

Nassau County School District

# Hilliard Elementary School



## 2020-21 Schoolwide Improvement Plan

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# Hilliard Elementary School

27568 OHIO ST, Hilliard, FL 32046

[ no web address on file ]

## Demographics

**Principal: Celena Loudermilk**

Start Date for this Principal: 7/1/2020

<b>2019-20 Status</b> (per MSID File)	Active
<b>School Type and Grades Served</b> (per MSID File)	Elementary School PK-5
<b>Primary Service Type</b> (per MSID File)	K-12 General Education
<b>2018-19 Title I School</b>	Yes
<b>2018-19 Economically Disadvantaged (FRL) Rate</b> (as reported on Survey 3)	66%
<b>2018-19 ESSA Subgroups Represented</b> (subgroups with 10 or more students) (subgroups in orange are below the federal threshold)	Black/African American Students Economically Disadvantaged Students Multiracial Students Students With Disabilities White Students
<b>School Grades History</b>	2018-19: A (76%) 2017-18: A (72%) 2016-17: A (66%) 2015-16: A (65%)
<b>2019-20 School Improvement (SI) Information*</b>	
<b>SI Region</b>	Northeast
<b>Regional Executive Director</b>	<a href="#">Dustin Sims</a>
<b>Turnaround Option/Cycle</b>	N/A
<b>Year</b>	
<b>Support Tier</b>	
<b>ESSA Status</b>	N/A
* As defined under Rule 6A-1.099811, Florida Administrative Code. For more information, <a href="#">click here</a> .	

## School Board Approval

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

## SIP Authority

Section 1001.42(18), Florida Statutes, requires district school boards to annually approve and require implementation of a Schoolwide Improvement Plan (SIP) for each school in the district that has a school grade of D or F. This plan is also a requirement for Targeted Support and Improvement (TS&I) and Comprehensive Support and Improvement (CS&I) schools pursuant to 1008.33 F.S. and the Every Student Succeeds Act (ESSA).

To be designated as TS&I, a school must have one or more ESSA subgroup(s) with a Federal Index below 41%. This plan shall be approved by the district. There are three ways a school can be designated as CS&I:

1. have a school grade of D or F
2. have a graduation rate of 67% or lower
3. have an overall Federal Index below 41%.

For these schools, the SIP shall be approved by the district as well as the Bureau of School Improvement.

The Florida Department of Education (FDOE) SIP template meets all statutory and rule requirements for traditional public schools and incorporates all components required for schools receiving Title I funds. This template is required by State Board of Education Rule 6A-1.099811, Florida Administrative Code, for all non-charter schools with a current grade of D or F, or a graduation rate 67% or less. Districts may opt to require a SIP using a template of its choosing for schools that do not fit the aforementioned conditions. This document was prepared by school and district leadership using the FDOE's school improvement planning web application located at [www.floridacims.org](http://www.floridacims.org).

## 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. 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: School Information

### School Mission and Vision

#### Provide the school's mission statement

Our mission is to develop each student as an inspired life-long learner and problem-solver with the strength of character to serve as a productive member of society.

#### Provide the school's vision statement

Hilliard Elementary is committed to an educational process, involving the total community, which encourages each child to become a lifelong learner and provides the necessary resources to enable each student to develop into a responsible, productive citizen prepared to enter secondary education with both academic and social success.

### School Leadership Team

#### Membership

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

Name	Title	Job Duties and Responsibilities
Loudermilk, Celena	Principal	
Tilley, Rhonda	Guidance Counselor	
Graves, Donna	Teacher, K-12	
Sims, Jacquelin	Assistant Principal	
Tomberlin, Lauren	Teacher, K-12	
Nicks, Autumn	Teacher, K-12	
Starling, Karen	Teacher, K-12	
Graves, Patricia	Teacher, K-12	
Vanzant, Christie	Teacher, K-12	
Carter, Latasha	Teacher, ESE	

### Demographic Information

#### Principal start date

Wednesday 7/1/2020, Celena Loudermilk

**Number of teachers with a 2019 3-year aggregate or a 1-year Algebra state VAM rating of Highly Effective.** *Note: For UniSIG Supplemental Teacher Allocation, teachers must have at least 10 student assessments.*

**Number of teachers with a 2019 3-year aggregate or a 1-year Algebra state VAM rating of Effective.** *Note: For UniSIG Supplemental Teacher Allocation, teachers must have at least 10 student assessments.*

**Total number of teacher positions allocated to the school**

43

**Demographic Data**

<b>2020-21 Status</b> (per MSID File)	Active
<b>School Type and Grades Served</b> (per MSID File)	Elementary School PK-5
<b>Primary Service Type</b> (per MSID File)	K-12 General Education
<b>2018-19 Title I School</b>	Yes
<b>2018-19 Economically Disadvantaged (FRL) Rate</b> (as reported on Survey 3)	66%
<b>2018-19 ESSA Subgroups Represented</b> (subgroups with 10 or more students) (subgroups in orange are below the federal threshold)	Black/African American Students Economically Disadvantaged Students Multiracial Students Students With Disabilities White Students
<b>School Grades History</b>	2018-19: A (76%) 2017-18: A (72%) 2016-17: A (66%) 2015-16: A (65%)
<b>2019-20 School Improvement (SI) Information*</b>	
<b>SI Region</b>	Northeast
<b>Regional Executive Director</b>	<a href="#">Dustin Sims</a>
<b>Turnaround Option/Cycle</b>	N/A
<b>Year</b>	
<b>Support Tier</b>	
<b>ESSA Status</b>	N/A
* As defined under Rule 6A-1.099811, Florida Administrative Code. For more information, <a href="#">click here</a> .	

**Early Warning Systems**

**Current Year**

**The number of students by grade level that exhibit each early warning indicator listed:**

Indicator	Grade Level													Total
	K	1	2	3	4	5	6	7	8	9	10	11	12	
Number of students enrolled	102	98	105	110	109	98	0	0	0	0	0	0	0	622
Attendance below 90 percent	13	15	13	8	6	13	0	0	0	0	0	0	0	68
One or more suspensions	1	2	0	0	2	0	0	0	0	0	0	0	0	5
Course failure in ELA	0	2	1	1	1	5	0	0	0	0	0	0	0	10
Course failure in Math	0	2	0	1	2	1	0	0	0	0	0	0	0	6
Level 1 on 2019 statewide ELA assessment	0	0	0	0	0	4	0	0	0	0	0	0	0	4
Level 1 on 2019 statewide Math assessment	0	0	0	0	0	1	0	0	0	0	0	0	0	1

**The number of students with two or more early warning indicators:**

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

**The number of students identified as retainees:**

Indicator	Grade Level													Total
	K	1	2	3	4	5	6	7	8	9	10	11	12	
Retained Students: Current Year		9	2	2	5	3	1	0	0	0	0	0	0	22
Students retained two or more times		0	0	1	2	1	3	0	0	0	0	0	0	7

**Date this data was collected or last updated**

Monday 10/19/2020

**Prior Year - As Reported**

**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	
Number of students enrolled	102	119	118	104	107	131	0	0	0	0	0	0	0	681
Attendance below 90 percent	5	24	16	13	20	27	0	0	0	0	0	0	0	105
One or more suspensions	0	2	2	1	2	3	0	0	0	0	0	0	0	10
Course failure in ELA or Math	0	1	1	1	3	4	0	0	0	0	0	0	0	10
Level 1 on statewide assessment	0	0	0	1	4	11	0	0	0	0	0	0	0	16

**The number of students with two or more early warning indicators:**

Indicator	Grade Level													Total
	K	1	2	3	4	5	6	7	8	9	10	11	12	
Students with two or more indicators	0	2	1	1	5	6	0	0	0	0	0	0	0	15

**The number of students identified as retainees:**

Indicator	Grade Level													Total
	K	1	2	3	4	5	6	7	8	9	10	11	12	
Retained Students: Current Year	9	8	4	0	1	0	0	0	0	0	0	0	0	22
Students retained two or more times	0	3	1	1	3	3	0	0	0	0	0	0	0	11

**Prior Year - Updated**

**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	
Number of students enrolled	102	119	118	104	107	131	0	0	0	0	0	0	0	681
Attendance below 90 percent	5	24	16	13	20	27	0	0	0	0	0	0	0	105
One or more suspensions	0	2	2	1	2	3	0	0	0	0	0	0	0	10
Course failure in ELA or Math	0	1	1	1	3	4	0	0	0	0	0	0	0	10
Level 1 on statewide assessment	0	0	0	1	4	11	0	0	0	0	0	0	0	16

**The number of students with two or more early warning indicators:**

Indicator	Grade Level													Total
	K	1	2	3	4	5	6	7	8	9	10	11	12	
Students with two or more indicators	0	2	1	1	5	6	0	0	0	0	0	0	0	15

**The number of students identified as retainees:**

Indicator	Grade Level													Total
	K	1	2	3	4	5	6	7	8	9	10	11	12	
Retained Students: Current Year	9	8	4	0	1	0	0	0	0	0	0	0	0	22
Students retained two or more times	0	3	1	1	3	3	0	0	0	0	0	0	0	11

**Part II: Needs Assessment/Analysis**

**School Data**

Please note that the district and state averages shown here represent the averages for similar school types (elementary, middle, high school, or combination schools).



School Grade Component	2019			2018		
	School	District	State	School	District	State
ELA Achievement	78%	76%	57%	73%	72%	56%
ELA Learning Gains	65%	65%	58%	60%	59%	55%
ELA Lowest 25th Percentile	60%	54%	53%	52%	49%	48%
Math Achievement	91%	85%	63%	89%	82%	62%
Math Learning Gains	79%	77%	62%	73%	72%	59%
Math Lowest 25th Percentile	82%	67%	51%	74%	62%	47%
Science Achievement	76%	75%	53%	81%	74%	55%

**EWS Indicators as Input Earlier in the Survey**

Indicator	Grade Level (prior year reported)						Total
	K	1	2	3	4	5	
	(0)	(0)	(0)	(0)	(0)	(0)	0 (0)

**Grade Level Data**

**NOTE: This data is raw data and includes ALL students who tested at the school. This is not school grade data.**

ELA						
Grade	Year	School	District	School-District Comparison	State	School-State Comparison
03	2019	78%	75%	3%	58%	20%
	2018	72%	76%	-4%	57%	15%
Same Grade Comparison		6%				
Cohort Comparison						
04	2019	76%	68%	8%	58%	18%
	2018	67%	69%	-2%	56%	11%
Same Grade Comparison		9%				
Cohort Comparison		4%				
05	2019	79%	75%	4%	56%	23%
	2018	77%	71%	6%	55%	22%
Same Grade Comparison		2%				
Cohort Comparison		12%				

MATH						
Grade	Year	School	District	School-District Comparison	State	School-State Comparison
03	2019	89%	83%	6%	62%	27%
	2018	89%	80%	9%	62%	27%
Same Grade Comparison		0%				
Cohort Comparison						
04	2019	85%	81%	4%	64%	21%
	2018	91%	83%	8%	62%	29%
Same Grade Comparison		-6%				
Cohort Comparison		-4%				

<b>MATH</b>						
<b>Grade</b>	<b>Year</b>	<b>School</b>	<b>District</b>	<b>School-District Comparison</b>	<b>State</b>	<b>School-State Comparison</b>
05	2019	96%	86%	10%	60%	36%
	2018	87%	79%	8%	61%	26%
Same Grade Comparison		9%				
Cohort Comparison		5%				

<b>SCIENCE</b>						
<b>Grade</b>	<b>Year</b>	<b>School</b>	<b>District</b>	<b>School-District Comparison</b>	<b>State</b>	<b>School-State Comparison</b>
05	2019	75%	73%	2%	53%	22%
	2018	80%	72%	8%	55%	25%
Same Grade Comparison		-5%				
Cohort Comparison						

**Subgroup Data**

<b>2019 SCHOOL GRADE COMPONENTS BY SUBGROUPS</b>											
<b>Subgroups</b>	<b>ELA Ach.</b>	<b>ELA LG</b>	<b>ELA LG L25%</b>	<b>Math Ach.</b>	<b>Math LG</b>	<b>Math LG L25%</b>	<b>Sci Ach.</b>	<b>SS Ach.</b>	<b>MS Accel.</b>	<b>Grad Rate 2016-17</b>	<b>C &amp; C Accel 2016-17</b>
SWD	65	54	67	85	66	93	53				
BLK	67	30		93	80						
MUL	61	50		83	83						
WHT	80	67	64	92	79	82	77				
FRL	76	63	60	89	78	80	76				

<b>2018 SCHOOL GRADE COMPONENTS BY SUBGROUPS</b>											
<b>Subgroups</b>	<b>ELA Ach.</b>	<b>ELA LG</b>	<b>ELA LG L25%</b>	<b>Math Ach.</b>	<b>Math LG</b>	<b>Math LG L25%</b>	<b>Sci Ach.</b>	<b>SS Ach.</b>	<b>MS Accel.</b>	<b>Grad Rate 2015-16</b>	<b>C &amp; C Accel 2015-16</b>
SWD	60	63	72	82	80	78	42				
BLK	46			100							
MUL	69			77							
WHT	75	62	57	90	72	70	85				
FRL	65	53	49	86	72	76	73				

**ESSA Data**

This data has been updated for the 2018-19 school year as of 7/16/2019.

<b>ESSA Federal Index</b>	
ESSA Category (TS&I or CS&I)	N/A
OVERALL Federal Index - All Students	76
OVERALL Federal Index Below 41% All Students	NO
Total Number of Subgroups Missing the Target	0

<b>ESSA Federal Index</b>	
Progress of English Language Learners in Achieving English Language Proficiency	
Total Points Earned for the Federal Index	531
Total Components for the Federal Index	7
Percent Tested	100%
<b>Subgroup Data</b>	
<b>Students With Disabilities</b>	
Federal Index - Students With Disabilities	69
Students With Disabilities Subgroup Below 41% in the Current Year?	NO
Number of Consecutive Years Students With Disabilities Subgroup Below 32%	0
<b>English Language Learners</b>	
Federal Index - English Language Learners	
English Language Learners Subgroup Below 41% in the Current Year?	N/A
Number of Consecutive Years English Language Learners Subgroup Below 32%	0
<b>Asian Students</b>	
Federal Index - Asian Students	
Asian Students Subgroup Below 41% in the Current Year?	N/A
Number of Consecutive Years Asian Students Subgroup Below 32%	0
<b>Black/African American Students</b>	
Federal Index - Black/African American Students	68
Black/African American Students Subgroup Below 41% in the Current Year?	NO
Number of Consecutive Years Black/African American Students Subgroup Below 32%	0
<b>Hispanic Students</b>	
Federal Index - Hispanic Students	
Hispanic Students Subgroup Below 41% in the Current Year?	N/A
Number of Consecutive Years Hispanic Students Subgroup Below 32%	0
<b>Multiracial Students</b>	
Federal Index - Multiracial Students	69
Multiracial Students Subgroup Below 41% in the Current Year?	NO
Number of Consecutive Years Multiracial Students Subgroup Below 32%	0

Native American Students	
Federal Index - Native American Students	
Native American Students Subgroup Below 41% in the Current Year?	N/A
Number of Consecutive Years Native American Students Subgroup Below 32%	0
Pacific Islander Students	
Federal Index - Pacific Islander Students	
Pacific Islander Students Subgroup Below 41% in the Current Year?	N/A
Number of Consecutive Years Pacific Islander Students Subgroup Below 32%	0
White Students	
Federal Index - White Students	77
White Students Subgroup Below 41% in the Current Year?	NO
Number of Consecutive Years White Students Subgroup Below 32%	0
Economically Disadvantaged Students	
Federal Index - Economically Disadvantaged Students	75
Economically Disadvantaged Students Subgroup Below 41% in the Current Year?	NO
Number of Consecutive Years Economically Disadvantaged Students Subgroup Below 32%	0

## Analysis

### Data Reflection

Answer the following reflection prompts after examining any/all relevant school data sources (see guide for examples for relevant data sources).

#### Which data component showed the lowest performance? Explain the contributing factor(s) to last year’s low performance and discuss any trends

Our ELA Lowest 25th percentile was the lowest scoring component at 60%. This was up from 52% last year

#### Which data component showed the greatest decline from the prior year? Explain the factor(s) that contributed to this decline

Our Science Achievement was the only component that dropped any at all. Science went from 81% to 76%.

#### Which data component had the greatest gap when compared to the state average? Explain the factor(s) that contributed to this gap and any trends

All of our data components were well above the state averages. It is a pretty common trend that our components are always above the state averages.

**Which data component showed the most improvement? What new actions did your school take in this area?**

The components that demonstrated the most improvement were the lowest 25th percentiles in ELA and Math. We continued small group instruction and differentiation.

**Reflecting on the EWS data from Part I (D), identify one or two potential areas of concern?**

Attendance continues to be an area of concern. We feel that students academic will improve if attendance improves.

**Rank your highest priorities (maximum of 5) for schoolwide improvement in the upcoming school year**

1. ELA Proficiency and Learning Gains with special attention on the Lowest quartile
- 2.
- 3.
- 4.
- 5.

**Part III: Planning for Improvement**

**Areas of Focus:**

**#1. Instructional Practice specifically relating to ELA**

**Area of Focus Description and Rationale:** 2018-19 ELA Achievement was 78% and our ELA Gains were 65% (60% for the lowest quartile) We want to continue to increase the ELA achievement and gains.

**Measureable Outcome:** By the end of the 2020-2021 school year, Hilliard Elementary School will increase our overall ELA achievement and ELA gains by 3-5%.

**Person responsible for monitoring outcome:** Celena Loudermilk (loudermilk.ce@nassau.k12.fl.us)

**Evidence-based Strategy:** To implement intentional differentiated ELA instruction based on data from diagnostic assessment to progress monitor achievement and growth.

**Rationale for Evidence-based Strategy:** Based on a plethora of assessments (I-Ready, STAR Literacy, FSA data, LEXIA Core, Progress Monitoring, etc.), the data shows a need for continued adjustments for growth in ELA.

**Action Steps to Implement**

1. Differentiated small group instruction
2. Targeted in school intervention
3. Tiered support as indicated in MTSS
4. After school tutoring
5. Collaborative Planning and professional development

**Person Responsible** [no one identified]

**#2. Culture & Environment specifically relating to Student Attendance**

**Area of Focus Description and Rationale:** Based on the 2019 attendance data, 15 % of HES students did not maintain a 90% attendance rate. According to the first quarter attendance data for 2020, HES is demonstrating that 9 % of students are not maintaining a 90% attendance rate. It appears that our attendance is improving, however it appears that the 2020 enrollment for Hilliard Elementary School has decreased by 59 students.

**Measurable Outcome:** At the end of the 2020-2021 school year, the goal of HES is to decrease the percentage of students absent for more than 10% of the school year by 2%.

**Person responsible for monitoring outcome:** Celena Loudermilk (loudermilk.ce@nassau.k12.fl.us)

**Evidence-based Strategy:** We will increase parent communication of the attendance policy and progress towards desired goals using positive classroom and school wide reinforcers regarding attendance.

**Rationale for Evidence-based Strategy:** It is evident that parent/student communication and reinforcement is needed to stress the importance of attendance and the correlation to student achievement data.

**Action Steps to Implement**

1. 2-day absenteeism follow-up calls
2. Positive celebrations for students who maintain perfect attendance
3. Increase parent awareness of attendance policy
4. Home visits and parent-teacher conferences regarding poor attendance.
5. Tiered system of support including: letters, phone calls, and building positive relationships.

**Person Responsible** Jacquelin Sims (simsja@nassau.k12.fl.us)

**Additional Schoolwide Improvement Priorities**

After choosing your Area(s) of Focus, explain how you will address the remaining schoolwide improvement priorities.

**Hilliard Elementary School identifies ELA as the focus this year, but will continue to monitor math achievement data based on diagnostic assessments from iReady.**

**Part IV: Positive Culture & Environment**

A positive school culture and environment reflects: a supportive and fulfilling environment, learning conditions that meet the needs of all students, people who are sure of their roles and relationships in student learning, and a culture that values trust, respect and high expectations. Consulting with various stakeholder groups to employ school improvement strategies that impact the positive school culture and environment are critical. Stakeholder groups more proximal to the school include teachers, students, and families of students, volunteers, and school board members. Broad stakeholder groups include early childhood providers, community colleges and universities, social services, and business partners.

Stakeholders play a key role in school performance and addressing equity. Consulting various stakeholder groups is critical in formulating a statement of vision, mission, values, goals, and employing school improvement strategies.

Describe how the school addresses building a positive school culture and environment ensuring all stakeholders are involved.

School staff, faculty, and administrators strive to strengthen parent involvement in the school. The school will coordinate and integrate parental involvement strategies including community involvement opportunities and business partnerships.

The school will provide the coordination, technical assistance, and other support necessary to assist in planning and implementing effective and comprehensive parent involvement programs, based on the National Standards for Parent/Family Involvement Programs, which include:

The school will provide the coordination, technical assistance, and other support necessary to assist in planning and implementing effective and comprehensive parent involvement programs, based on the National Standards for Parent/Family Involvement Programs, which include:

- A. Communication between home and school is regular, two-way and meaningful.
- B. Responsible parenting is promoted and supported.
- C. Parents play an integral role in assisting student learning. The School will help parents understand the state's academic standards, student progression requirements, and how to monitor their children's progress.
- D. Parents are welcome in school, treated with courtesy and respect, and their support and assistance are sought.
- E. Parents are full partners in the decisions that affect children and families.
- F. Community resources are utilized to strengthen school programs, family practices, and student learning.

The school will communicate parental choices and responsibilities to parents. Emphasis will be placed on active parent involvement at each school. The following are examples of family and community involvement communication:

- Open House and Parent Nights (STEAM, Literacy)
- School Web Page
- Focus
- Newsletters communicating classroom and school news to parents
- Parent phone calls, Blackboard, conferences, Remind, school marquee

All stakeholders are invited to attend PTO meetings and SAC meetings to provide feedback and participate in conversations regarding involvement opportunities and academic achievement.

**Parent Family and Engagement Plan (PFEP) Link**

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

**Part V: Budget**

<b>1</b>	<b>III.A.</b>	<b>Areas of Focus: Instructional Practice: ELA</b>	<b>\$0.00</b>
<b>2</b>	<b>III.A.</b>	<b>Areas of Focus: Culture &amp; Environment: Student Attendance</b>	<b>\$0.00</b>
<b>Total:</b>			<b>\$0.00</b>