-time Social Worker to service our 9th grade academy. Currently, one social worker serves all 4 grade-levels. This person could also be available to support FMS school, if needed. Budgeted Total \$70,000.
5. Drivers Ed/Health Addition – Additional Health based programs as well as addressing growth in the 10th grade. Budgeted Total \$65,000
6. Agriscience Instructor— Creation of Agriscience Department to further enhance programs around Animal, Poultry, and Equine. Budgeted Total \$65,000.

Total \$395,000

Fairhope Middle School

2022-2023 3 mill tax

Title of Position/Item	Projected Cost	Job Description	Benefit to students/academic enhancement
2 Intervention Math	\$130,000.00		Renewal
2 Intervention Language Arts	\$130,000.00		Renewal
4 Instructional Aides	\$140,000.00		Renewal
Professional Development	\$ 20,000.00		Renewal
Crisis Alert	\$ 1,000.00		Renewal
1 Writing Coach (Retired Teacher) 30 hours a week	\$ 25,000.00	Supporting Students <ul style="list-style-type: none"> • Individualized Instruction • Smaller student/Teacher ratio • Teach specific skills (writing) • Supporting ACAP writing assessment 	New
1 Academic Opportunity Teacher (Retired Teacher) 30 hours a week	\$ 25,000.0	Supporting Students <ul style="list-style-type: none"> • Small group • Resource for struggling/failing students • Help student scores improve on ACAP (state test) 	New

Total \$471,000.00

**Funding Requests from Fairhope East Elementary
Fairhope Public School Commission /3 Mill Referendum
School Year: 2022-2023**

School Summary: Fairhope East identified reading and math as areas in need of improvement as based on the ACAP reading and math scores. We intentionally seek to help those who score below grade level by providing additional time and focused intervention each week. Additionally, we identified the concept of STEAM as a cross-curricular experience based on hands-on engagement, discovery and the scientific method – Ask – Imagine – Plan – Create – Improve. We build better thinkers, better problem-solvers!!! What can students do? I Think; I Question; I Design; I Create; I Struggle; I Collaborate; I Try; I Solve; I Invent; I Reflect!

Below are requests to the Commission for Fairhope Schools for the approximate \$400,000 designated for improving academics.

Title of Position/Item	Cost	Job Description	Benefit to students/academic enhancement
STEAM Coach	\$71,000.00	STEAM Instructor	STEAM provides hands-on engagement, discovery and learning for all students throughout the curriculum
STEAM Coach	\$75,000.00	STEAM Instructor	STEAM provides hands-on engagement, discovery and learning for all students throughout the curriculum
Part-Time Interventionist	\$17,000.00	Reading Intervention	Enriches and provides guided practice for the discipline of reading and comprehension
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Part-Time Interventionist	\$17,000.00	Math Intervention	Enriches and provides guided practice for the discipline of math
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Total: \$298,000.00

No carryover was factored into this total – Rollover is estimated to be around \$40,000.00 from the 2021-2022 budget.

Funding Requests from J.Larry Newton Elementary
Commission for Fairhope Schools /3 Mill Referendum
2022-2023

At J. Larry Newton Elementary School, we are appreciative of the support from the Fairhope City Council and Education Advisory Committee. From these funds, our school was able to employ a full time Math/Science Instructional Coach. Our coach has provided many professional development opportunities, interventions, and coaching cycles to support our teachers and students. We look forward to expanding support to our staff and students with the new allocation of funds provided through the 3 Mill Referendum. With support from Baldwin County Public Schools and our partnership with the Commission for Fairhope Schools, we hope to have an even greater impact on student achievement at J. Larry Newton School.

Title of Position/Item	Cost	Job Description	Benefit to students/academic enhancement
*STEM /Math Specialist K-6 (2)	\$137,000 Continued funding as this position was previously funded by Fairhope City Council	Math specialist position while expanding to add STEM	Supporting teachers <ul style="list-style-type: none"> • Professional Development • Math Professional Learning Community • Coaching Cycles • Science Lab Support • AMSTI/STEM Night Supporting students <ul style="list-style-type: none"> • Science Fair • STEM Lessons • Pelican’s Nest Supporting families <ul style="list-style-type: none"> • AMSTI/STEM/ Night • Instructional Videos for at home instruction • Parent Materials Supporting administration <ul style="list-style-type: none"> • Analyze data • Collaborate with other coaches and district curriculum department • Grant writing
Literacy & Technology Coach-upper grades	\$72,000	Coaching to support reading, writing, and technology	Supporting teachers <ul style="list-style-type: none"> • Professional Development • Coaching Cycles • Technology/EMINTS lessons and support • Google classroom support Supporting families <ul style="list-style-type: none"> • Videos for at home instruction • Support with online instruction • Support with LIM

			<ul style="list-style-type: none"> • Parent Materials Supporting administration <ul style="list-style-type: none"> • Analyze data • Collaborate with other coaches and district curriculum department • Grant writing
Intervention Teachers (1)	\$65,000		Supporting students <ul style="list-style-type: none"> • Extra Support in reading and math for struggling students • Intervention Groups • Intervention Schedules • Research and Resources
Social Worker (contract or part-time)	\$30,000	Social Workers assist students in overcoming barriers to the learning process. School social workers work with students, parents, teachers, and administrators to identify and address emotional/mental, social, and concrete needs that often interfere with the student's ability to achieve academic success. <i>From bcbe.org website</i>	<ul style="list-style-type: none"> • Collaborate with school personnel • Make home and community visits • Perform social and environmental assessments • Assist in the identification of at-risk students • Document all client contacts and interventions to develop individualized interventions • Collaborate with referrals to community agencies • Act as a mentor when appropriate, through individual and small group contact • Assist with the crisis prevention and intervention, as needed <i>From bcbe.org website</i>
Instructional Paras (3)	\$115,500	Paras will work with students in small group or individually to support academic instruction. They will support teachers with instruction in the classroom.	<ul style="list-style-type: none"> • Assist students with grade level instruction. • Assist strugglers with gap skills • Support teacher in second delivery • Build confidence of students in order to help them achieve higher academic standards • Decrease teacher:student ratio and assist with behavior needs
			<ul style="list-style-type: none"> •

Total \$419,500

Working with Teachers

- Professional Development
 - Math content sessions
 - Multiplicative and Additive OGAP (On-going Assessment Project) training and follow-up support
- Instructional Coaching Cycles
 - Focused on increasing teacher effectiveness
 - Quarterly cycles for teachers in year 1 at JLN
 - Biannually cycles for teachers in year 2 at JLN
- Curriculum Mapping
 - Assist teachers in pacing & assessing of standards in math & science
 - Disaggregate data to identify remediation needs
- Support teachers in the Science Lab
- Support Intervention Schedules
 - Collaborate with teachers to create intervention groups based on data
 - Plan with intervention teachers
 - Provide intervention lessons to students as needed

Working with Students

- In the classroom...
 - Help students explain their thinking and strategies
- Extra support
 - Work with students to identify needs for additional support/practice
 - Assist interventionists with planning and implementing lessons for students in need
- Leading the JLN Science Fair
 - Planning and scheduling the science fair
 - Teaching students about the scientific process
 - Working with teachers to create classroom projects
 - Gaining feedback from participants to improve for next year

Working with Families

- Co-lead AMSTI/Literacy Night
- Create videos for families to...
 - Explain JLN's vision for math instruction
 - Support parents in working with their children
 - Provide resources for students and parents

Working with Administration

- Analyze student data and create action steps based on data
- Work with Literacy Coach to improve instruction on campus
- Participate in The Leader in Me Lighthouse Team activities and training

- Contribute to the development systems and structures to improve teacher practice within the school
- Assist teachers with planning and pacing of ELA lessons, development of differentiated lessons, and selection of best practices to meet the needs of their students
- Informally observe (non-evaluative) ELA lessons and provide feedback for a teacher's professional growth and students' success
- Provide support to collaborative teams within the school through analysis of all available school and classroom data, planning, resource development and coaching
- Build strong relationships with teachers and administrators by developing coaching plans and job-embedded professional learning
- Create and adhere to a schedule of support by maintaining a weekly coaching log with all pertinent requests/coaching documentation
- Participate in summer training, conferences and curriculum planning to develop and expand the school's programs and initiatives

INTENDED OUTCOMES AND SUCCESS MEASURES:

1. Improvement of student and teacher performance in targeted areas as measured by analysis of school data for achievement and growth
2. Increase in professional learning opportunities and participation of staff as measured by agendas, sign in sheets, and participant feedback
3. Change in teaching practices as measured by walk throughs, formal and informal observations, and teacher surveys

Measurable Data

To determine effectiveness of the instructional coach position, we will:

- Analyze proficiency on ACAP state testing results (2nd-6th grades) and Scantron tests (1st grade)
- Analyze growth on Scantron tests between Fall and Winter testing dates (1st-6th grade)

Attachment for Literacy/Technology Coach

SUMMARY DESCRIPTION: The literacy instructional coach is a critical component to improving student achievement and supporting the development of effective research-based instruction in our school. The role of this coach is to work collaboratively with school leadership to build teacher capacity and their expertise in instructional practices as related to CCRS, integration of technology, and literacy across the content areas. The literacy instructional coach will promote reflection, provide guidance and structure where needed, and focus on strengths, collaboration and common issues of concern. This coach is responsible for ensuring high-quality instruction in classrooms through modeling lessons, co-planning, co-teaching and providing feedback to teachers. The literacy instructional coach is a learner who models continuous improvement and goes above and beyond to ensure student success. This coach will also demonstrate and model a passion for education and build leadership capacity in our school.

JOB RESPONSIBILITIES AND ROLES:

- Provide professional development and coaching to teachers in the areas of literacy, technology integration and research-based instructional practices
- Provide ongoing support to teachers through planning, modeling, co-teaching, and observing lessons in classrooms
- Support teachers in developing their understanding of the CCRS standards for English/Language Arts instruction
- Develop teachers' knowledge, skills, attitudes, and behaviors through a variety of professional development topics to incorporate technology within the CCRS curriculum

**Funding Requests from Fairhope West Elementary
Fairhope Public School Commission /3 Mill Referendum
School Year: 2022-2023**

School Summary: Personnel to coach teachers in research-based instructional strategies and intervention for students in math, reading, and behavior.

Below are requests to the Commission for Fairhope Schools for the approximate \$400,000 designated for improving academics.

Title of Position/Item	Cost	Job Description	Benefit to students/academic enhancement
STEAM/Math Coach	\$65,000	STEAM Coach to lead Fairhope West Elementary STEAM through professional development and coaching of teachers and students.	Supporting teachers <ul style="list-style-type: none"> • Professional development • STEAM and Math Professional Learning Communities • Coaching cycles • STEAM Lab support • STEAM Night Supporting students <ul style="list-style-type: none"> • Math intervention • STEAM Night • STEAM lessons • Pelican’s Nest Supporting families <ul style="list-style-type: none"> • STEAM Night • Instructional videos for at home instruction in STEAM and math Supporting administration <ul style="list-style-type: none"> • Maintaining Cognia STEM Certification • Collaborate with other coaches and district curriculum department Analyze data
Behavioral Coach	\$65,000	Coaching to support teachers, students, and families in behavior and crisis management	Supporting teachers <ul style="list-style-type: none"> • RTI Behavior Planning • Tier 1 Behavior Strategies Supporting students <ul style="list-style-type: none"> • Academic support • Individual crisis assistance • Small group behavior instruction • Daily behavior plan checks • Attendance/Truancy Supporting families

			<ul style="list-style-type: none"> • Attendance/Truancy • Coaching in academic and behavioral assistance for student
8 Part-time Instructors for Math and Reading	\$19,000 ea.	Certified teachers to teach students in reading intervention for up to 19 hours per week	Supporting students <ul style="list-style-type: none"> • Extra support in reading and math for struggling students • Intervention groups • Intervention schedules
Interventionist Paraprofessional	\$41,000	Para will work with students in small group or individually to support academic instruction.	<ul style="list-style-type: none"> • Assist students with grade level instruction. • Assist strugglers with gap skills • Build confidence of students in order to help them achieve higher academic standards
Behavioral Interventionist Paraprofessional	\$35,000	Para will work with Behavioral Specialist to implement identified behavior strategies to support academic instruction.	<ul style="list-style-type: none"> • Assist students with academic work completion • Complete behavior plans with students to self-monitor behavioral choices
Total	\$358,000		

Amended Funding Requests from Fairhope West
Fairhope Public School Commission /3 Mill Referendum
School Year: 2022-2023

School Summary:

Below are requests to the Commission for Fairhope Schools for the approximate \$400,000 designated for improving academics.

Title of Position/Item	Cost	Job Description	Benefit to students/academic enhancement
Instructional Materials	\$15,000		Materials to support reading, science, and writing including Scholastic, Storyworks, Science Studies Weekly, and handwriting books and planners to assist in student organization.
Professional Development	\$27,000		Professional learning teams to develop content instructional plans in to improve student academic performance. ISTE, a technology conference, and CLAS, administrator conference, keep school leaders informed regarding effective instructional strategies. Peer walkthrough teams observe and adjust instructional plans based on observations instruction. Response to Intervention meetings to develop intervention plans.
Subtotal Instructional Costs	\$42,000		
Subtotal Personnel Costs	\$358,000		
Total	\$400,000		