




AMERICAN PREPARATORY ACADEMY

FY26 Teacher and Student Success Plan

American Preparatory Academy's Governing Board adopted the LEA's TSSA Framework in September 2019, with additional policy changes in August 2022. In accordance with that framework, each APA campus administration, with input from teachers, parents, district specialists, and the School Community Council, has developed a Teacher and Student Success Plan. The Draper 3 FY26 TSSA Plan includes utilizing the maximum allowable (40%) of each allocation for salary and benefits increases.

Draper 3 has developed the proposed activities for the remaining 60% of the TSSA funds. The goal of this Plan is to improve school performance or student academic achievement. FY26 TSSA funds in excess of the noted activities or in excess of activity costs may be used for classroom library materials or technology, and/or recoded to the flexible account 5390 for other educational needs at the Draper 3 campus.



Carole Hollinger

10 / 28 / 2025

Date

DRAPER 3 FY26 TSSA Proposed Plan

Outcome Elements	Activity #1	Activity #2	Activity #3	Activity #4
Need Identified	The purposes of the program will be advanced through 1) increased leadership and career growth opportunities for our veteran teachers and 2) activities that accelerate the development of our new and developing teachers. These synergistic activities are expected to result in higher levels of retention through increased feelings of being valued contributors, meaningful contribution, personal competence and confidence, and job satisfaction.	Additional AP course offerings to fulfill our charter regarding enrollment in AP courses and in response to student demand.	Loss of effective instructional time when trying to fill substitute teaching positions. Demand for more support in core classrooms to respond to student needs.	Increase student opportunity to practice for the benchmark assessments.
Campus Response	Secondary Coaching MASTER teacher/leader program (assigning 4 teachers for 4 class periods). Use TSSA to fund the required match %. For MASTER Program Specifics see *NOTE below.	Provide multiple CE & AP courses	Provide .7 FTE for an onsite secondary substitute, and provide APA training to sub, schedule the sub to provide general office support when not working as a sub.	Purchase 1 Computer Cart with 35 computers
Measurable Objective	The LEA will collect data from the coaching forms utilized by our Master Teacher/Leaders to assess the progress of new and developing teachers throughout the year. Our teacher development success targets for the first year of the innovative Master Teacher/Leader program will be 1) 90% of teachers will be rated Effective or Highly Effective by end-of-year, and 2) over 30% of teachers will be rated Highly Effective." The LEA will collect secondary teacher retention data throughout the school year. Our retention success target for the first year of the innovative Master Teacher/Leader program will be the retention of 80% or more of our secondary teachers from SY2025-26 to SY2026-27.	Maintain or increase the number of CE &/or AP classes in SYE26	Utilize FTE in at least 75% of substitute needs throughout the year.	Increased performance on state RISE & UtahAspire+ Assessments.
Resource Expense	\$ 6,000.00	\$ 65,292.06	\$ 36,000.00	\$ 32,500.00

	FY26 Preliminary Allocations	FY26 Proposed Budget
40% Raises	\$ 93,194.71	\$ 93,194.71
60% Campus Programs (Staff)	\$ 107,292.06	
60% Campus Programs (Supplies)	\$ 32,500.00	\$ 139,792.06
TOTALS	\$ 232,986.77	\$ 232,986.77

Notes: 40% Raises = preliminary LEA budget allocation to increase teacher pay at this campus.

Notes: 5% Retention has been rolled into 55% campus programs.

Contingency: Unspent TSSA funds may be applied to Flexible Account 5390 for general purposes.

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