

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

Campus Allocation: \$71,637.04

1. \$28,654.81 represents 40% of the allocation-eligible for use for salaries and benefits
2. \$3,581.85 represents 5% of the allocation – eligible for use for staff retention
3. \$39,400.37 represents 55% of total allocation-eligible for use for TSSA framework activities

APA-Salem 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-Salem 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 increased by 32 students. TSSA program funds were utilized to hire an academic support staff member (Rosalie Olsen), as well as an additional technology staff member (Tyler Lucas) to support teachers and administrators.

In 2020-21, TSSA will continue to fund the technology support position (Tyler Lucas). Any remaining funds will be used to purchase classroom library materials or technology.

Campus Budget:

1. 40% of the allocation, \$28,654.81 will be used for salary and benefits increases
2. 5% of the allocation, \$3,581.85 will be used for staff retention
3. 55% of the allocation, \$39,400.37 will be used for TSSA framework activities

Measurable Objectives:

1. Class size average will not increase by more than 5% from the 2018-19 school year to the 2020-21 school year.
2. Teachers and Administrators will report adequate technology support based upon an annual survey.

School Community Council Meeting (Date):

10/07/2020

School Director/Staff Meetings (Dates):

(4-6) 10/21/2020

(7-9) 10/26/2020