

ESSER III School Proposal Template

Due April 4, 2022

School: Mt. Zion Elementary
 Date: 4/4/2022

Please complete this document for your school’s proposal for funding activities under the American Rescue Plan (ESSER III) to achieve the vision that **all students will read on grade level by 5th grade by spring of 2027**. As you are completing this document, please adhere to and consider the following:

1. Completed plans should be emailed to ESSERIIISchoolPlans@charleston.k12.sc.us.
2. As a part of the planning process, there will have to be community/parent engagement. There must be proof of this submitted with your plan.
3. Plans should focus primarily on Pillar III (Wraparound Services). Please refer to the Pillar attachments to see examples of what these are. Pillars I & II, are being supported primarily by the District Office. Items being supported under these umbrellas can be found in the Guardrails attachments as well.
4. This is funding for approximately two years, which means that the final year of funding would be the 2023-2024 school year. Your approved funding amount would be for the two years (22-23 & 23-24) combined.

ESSER III Pillar(s) Addressed:

RIGOROUS GRADE-LEVEL INSTRUCTION	x
HIGH-QUALITY TEACHERS/LEADERS	x
WRAP-AROUND SERVICES	x

Year(s) of Implementation: *(Plans can be submitted for the Summer 22 and 22-23 and 23-24 school years. You may have a plan that you would like to implement for consecutive years, but please be advised that data will be utilized before moving forward with an additional year).*

Summer 22	
2022-2023	x
2023-2024	x

Statement of Intended Outcome – Our chosen goals and strategies are designed to improve school climate for both staff and students, as well as teacher retention and satisfaction. We believe that providing additional compensated after-school planning time will support teachers in developing collective teacher efficacy around the new curricula and standards. We believe that reducing class size in the grade with the highest enrollment + highest demonstrated need will foster improved student-teacher relationships and higher academic outcomes. We believe that hiring a Lead Teacher will enable our School Counselor and our classroom teachers to better promote social-emotional learning and positive behavior strategies.

Research –

By providing paid after-school planning time for teachers, we hope to increase the sense of collective teacher efficacy in implementation of the new curricula and standards. John Hattie’s [meta-analysis on collective teacher efficacy](#) shows that investing in this strategy has the potential to considerably accelerate student learning.

John Hattie’s meta-analysis on [reducing class size](#) shows that there is likely to be a small positive effect size for this area. His meta-analysis on [teacher-student relationships](#) shows that investing in strengthening these relationships has the potential to accelerate learning.

John Hattie’s [meta-analysis shows that social skills programs](#) are likely to have a positive impact. We will increase the personnel resources available to support faculty and students around social-emotional learning by hiring a Lead teacher who will have a focus area on supporting PBIS and SEL implementation, and will be able to take over some administrative tasks from the School Counselor (such as State Test Coordination) so that she is able to provide Tier 2 and Tier 3 interventions to students for all months of the school year.

Goals, Strategies & Performance Measures – Please use the area below to add the goals, strategies and performance metrics for your plan. Add as many goals and objectives as necessary. Identify external resources you believe would be effective in accomplishing strategies. A list of organizations that you may use to support your initiatives is listed [here](#). You may use other organizations as well if they align with your plan. [What Works Clearinghouse](#) is a good source to find research-based ideas/strategies as well.

Goal 1:	Strategies:	Progress Monitoring:	Performance Metrics:
Increase collective teacher efficacy by supporting teachers in implementation of new curriculum and standards through additional paid planning time.	Compensate teachers for after-school planning 1 hour per week for 16 weeks to support implementation of high-quality curriculum in core subjects (focus on EL curriculum and Social	EL Dimensions platform walk-through data (for ELA in 2022-23) Walk-through data (Social Studies and Science)	Standards-based assessments for new curricular materials State Testing Data (SCReady ELA and

	Studies in 2022-23; Science in 2023-24	PLC minutes Student Work in PLCs	SCPASS) Spring MAP, iReady and FastBridge data
Goal 2: Class size reduction for grade level with greatest need (based on enrollment numbers + assessment data)	Strategies: Hire an additional teacher to reduce class size and strengthen student-teacher relationships (current plan is for 2nd grade in 2022-23; possibly a different grade in 2023-24)	Progress Monitoring: MAP and iReady data (Fall and Winter) If additional teacher works in grades 3-5, would also look at Fall student Panorama Survey data	Performance Metrics: Spring MAP and iReady data for chosen grade level If additional teacher works in grades 3-5, would also look at Spring Panorama Survey data and State Testing data
Goal 3: Increase support for classroom teachers and students around School Climate and SEL.	Strategies: Hire a Lead Teacher to offer additional support for classroom teachers and students around School Climate and SEL Create more time for School Counselor to attend to SEL needs by reassigning State Testing Coordination and other administrative duties to Lead Teacher	Progress Monitoring: Panorama Survey data (Fall) BESS data Review360 referral data	Performance Metrics: Spring Panorama Survey data State Climate Survey

Management Plan w/ Major Project Activities – The management plan should be realistic and achievable. Detail activities, responsibilities, and timelines as related to project goals, strategies, and performance measures listed above. Add additional goals and strategies as necessary.

Goal 1

Strategy 1:	Implementation Steps:	Implementation Dates:	Person(s) Responsible:
Compensate teachers for after-school planning 1 hour per week for 16 weeks to support implementation of high-quality curriculum in core subjects (focus on EL curriculum and Social Studies in 2022-23; Science in 2023-24)	Create schedule for after-school planning for 2022-23 Set up time-sheets for teachers to submit monthly Create protocols and documentation tools for planning	August 2022-May 2024 August 2022 August 2022-May 2024	Principal, Instructional Coach, Teachers Secretary/Bookkeeper Principal, Instructional Coach, Lead Teacher,

	<p>time</p> <p>Hold planning meetings approximately every two weeks</p> <p>Ensure timesheets are submitted on time</p>	<p>August 2022-May 2024</p> <p>September 2022-June 2024</p>	<p>Teachers</p> <p>Teachers, Instructional Coach, Lead Teacher, Principal</p> <p>Secretary/Bookkeeper, Principal, Teachers</p>

Goal 2

Strategy 1:	Implementation Steps:	Implementation Dates:	Person(s) Responsible:
<p>Hire an additional teacher to reduce class size and strengthen student-teacher relationships (current plan is for 2nd grade in 2022-23; possibly a different grade in 2023-24)</p>	<p>Hire/assign a teacher</p>	<p>Prior to August 2022</p>	<p>Principal</p>
	<p>Ensure teacher has all required materials and supplies for new section</p>	<p>Prior to August 2022</p>	<p>Principal, Grade Level Chair, Instructional Coach, Secretary/Bookkeeper</p>
	<p>Create class lists for grade level that allow for the most balanced instructional groupings and monitor these throughout the year to ensure balanced groupings</p>	<p>May 2022-August 2022</p>	<p>1st and 2nd grade teachers, MTSS team, Principal</p>
	<p>Provide additional support to grade level for intervention and SEL as appropriate</p>	<p>August 2022-May 2023</p>	<p>MTSS team, Principal, Instructional Coach, Lead Teacher, School Counselor, 2nd grade team, Interventionists</p>
	<p>Utilize winter academic and SEL assessment data to determine any additional supports needed for spring semester</p>	<p>December 2022-February 2023</p>	<p>MTSS team, Principal, Instructional Coach, Lead Teacher, School Counselor, 2nd grade team, Interventionists</p>
	<p>Analyze enrollment data and spring academic and SEL</p>	<p>February-May 2023</p>	<p>Principal, MTSS team, Leadership Team</p>

	<p>assessment data to determine grade level with highest level of need for 2023-24 school year</p> <p>Repeat steps 1-5 for 2023-24 school year.</p> <p>Analyze Spring 2024 academic and SEL assessment data</p>	<p>May 2023-May 2024</p> <p>April-June 2024</p>	<p>Principal and others listed above plus relevant grade levels</p> <p>Principal, MTSS team, Leadership Team</p>

Goal 3

Strategy 1:	Implementation Steps:	Implementation Dates:	Person(s) Responsible:
<p>Hire a Lead Teacher to offer additional support for classroom teachers and students around School Climate and SEL</p>	<p>Hire a Lead Teacher</p>	<p>April-August 2022</p>	<p>Principal, Hiring Committee</p>
	<p>Ensure Lead Teacher receives training in Restorative Practices, CPI, Second Step and other recommended areas from DAP</p>	<p>June 2022-December 2022</p>	<p>Lead Teacher, Principal, School Counselor</p>
	<p>Lead Teacher to work with PBIS team on creating more consistency school-wide for procedures, rewards and classroom management</p>	<p>August 2022-May 2024</p>	<p>Lead Teacher, Principal, PBIS team</p>
	<p>Lead Teacher attends monthly MTSS SEL meetings to review data from Review360, BESS and Panorama</p>	<p>August 2022-May 2024</p>	<p>Lead Teacher, MTSS SEL team</p>
	<p>Lead Teacher works with Communities in Schools staff and Counselor on wrap-around supports</p>	<p>August 2022-May 2024</p>	<p>Lead Teacher, CIS staff, School Counselor</p>
Strategy 2:	Implementation Steps:	Implementation Dates:	Person(s) Responsible:
<p>Create more time for School Counselor to attend to SEL needs by reassigning State Testing Coordination and other administrative duties to Lead</p>	<p>Lead Teacher attends State Testing Coordinator training</p>	<p>August 2022-May 2024</p>	<p>Lead Teacher</p>
	<p>Identify other administrative duties covered by School</p>	<p>May 2022-August 2022</p>	<p>School Counselor, Principal</p>

Teacher	Counselor that could be covered by Lead Teacher	August 2022-ongoing	Principal, Lead Teacher
	Ensure appropriate training is provided for any other duties covered by Lead Teacher		
	Revisit Lead Teacher duties monthly		Principal, Lead Teacher

Budget Analysis – Outline activities that require funding to successfully implement initiatives associated with the program. Add additional activities as necessary.

Activity 1:	Specific Components of Activity:	Cost:
<i>Hire a 190 Lead Teacher to offer additional support for classroom teachers and students around School Climate and SEL, as well as to cover administrative tasks currently managed by our guidance counselor and others.</i>	<p><i>Hire a 190 day Lead Teacher (salary + benefits)</i></p> <p><i>SRF average salary: \$70,007.00</i> <i>SRF full benefits: \$30,554.00</i></p>	<p><i>SRF Average Salary w/ Full Benefits:</i></p> <p><i>\$100,561.00 per year</i></p> <p><i>\$201,122.00 for two years</i></p>
Activity 2:	Specific Components of Activity:	Cost:
<i>Hire an additional teacher to reduce class size and strengthen student-teacher relationships (current plan is for 2nd grade in 2022-23; possibly a different grade in 2023-24)</i>	<p><i>Hire additional 190 teacher (salary + benefits)</i></p> <p><i>SRF average salary: \$61,600.00</i> <i>SRF full benefits: \$27,796.00</i></p>	<p><i>SRF Average Salary w/ Full Benefits:</i></p> <p><i>\$89,396.00 per year</i></p> <p><i>\$178,792.00 for two years</i></p>
Activity 3:	Specific Components of Activity:	Cost:
<i>Compensate 18 teachers for after-school planning 1 hour per week for 16 weeks to support implementation of high-quality curriculum in core subjects (16 weeks through ESSER III and 16 weeks through Title I)</i>	<p><i>Cost per hour:</i></p> <p><i>\$40.00 + \$13.12 benefits</i></p> <p><i>\$11,520.00 lump sum + \$3,778.56 benefits</i></p> <p><i>\$15,298.56 for 18 teachers x 16 weeks</i></p>	<p><i>\$15,298.56 total in lump sum + benefits per year</i></p> <p><i>\$30,597.12 for two years</i></p>
TOTAL:		\$410,511.12 for two years

Sustainability – What will you do to sustain your plan? For instance, if you are hiring staff, what will you do at the end of two years when ESSER funding has been exhausted? Please be specific.

Mt. Zion is slated to move into a new building in 2024-25 with a projected increase in enrollment at that time due to rezoning as well as anticipated growth. This increase in enrollment should enable us to sustain the teacher position funded by ESSER III, as we anticipate adding sections at every grade level in 2024-25.

Current allocation formulas in place with CCSD indicate that for the 2024-25 school year we should be able to hire either a Lead Teacher or an Assistant Principal with the anticipated increased enrollment for the new school building.

The paid extra planning time is to support the implementation of new curricula and standards during the 2022-24 school years. We anticipate a reduction in planning time needed in the 2024-25 school year given where we will be in the curriculum implementation cycle. We will continue to have PLCs in 2024-25 so that we can sustain collective teacher efficacy. We are also splitting the cost of extra paid planning time between Title I and ESSER III. This should allow us to sustain a lesser amount of planning time through Title I in the 2024-25 school year, if we determine that this strategy is effective and worth continuing on a reduced scale.

Application Due Date	Approval Status Date
April 4, 2022	