



TOP-1

District-Managed Turnaround Plan – Step 1 (TOP-1)

Hendry County School District
Digital Academy of Florida (DAOF)

Due: September 1

Form Number DMT, TOP-1, incorporated in Rule 6A-1.099811, F.A.C., effective November 2024

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Purpose

The purpose of this document is to guide districts to plan for the implementation of a district-managed turnaround plan to improve the school's grade to a "C" or higher. The district shall submit a Memorandum of Understanding (MOU) to the Department by September 1, pursuant to sections (ss.) 1001.42(21) and 1008.33(4)(a), F.S.

Directions

Districts shall complete this Step 1 form for each school that is required to implement a district-managed turnaround plan. This plan must be submitted by the district to the Regional Executive Director (RED) for review and feedback before submitting it to the RED and the BSI. The local school board must approve the plan. This completed form must be signed by the superintendent or authorized representative and emailed to the RED and BSI@fldoe.org, no later than September 1. The subject line of the email must include the district name, school name and TOP-1.

School

In the box below, identify the name and MSID number of the school that will be supported through the district-managed turnaround plan.

School Name/ MSID Number
Digital Academy of Florida 7001

Stakeholder Engagement

In the box below, describe the district's efforts to engage and involve stakeholders, including the Community Assessment Team (CAT), to determine causes for low performance and make recommendations for school improvement. Include a list of names and affiliations of CAT members. The RED or their designee shall be a member of the CAT. Include a list of meetings that were held regarding the development of the district-managed turnaround plan, as well as scheduled meetings that will be held during the implementation of the plan.

Names and affiliation of CAT members:

Michael Swindle, Superintendent – Hendry County School District

Angela Staley, Deputy Superintendent – Hendry County School District

Laura Downes, Director of Schools – Digital Academy of Florida

Charles Berry, Executive Director of Schools – Stride

Bridget White, Senior Manager of Accountability & Assessment – Digital Academy of Florida

Lisa Sands – United Way Foundation

Elizabeth Peterson – Clyde Johnson Contracting & Roofing

Amy Collins, Hendry County Tax Collector

Marisol Ayala – Parent

Gwen Wagner – Parent

Kati Pearson, Regional Executive Director-Florida Department of Education

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Dates of CAT meetings (held and upcoming meetings):

August 28, 2025 – Plan Implementation Discussion & Data Review

October 20, 2025 – Quarter 1 Review

December 17, 2025 – Quarter 2 Review

January 12, 2026 – EOY Plan (Changes and Implementations)

March 25, 2026 – Quarter 3 Review

June 10, 2026 – End of Year (EOY) Review

What school data was analyzed?

- Florida Assessment of Student Thinking (FAST) English Language Arts – (Grades 3–10)
- FAST Math – (Grades 3–10)
- FAST End Of Course – Algebra I
- Graduation Rates
- Acceleration Data (Grades 6-12)
- Interim Assessment (Progress Monitoring) Data

Identified causes of low performance:

The Hendry County School District did not thoroughly manage and align district expectations with the Digital Academy of Florida, specifically regarding school data, targeting district professional learning initiatives to strengthen benchmark-aligned instruction and maintaining stringent enrollment, attendance and engagement policies for the online platform.

Recommendations for school improvement:

- The Hendry County School District will adjust the current contract with the Digital Academy of Florida (DAOF) for School Board approval to include strict mandates to ensure compliance with statutory requirements for underperformance.
 - These will include monitoring instruction, reporting instruction, progress monitoring assessment data and district-mandated professional learning.
- The Hendry County School District will create areas of focus to target low performance and improve student success. These areas of growth are as follows:
 - Professional learning with a focus on benchmark-aligned instruction and tasks aligned to benchmarks. The district will support professional learning with consistent and continuous support and progress monitoring of instruction.
 - Continuous and consistent monitoring of student data through an Early Warning System (EWS) focus. The DAOF will create a system of continuous monitoring of student data, as well as warning signs centered around key areas including attendance, course completion, grades and assessment scores. The district will monitor this throughout the school year.
 - The district will manage the implementation of common planning and coaching cycles and provide continuous support and guidance to administrators, literacy coaches, math coaches and interventionists.
 - The district will oversee and continuously monitor progress monitoring assessments that are aligned to Florida’s academic standards and support intervention and acceleration for student learning.

Other information:

The Hendry County School District will oversee the academic alignment to Florida’s academic standards in all content areas and student operations of the DAOF. Additionally, the district will manage the

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professional learning for the DAOF administrators, coaches and teachers to increase student performance and develop processes and procedures that will allow for their continuous improvement in the future.

District-Managed Turnaround Plan Assurances

The district must agree to ALL of the following assurances by checking the boxes below.

Assurance 1: District Capacity and Support

- The district shall ensure the district leadership team, which includes the superintendent and district leadership, has an integral role in school improvement. This team may include those in charge of curriculum, general and special education, student services, human resources, professional learning and other areas relevant to school improvement. The district leadership team shall develop and implement the district-managed turnaround plan. The district shall dedicate a position to lead the turnaround effort at the district level. The selected employee shall report directly to the superintendent and support the principal.
- The district shall ensure that instructional programs align to Florida's state academic standards for English Language Arts (ELA), mathematics, social studies and science. The district shall provide the evidence that shows instructional programs to be effective with schools that are low-performing with students of similar demographics, how they are different from the previous programs, how the instructional and intervention programs are consistent with s. 1001.215(8), F.S., as well as how remedial and supplemental instruction resources are prioritized for K-3 students with a substantial deficiency in reading and for K-4 students with a substantial deficiency in mathematics. The district shall demonstrate alignment of Florida's state academic standards across grade levels to improve background knowledge in social studies, science and the arts.
- The district shall prescribe and require progress monitoring assessments that are aligned to Florida's state academic standards in ELA, mathematics, social studies and science for all students. The district shall ensure that its progress monitoring assessments are predictive of statewide assessment outcomes and provide valid data to support intervention and acceleration for students.

Assurance 2: School Capacity-Leaders and Educators

- The district shall ensure the school has effective leaders and educators capable of improving student achievement.

Leaders

- The district leadership team, in collaboration with the school, shall develop an annual professional learning plan that provides ongoing tiered support to increase leadership and educator quality.
- The district shall ensure the principal has a successful record in leading a turnaround school and the qualifications to support the student population being served. The district shall complete

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a Principal Change Verification Form when there is a proposed principal change at the school no later than 10 days prior to the proposed principal hire date.

The district shall ensure that the principal will be replaced, unless recommended for retention in collaboration with the Department, upon entry into district-managed turnaround based upon the individual's turnaround record and degree of success, the length of time since turnaround success, the degree of similarity in the student populations and any other factor that would indicate the principal will have turnaround success with this school.

Educators

The district shall ensure the review of practices in hiring, recruitment, retention and reassignment of instructional personnel have been reviewed with priority on student performance data.

The district shall ensure the instructional personnel who do not have a VAM rating and who do not show evidence of increasing student achievement are not rehired at the school.

The district must ensure that the percentage of inexperienced teachers, instructional personnel with a VAM rating that is below Effective or out-of-field instructional personnel assigned to the school is at least or at a minimum, not higher than the district average.

Ensure that K-12 intensive reading instruction is provided by teachers with a reading certificate, endorsement or micro-credential.

Required Documentation

The district must submit the following as part of the TOP-1: (check boxes)

An MOU pursuant to s. 1001.42(21), F.S., shall be emailed to BSI@fldoe.org no later than September 1. The subject line of the email must include: district name, school name, and MOU. If an MOU has not been approved by the district school board, provide a detailed status of negotiations.

The district must submit instructional rosters for this school no later than August 1. These lists are utilized to ensure that the most proven effective teachers are staffed at the most fragile schools and to verify rosters for teachers eligible to receive an additional district UniSIG allocation.

The district must complete the table below by providing the number and percentage of instructional personnel in each of the VAM ratings of Highly Effective, Effective, Needs Improvement and Unsatisfactory for this school and the district.

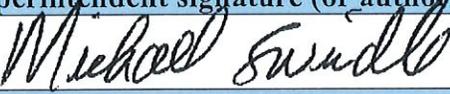
VAM DATA – School % Compared to District and State %

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VAM Data	Highly Effective (HE)	Effective (EF)	Needs Improvement (NI)	Unsatisfactory (UN)
Number of instructional personnel	1	24	5	9
School %	2.56%	61.54%	12.82%	23.08%
District %	8.24%	53.16%	17.09%	21.52%
State %	11.82%	68.21%	12.29%	7.69%

Acknowledgment

The district verifies the information in this form and confirms that they have collaborated with the school and the RED.

Name and title of person responsible for completion and submission of TOP-1
Dr. Angela Staley, Deputy Superintendent of Teaching and Learning
Contact information: email, phone number
staleya@hendry-schools.net 863-674-4642
Date submitted to the RED and the Bureau of School Improvement (due September 1)
Superintendent signature (or authorized representative)

Local School Board Chair Signature (or authorized representative)
 <small>Jon Basquin (Sep 12, 2025 17:54:22 PDT)</small>
Date approved by local school board
September 9, 2025