

**American Preparatory Academy - Draper 2
Teacher and Student Success Act
2020-2021**

Campus Allocation: \$194,871.67

1. \$77,948.67 represents 40% of the allocation-eligible for use for salaries and benefits
2. \$9,743.58 represents 5% of the allocation – eligible for use for staff retention
3. \$107,179.42 represents 55% of total allocation-eligible for use for TSSA framework activities

APA-Draper 2 TSSA Plan

American Preparatory Academy's Governing Board adopted the LEA's TSSA Framework in September 2019. In accordance with that framework, each APA campus administration, with input from District Leadership and the School Community Council, has developed a Teacher and Student Success Plan. The plan includes using the maximum allowable (40%) of each allocation for salary and benefits increases, including the portion allowed for staff retention (5%).

Under the TSSA Framework, APA-Draper 2 has developed the following plan for the remaining 55% of the TSSA funds. The goal of this plan is to improve school performance or student academic achievement utilizing the following bolded strategies:

1. personnel stipends for taking on additional responsibility outside of a typical work assignment;
2. professional learning;
3. **additional school employees**, including counselors, social workers, mental health workers, tutors, media specialists, **information technology specialists, or other specialists**;
4. technology;
5. before- or after-school programs;
6. summer school programs;
7. community support programs or partnerships;
8. early childhood education;
9. class size reduction strategies;
10. **augmentation of existing programs**; or
11. any other strategy reasonably designed to improve school performance or student academic achievement.

Implementation:

In 2019-20, the school added a second music teacher and a second orchestra teacher under TSSA, reducing student loads and ensuring students have access to high-quality music instruction. The school also added two new admin support positions (IT & School Safety), as well as contracted systems development services.

In 2020-21, one of those TSSA music positions (Berlin Schlegel), and one of the admin support/school safety positions (Deborah Campbell), will continue to be supported with TSSA funds. In addition, in 2020-21, the school will be receiving supplemental expert coaching support under TSSA (Jacquelyn Chappell). Any remaining funds will be used to purchase classroom library materials or technology.

Campus Budget:

1. 40% of the allocation, \$77,948.67 will be used for salary and benefits increases

2. 5% of the allocation, \$9,743.58 will be used for staff retention
3. 55% of the allocation, \$107,179.42 will be used for TSSA framework activities

Measurable Objectives:

1. All students will receive music instruction according to the school schedule.
2. Teachers, Administrators and parents will report satisfaction with the safety and cleanliness of the learning environment on an annual survey.

School Community Council Meeting (Date):

09/29/2020

School Director/Staff Meetings (Dates):

(K-3) 10/21/2020

(4-6) 10/21/2020