

Fairhope Public Schools Commission
June 2, 2021

Members present: Robin Coleman, Paul Hannon, Danielle Mashburn-Myrick, Carrie McLemore, Hill Robinson, Miranda Schrubbe, Cornelius Woods

Members absent: Robert Brown, Amy Foley

Principals present: Carol Broughton, FEE

Meeting was called to order by Miranda Schrubbe and minutes from the May 5th meeting were approved.

Funding requests from Fairhope East Elementary, Fairhope West Elementary, and Fairhope Middle were presented and approved as follows:

Fairhope East Elementary

STEAM/Technology Coach	\$87,500
Instructional/EMINTS Coach	\$82,000
STEAM Resources & Materials	\$22,500
Technology	\$14,500
Professional Development	\$27,500
Reading Resources	\$22,500
4 Part-time Reading Interventionists	\$68,000
4 Part-time Math Interventionists	\$68,000
Total Requested	\$392,500

Each item in this request is to be funded with 3-mill monies. Request is the same as approved for previous school year, except for the adjusted personnel costs and additional part-time interventionist.

Fairhope West Elementary

Literacy/Math Instructional Materials	\$25,330
Leader in Me	\$2,000
Professional Development	\$48,300
Technology Supports	\$6,870
Total Requested	\$82,500

Each item in this request is to be funded with 3-mill monies. Additional items were requested and approved in May, bringing the total funds requested by FWE to date to \$398,000.

Fairhope Middle

2 Math/Intervention Teachers • 1@\$66,630 • 1@\$72,000	\$138,630
2 Language Arts/Intervention Teachers • 1@\$69,224 • 1@\$83,684	\$152,908
2 Full-time Instructional Paraprofessionals • 1@\$41,078 • 1@\$37,613	\$78,691
Crisis Alert System	\$20,000**
2 Full-time Instructional Aides • 1@\$41,327 • 1@\$32,373**	\$73,700
Total Requested	\$463,929

**The Crisis Alert System and one of the two Instructional Aides are to be funded with K-1 Center property purchase proceeds (totaling \$52,373); remaining items to be funded with 3-mill monies (totaling \$411,556).

Full requests with more detail are attached.

Carrie McLemore informed commission members that the city council is recommending that reporting on the funding results from the first year be made at a work session. Plans are now for that to be scheduled for August, and in preparation, principals will create brief statements regarding the impact of the funding at their respective schools.

It was decided that the commission will not meet in July, so the next meeting will be on August 4th.

Meeting was adjourned at 5:30.

Respectfully submitted by Miranda Schrubbe

Fairhope Public School Commission
 Fairhope East Elementary School
 Proposal for 2021-2022

Amended to reflect personnel costs and additional part-time interventionist
 May 25, 2021

At Fairhope East Elementary School, we echo the gratitude voiced by all the Feeder-Pattern Principals for the physical and fiscal support the City of Fairhope has provided us throughout the years. Struggling to balance extreme growth in our largely rural community, Fairhope East Elementary focusses on nurturing a culture of learning through collaboration, questioning, assessment and reflection – or simply put – the engineering design process. The resources you have provided throughout the years have been invaluable to our students. The future holds unlimited potential with the proposal of additional coaches and enrichment resources. With a shared vision – we are working to achieve the goals of the Commission to enrich equitable learning for all students through expanded services and experiences.

Title of Position/Item	Cost	Job Description	Benefit to students/academic enhancement
*STEAM/Technology Coach	\$87,500	<p>STEAM aims to strengthen the foundation of learning by helping students enhance their critical thinking skills and recognize the intersection of art, science, technology, engineering, and math.</p> <p>STEAM Coaches are charged with inspiring students to ask questions, define problems, propose solutions and collaborate with others to test and improve their creations.</p>	<p>Supporting teachers</p> <ul style="list-style-type: none"> • Professional Development • STEAM Learning Community • Coaching Cycles • Science Lab • Family/Community <p>Supporting students</p> <ul style="list-style-type: none"> • Science Fair • STEAM Lessons • Pelican’s Nest <p>Supporting families</p> <ul style="list-style-type: none"> • STEAM Night • Instructional Videos for at home instruction <p>Supporting administration</p> <ul style="list-style-type: none"> • Analyze data • Collaborate with other coaches and district curriculum department • Grant writing

<p>Instructional/Emints Coach</p>	<p>\$82,000.00</p>	<p>Coaching to impact teaching and learning through a combination of technology and research-based strategies.</p>	<p>Supporting teachers</p> <ul style="list-style-type: none"> • Professional Development • Coaching Cycles • Technology/EMINTS lessons and support • Google classroom support <p>Supporting Students</p> <ul style="list-style-type: none"> • Inspiring curiosity • Collaborative team building • Ownership of learning • Assessing, reflecting, improving <p>Supporting families</p> <ul style="list-style-type: none"> • Videos for at home instruction • Support with online instruction <p>Supporting administration</p> <ul style="list-style-type: none"> • Analyze data • Collaborate with other coaches and district curriculum department • Grant writing
<p>*STEAM Resources and Materials</p>	<p>\$22,500.00</p>	<p>Replacement of supplies and continued enrichment resources</p>	<p>Supporting teachers</p> <ul style="list-style-type: none"> • Professional Development • STEAM Learning Community • Coaching Cycles • Science Lab • Family/Community <p>Supporting students</p> <ul style="list-style-type: none"> • Science Fair • STEAM Lessons • Pelican’s Nest <p>Supporting families</p> <ul style="list-style-type: none"> • STEAM Night • Instructional Videos for at home instruction <p>Supporting administration</p> <ul style="list-style-type: none"> • Analyze data • Collaborate with other coaches and district curriculum department • Grant writing

Technology	\$14,500.00	Replacement of broken or out-dated , incompatible devices; Additional enrichment Audio-Visual replacements and additional resources to improve and expand live-streaming abilities, filming and audio-visual expansions	Supporting teachers <ul style="list-style-type: none"> • Professional Development • Coaching Cycles • Response to Intervention • Data Meetings • Family/Community Supporting students <ul style="list-style-type: none"> • Strategies • Ownership • Modeling Supporting Families <ul style="list-style-type: none"> • Coaching • Modeling • Family night Supporting administration <ul style="list-style-type: none"> • Analyze Data • Collaborate with other coaches and district curriculum department • Grant Writing
Professional Development	\$27,500.00	<ul style="list-style-type: none"> • Curriculum Mapping (4x/yr) • Coaching/RTI/Data Meetings • eMints • Vertical Teaming/Planning • Conferences such as CLAS (Counsel for Leaders in Alabama Schools) 	As Needed to enrich and support teachers and students
Reading	\$22,500.00	<ul style="list-style-type: none"> • LLI Kits: • Reading Resources • Classroom Libraries 	

<p>Four Part-Time Reading Interventionists (\$17,000.00 each)</p>	<p>\$68,000.00</p>	<p>Targeted Students will be identified for intervention based on low STAR data and ACAP</p>	
<p>Four Part-Time Math Interventionists (\$17,000.00 each)</p>	<p>\$68,000.00</p>	<p>Targeted Students will be identified for intervention based on low STAR data and ACAP</p>	

Total: \$392,500.00

Attachment for Instructional Coaches:
Reading, Science, Instructional

Instructional Coaches:

Job Goals: • To improve academic skills and literacy in schools, across all content areas and grade levels, through collaborative professional development, coaching of teachers, demonstration lessons, data analysis, and modeling of effective instruction. • To improve teacher practice so that all students learn and achieve at the highest levels. Q

JOB RESPONSIBILITIES AND ROLES:

1. Demonstrates support for the school system and its vision, goals and priorities.
2. Demonstrates knowledge of the prescribed curriculum, intervention strategies, school improvement plans, and effective professional development delivery techniques.
3. Demonstrates knowledge of current educational research and best instructional practices.
4. Models appropriate and innovative use of technology for students and staff.
5. Utilizes innovative teaching techniques and technology as a teaching tool to plan and provide instruction; acts as a facilitator for students in the use of technology in the classroom.
6. Utilizes a variety of coaching strategies to differentiate support for teachers, both individually and in groups.
7. Provides specialized instruction for struggling students as required.
8. Uses age- appropriate instructional strategies in all tiers of instruction to improve students' skills ins subject area(s) as assigned.
9. Supports school and system literacy efforts to reach the goal of students performing at or above proficiency in all areas.
10. Actively participates in and works with other school personnel in planning effective instructional goals, objectives, methods and curriculum.
11. Administers standardized, norm-referenced or criterion-referenced tests for instructional planning and program evaluation purposes.
12. Participates in and/or leads professional growth and development activities for the purpose of improving instruction, including staff meetings, in-services and staff development activities as required or assigned.
13. Develops and uses assessment strategies (traditional and alternative) to assist the continuous development of learners.
14. Interprets and uses data (including but not limited to standardized and other test results) for diagnosis, instructional planning and program evaluation.
15. Assists with the administration of state assessments and other standardized tests in accordance with directions provided, including proctoring and secure handling of materials.
16. Communicates high learning expectations for all students.
17. Communicates effectively, orally and in writing, with other professionals, students, parents and community.
18. Works collaboratively with other teachers in curriculum development, instructional planning, special activities and sharing ideas and resources.
19. Engages in continuing improvement of professional knowledge and skills.

20. Keeps abreast of developments in instructional methodology, learning theory, curriculum trends and content.
21. Acts in a professional and ethical manner and adheres to professional standards at all times.
22. Serves on committees, task forces, planning teams, and advisory groups to improve student achievement.
23. Supervises and/or assists with extracurricular and co-curricular activities as assigned.
24. Supports school improvement initiatives by active participation in school activities, events, ceremonies, services and programs.
25. Maintains appropriate confidentiality regarding /student/school/workplace matters. July 2014
Page 3 of 3 Baldwin County School System Instructional Coach (School4)
26. Demonstrates initiative in identifying potential problems and/or opportunities for improvement in areas of responsibility.
27. Reports potential problems, unusual events, or work irregularities to appropriate administrative or supervisory personnel.
28. Responds to inquiries, requests, constructive feedback, concerns and/or complaints in a timely and positive manner.
29. Maintains and submits reports, records, and correspondence in a timely and accurate manner.
30. Properly uses and cares for equipment and material resources of the school system and effectively supervises and monitors students in the care, maintenance, and use of tools, equipment, and inventory.

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)

Inspire – Create - Lead

Fairhope West Elementary Instructional Materials and PD Request from the Fairhope Public
Schools Commission
May 28, 2021

At Fairhope Elementary School, we are appreciative of the support the previously named EAC and Fairhope City Council has provided. Our school has been able to employ a full time Reading Interventionist with these funds for the past 2 years providing reading intervention for our students. This emphasis on reading instruction has been indispensable to our school helping to earn recognition twice as a Top 50 School for 3rd Grade Reading from the ALSDE and Governor Ivey. A STEAM Coach and Math Coach were hired for the 2020-2021 school year, and Fairhope West earned the distinguished certification of a STEAM Certified School. We look forward to expanding support to our staff and students with the new allocation of funds. Below are requests for the approximate \$400,000 designated for improving academics at Fairhope West Elementary.

Title of Position/Item	Cost	Job Description	Benefit to students/academic enhancement
Literacy and Math Instructional Materials	\$25,330		<ul style="list-style-type: none"> • Scholastic Gr 1/2 • Storyworks Gr 3-6 • Science Studies Weekly Gr 2-5 • Books for bookroom • Writing Workshop • Reading A to Z • Intervention small group math manipulatives
Leader in Me	\$2,000		<ul style="list-style-type: none"> • Action Team support
Professional Development	\$48,300		<ul style="list-style-type: none"> • Curriculum Mapping • Reading, Math, STEAM Professional Learning Teams • Collaborative Planning • Alabama Best Practices Center-Key Leader Network, Instructional Partners • Walk Abouts/Instructional Rounds
Technology Supports	<u>\$6870</u>		<ul style="list-style-type: none"> • Seesaw • Reflex Math
Instructional Sub Total	\$82,500		
Personnel Sub Total	<u>\$315,500</u>		
Total	<u><u>\$398,000</u></u>		

Fairhope Public School Commission
Fairhope Middle School
Proposal for 2021-2022

Fairhope Middle School is also very thankful for the support given to us from the City of Fairhope. With the support of the City Council Fairhope Public School Commission, the past 3 school years, we were able to secure: a full-time math intervention teacher, which was beyond the state allocation and hire substitutes for professional development opportunity. and for teachers to attend national conferences. The Fairhope community is truly one of the finest in the county. The depth they will go and have gone is seen in our schools, our students, and our scores. The blessing that has been bestowed upon us this year is simply overwhelming; it will benefit our children more than you will ever know. Thank you again for always putting our students first.

Title of Position/Item	Cost	Job Description	Benefit to students/academic enhancement
<p>2 Math/ Intervention Teachers</p> <p>1 7th Grade</p> <ul style="list-style-type: none"> • Tonya Fendley • Salary \$47,909.00 • Benefits \$18,721.00 • Total = \$66,630.00 <p>1 8th Grade</p> <ul style="list-style-type: none"> • TBD • Total \$72,000.00 <p>The teacher who held this position last year resigned (Chris Costa) His position will be advertised for a new person.</p>	\$138,630.00	<p>The city has funded this position for the past 3 years.</p> <p>Serve students in small groups who have not met benchmarked or met goals on state testing.</p> <p>Teach specific skills (Drill target areas)</p>	<p>Supporting teachers</p> <ul style="list-style-type: none"> • Professional Development • Curriculum Coach/Admin support meetings <p>Supporting students</p> <ul style="list-style-type: none"> • Individualized Instruction • Smaller student/teacher ratio <p>Supporting administration</p> <ul style="list-style-type: none"> • Analyze data • Collaborate with curriculum leader, ACIP Team and county data team
<p>2 Language Arts/ Intervention Teachers</p> <p>1 7th Grade</p> <ul style="list-style-type: none"> • Lydia Blosser • Salary \$50,088.00 • Benefits \$ 19,136.00 • Total = \$69,224.00 <p>1 8th Grade</p> <ul style="list-style-type: none"> • Ashley Hill • Salary \$60,268.00 • Benefits \$21,449.00 • Total = \$83,684.00 	\$152,908.00	<p>*I used one of my foundation units to fund this intervention class for the past 2 years.</p> <p>Serve students in small groups who have not met benchmarked or met goals on state testing.</p> <p>Teach specific skills (Drill target areas)</p>	<p>Supporting teachers</p> <ul style="list-style-type: none"> • Professional Development • Curriculum Coach/Admin support meetings <p>Supporting students</p> <ul style="list-style-type: none"> • Individualized Instruction • Smaller student/teacher ratio <p>Supporting administration</p> <ul style="list-style-type: none"> • Analyze data • Collaborate with curriculum leader, ACIP Team and county data team
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2 Full Time Instructional	\$78,691.00	Paras will work with	<ul style="list-style-type: none"> • Assist students with grade level

Paras w/benefits 1. Lisa Pierce <ul style="list-style-type: none"> • Salary \$26,444 • Benefits \$14,634.00 • Total = \$41,078.00 2. Charles Robertson <ul style="list-style-type: none"> • Salary \$23,533.00 • Benefits \$14,080.00 • Total = \$37,613.00 		students in small group or individually to support academic instruction.	instruction. <ul style="list-style-type: none"> • Assist strugglers with gap skills. • Build confidence of students to help them achieve higher academic standards.
Crisis Alert	\$20,000.00	Splitting cost with Fairhope High School. A safety solution that instantly routes requests for help to key personnel.	<ul style="list-style-type: none"> • Providing students, faculty, and staff with a safe and secure learning environment.

\$390,229 Total for 2021-2022 School Year

- Due to COVID, we did not use our professional development funds (\$18,000.00)
- We did not attain a social worker or a therapist last year (\$30,000.00)
- \$48,000.00 was not used last year due to COVID.
- I used the numbers Mr. Wilson sent me for personnel that will be rehired in these positions. The numbers placed on request last year were estimates, the numbers placed on this year's request are actual salaries and benefits.
- K-1 City Funds are listed on the sheet below.

Angie Hall

2021-2022 School Year

<p>2 F/T Instructional Aides K-1 Funds</p> <ul style="list-style-type: none"> • Pam Sampson • Salary \$26,653.00 • Benefits \$14, 674.00 • Total = \$41,327.00 • Dalton Vandergrift • Salary \$19,047.00 • Benefits \$13,226.00 • Total \$32,373.00 	<p>\$73,700.00</p>	<p>Paras will work with students in small group or individually to support academic instruction.</p>	<ul style="list-style-type: none"> • Assist students with grade level instruction. • Assist strugglers with gap skills. • Build confidence of students to help them achieve higher academic standards.
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\$73,700.00 Total for 2021-2022 School Year

- Last year, these two salaries added up to \$64,000.00