



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 Salem FY26 TSSA Plan includes utilizing the maximum allowable (40%) of each allocation for salary and benefits increases.

Salem 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 Salem campus.

Emily R Peery

Emily Peery

10 / 24 / 2025

Date

SALEM FY26 TSSA Proposed Plan

Outcome Elements	Activity #1	Activity #2
Need Identified	Pre-assessments demonstrate a range of student academic skills within grade levels, making it challenging for some to access grade-level curriculum and not providing opportunities in the homeroom classroom setting to accelerate students who are advanced.	Students need to have daily waterford practice sessions in class. We only have 15 ipads (1 cart) and will have 64 students in kindergarten now that we are adding a second kindergarten class
Campus Response	We will meet these needs by providing K-6 Instructors and intensive instructors in order to support the classroom teacher and to provide leveled learning in addition to grade level core instruction. Elementary students will receive skills training with their peers at their precise level for the subjects of Reading, Math, and Spelling in small groups ranging from 3-25 students, depending on student proficiency levels and needs.	Purchase a new ipad cart with 20 ipads (\$11K) + 5 ipads (\$2500) to supplement the existing cart
Measurable Objective	One year or more of growth for 85% or more students in all elementary grades for math and reading as measured by course progression.	One year or more of growth for 85% or more students in kindergarten reading as measured by course progression.
Resource Expense	\$ 104,876.44	\$ 6,000.00

	FY26 Preliminary Allocations	FY26 Proposed Budget
40% Raises	\$ 73,917.63	\$ 73,917.63
60% Campus Programs (Staff)	\$ 104,876.44	
(Supplies)	\$ 6,000.00	\$ 110,876.44
TOTALS	\$ 184,794.07	\$ 184,794.07

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.

Title	TSSA - APA (FY26) Salem
File name	FY26_TSSA_Plan_-_Salem_for_Signature.pdf
Document ID	90b6bd0ce85fa2b597978375aa3b36bfe18447b6
Audit trail date format	MM / DD / YYYY
Status	● Signed

Document History



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10 / 24 / 2025
19:45:10 UTC

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IP: 73.3.76.146



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10 / 24 / 2025
23:01:53 UTC

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10 / 24 / 2025
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