

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 FY24 TSSA Plan includes utilizing the maximum allowable (40%) of each allocation for salary and benefits increases. Some or all of the 5% allowable for staff retention has been utilized to provide targeted salary increases above and beyond the standard increase for FY24.

Salem has developed the proposed activities for the remaining 55+% of the TSSA funds. The goal of this Plan is to improve school performance or student academic achievement. FY24 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 continuity of education services at the Salem campus.

Emily R Peery

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07 / 20 / 2023

Date

SALEM FY24 TSSA Proposed Plan





Outcome	Activity #1	Activity #2	Activity #3	Activity #4	Activity #5	Activity #6	Activity #7
Need Identified	We are not able to fully implement the Science curriculum for grades 4-6 without the addition of science labs. Data from campuses which have added science specialists shows that scores are positively affected.	To continue to bolster and enhance the secondary character development lessons and events to promote effort, enthusiasm, and excellence in student academic work.	Incoming 7th grade students are at lower math and reading levels, requiring more sections of English than the full time teacher can provide.	K-2 grade student improvement in handwriting and writing skills.	We do not have enough full computer carts to fully serve our classroom size. Increased opportunity to practice RISE exams so RISE scores can increase to 70% of students at state benchmark	Early reading skills are key to succesful academic achievement. All students could benefit from achievement-level activities designed to improve their reading proficiency. KEEP scores indicate that some students are performing below proficient in reading.	Curriculum needed to support increase in grades 4-6 RISE ELA scores.
Campus Response	We added a science specialist to enhance the learning of our science units. This person will be doing labs with the classes to make the learning more concrete.	Salem has a new CDD employee who will be more effective if given a part-time assistant to help with events.	To provide targeted ELA and Math instruction for delayed students coming into 7th grade and in 8th and 9th grade by hiring a full time secondary instructor (Previous sections: 6; anticipated sections: 8-9)	Ipad and Ipad pen for K, 1st, and 2nd grade teachers to increase letter writing visibility and teacher ability to circulate classroom.	Purchase 1 full computer lab cart (cart plus computers) and 2 additional carts (\$1000 each)	Implement Waterford Reading program to improve student reading proficiency, particularly those who are testing below proficient.	Purchase and implement Curriculum to assist in Literary Analysis
Measurable Objective	Increase Science AE measures for students grades 4-6	By the end of 9th grade, 80% of 9th graders will be receiving the Service Learning Award	ELA and Math student progression rates will increase to 80% of students meeting 1 year of progress with consistent staffing.	K, 1st, 2nd Grade Penmanship AE will increase to 80% of students at mastery	Student RISE scores will approach district goal of 70% meeting state benchmark	Increase KEEP EXIT Literacy scores by moving 10% of students that tested at level 1 to Level 2 by EOY.	Increase ELA RISE scores
Resource Expense	\$ 4,125.00	\$ 3,518.21	\$ 9,929.18	\$ 2,550.00	\$ 34,500.00	\$ 6,800.00	\$ 4,103.96

	FY24 Preliminary	FY24 Proposed
40% Raises	\$ 47,655.53	\$ 47,655.53
5% Retention	\$ 5,956.94	\$ 5,956.94
55% Campus Programs	\$ 65,526.35	
55% Programs (Staff)		\$ 17,572.39
55% Programs (IT & Other)		\$ 47,953.96
TOTALS	\$ 119,138.83	\$ 119,138.82

Contingency: Unspent TSSA funds may be applied to Flexible Account 3590 for general purposes.

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