

Lake Forest Elementary School Turnaround Option Plan 2016-2017



Alachua County Public Schools



Lake Forest TOP focused on providing additional interventions and supports across four of the five domains:

- **Effective Leadership**
- **Ambitious Instruction and Learning**
- **Safe and Supportive Environment**
- **Family and Community Engagement**

Use of external partner to provide additional specific support for turnaround implementation, including staff training, improvement of school culture and climate, improvement in instruction, and to provide additional data analysis.

Effective Leadership:

- New principal
- New assistant principal
- New turnaround lead
- All administrative staff are experienced educators with a record of working effectively in a turnaround school.
- Principal with full autonomy to hire staff, implement turnaround strategies, and oversee work of the external partner.
- Principal is “in charge” of the school and turnaround plan and reports directly to the superintendent.

Ambitious Instruction and Learning:

- Removal and re-assignment of ineffective and uncommitted instructional staff.
- Superintendent is committed to further removing ineffective staff at any time during the school year at the request of the principal.
- Prioritization of new hires as veterans with proven effectiveness working with low-achieving students.
- Specific additional professional development for teachers in standards-based instruction and behavior management strategies.
- Differentiated pay to encourage retention.

Safe and Supportive Environment:

- Full week, preplanning, of training in implementation of specific behavior management protocol (Positive Behavior Supports).
- Employ two Behavior Resource Teachers—one to work with discipline and the other to facilitate and support teachers in implementation of the Positive Behavior Support system training.

Family and Community Engagement

- Expand use of Title I funds to enhance direct family engagement
- Utilize the services of the Alachua County Public Schools Parent Academy.
- Improve connections to outside agency supports through the district System of Care program.

Employ University of Florida Lastinger Center for Learning as External Partner: Successful experience working as an external partner with ten schools in Duval County as well as past experience successfully working in and improving schools in Alachua.

Lastinger Center Deliverables:

- Assist and support all aspects of the Turnaround Plan.
- Monitoring agent: conduct mid- and end-of-year reviews
- Observe instruction and provide specific feedback to teachers and administrative staff on alignment to Florida Standards-based instruction.
- Provide targeted staff development related to instructional rigor for standards-based instruction.
- Examine quality and rigor of student work as demonstrated by informal and formal assessments.
- Survey school climate and provide recommendations to improve relationships among staff, students, and stakeholders.