

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 FY25 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. With the loss of COVID funds, TSSA will be especially important in the continuity of our programs this year. FY25 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

Signed

10 / 27 / 2024
Date

SALEM FY25 TSSA Proposed Plan

Outcome Elements	Activity #1	Activity #2
Need Identified	Loss of COVID funds elevates needs of TSSA to be used for paras in order to continue to provide achievement-level groups to support the needs of individual learners.	By the end of Sy2023-24, 96.3% of our teachers were effective or highly effective. The best professional development is personalized and ongoing. Expert Coaching is needed annually to build teaching skills, especially for newly hired staff, thereby improving student outcomes.
Campus Response	K-6 Instructors	Provide coaching for our teachers and instructors who are new and/or developing in their efficacy.
Measurable Objective	One year or more of growth for 85% or more students in all grades for math and reading as measured by course progression.	ELA and Math student progression rates will increase to 80% of students meeting 1 year of progress with consistent staffing
Resource Expense	\$ 77,640.23	\$ 14,916.00

	FY25 Preliminary Allocations	FY25 Proposed Budget
40% Raises	\$ 61,704.16	\$ 61,704.16
5% Retention	\$ 7,713.02	
55% Campus Programs	\$ 84,843.21	\$ 92,556.23
TOTALS	\$ 154,260.39	\$ 154,260.39





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.

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