

## **American Preparatory Academy**

### **Teacher and Student Success Act (TSSA) Policy**

The Teacher and Student Success Act (TSSA) provides for the State Board of Education to distribute funds from the Teacher and Student Success account to boards of local education agencies. It requires our governing board to establish guidelines for the development of school outcome-based program plans which designate how TSSA funds will be used to improve school performance and student academic achievement.

#### **Distribution of Funds**

1. In accordance with 53G-7-1304, up to 25% of APA's annual distribution of TSSA funds will be used for increases to base salary and salary driven benefits for school personnel. Up to 40% of APA's annual distribution will be used for those purposes if APA's average teacher salary is below the state average teacher salary.
2. Remaining funds will be distributed to schools based on prior year average daily membership as determined by the Superintendent, to all APA schools.
3. For a new school, APA shall calculate and distribute the school's allocation based on the school's projected October 1 headcount for the applicable school year.
4. After calculating APA's school level allocations, APA may make adjustments to individual school ADM values and school level allocations due to changes in current year student enrollment for reasons including:
  - a. changes to feeder school patterns;
  - b. changes in grade levels offered; or
  - c. significant student growth of 30% or more.

APA shall report expenditures of program money by location according to the Board approved chart of accounts.

APA may carry over restricted program funds into the next fiscal year to support a purpose identified by the Governing Board's Teacher and Student Success Act Framework. Any funds carried over must be reported according to the Board approved chart of accounts.

#### **TSSA Framework**

In accordance with UCA 53G-7-1304, American Preparatory Academy adopts the following TSSA Framework, within which the school administration, with input from District Leadership and the School Community Council, may develop a Teacher and Student Success Plan. Upon approval from the Governing Board, the plan will become the school's Teacher and Student Success Plan.

The school plan's goal shall be to improve school performance or student academic achievement and may contain any number of the following 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.

Funding received pursuant to the school plan may not be used:

1. to supplant current allocations from the district or other programs;
2. for board or school-wide administration costs;
3. for capital expenditures.

#### **Development of TSSA Plans**

1. In accordance with 53G-7-1304, the academic directors of a school may approve up to 5% of their campus allocation for purposes of staff retention, not including uniform salary increases.
2. The academic directors of a school shall develop the school's teacher and student success plan utilizing their remaining funds in accordance with the Governing Board's adopted TSSA Framework. The plan will integrate school-specific goals and criteria for improving the school's performance within the state accountability system, or if a school has turnaround plan, in accordance with the school's turnaround plan.
3. The academic directors shall solicit input on developing a success plan from:
  - a. the school community council;
    - i. the school community council shall select a component of the approved success plan for the council's school to address within the council's School Land Trust Program, in accordance with Section 53G-7-1206.
  - b. school level educators;
  - c. parents of students at the school; and

- d. school level administrators.
  - 4. The academic directors shall submit a proposed TSSA plan to the Governing Board for approval.
  - 5. The proposed plan shall include a summary of yearly progress of the previous year's plan.
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