



Policy Number: 2250

Dated: 01/24/2023

POLICY TEACHER AND STUDENT SUCCESS ACT

PURPOSE

American Leadership Academy Board of Trustees highly value individual teachers and students and is fully committed to individual teacher and student success. In accordance with state law, the Teacher and Student Success Act (TSSA), the Board of Trustees shall adopt a student success framework to provide guidelines and processes for the school to improve student performance and student academic achievement. They recognize its responsibility to annually review individual school teacher and student success plans in accordance with the adopted framework.

FRAMEWORK

The objective of the TSSA Plan is to improve school performance or student academic achievement. The goal of the TSSA Plan shall be to improve school performance or student academic achievement by 1% per year or the necessity of a change of TSSA Plan is indicated. In accordance with statute and USBE rule, ALA may spend TSSA monies on the following:

1. ALA may spend up to 40% of its allocation to increase pay of existing teachers, if ALA's average teacher salary is below the state average.
2. ALA may spend up to 5% of allocation on personnel retention, not including uniform salary increases.
3. ALA may use 28% to hire additional part/full time certified school employees, including, content specialists, student emotional support professionals and education technology coaches.
4. ALA may spend the balance as determined by the school's TSSA Plan including, but not limited to, the following:
 - a. Personnel stipends for taking on additional responsibility outside of a typical work assignment;
 - b. Professional learning;
 - c. Additional school employees, including counselors, social workers, mental health workers, tutors, media
 - d. Specialists, information technology specialists, or other specialists;
 - e. Technology;
 - f. Before- or after-school programs;
 - g. Summer school programs;
 - h. Community support programs or partnerships;
 - i. Class size reduction strategies;
 - j. Augmentation of existing programs;

- k. Instructional materials; or
 - l. Any other strategy reasonably designed to improve school performance or student academic achievement.
5. ALA may not support the use of program money:
- a. To supplant funding for existing public education programs.
 - b. For school administration costs.
 - c. For capital expenditures.

DEVELOPMENT

1. Administration shall develop the school’s teacher and student success plan in accordance with the student success framework. The plan will integrate school specific goals and criteria for improving the school’s performance with the state accountability system.
2. Administration shall solicit input from the school Land Trust Community Council.
3. Administration may solicit input from school level educators, students and parents of students at the school.
4. Administration shall submit a proposed success plan to the Board of Trustees for approval.

APPROVAL

1. American Leadership Academy’s Board of Trustees shall annually review the Teacher Student and Success Plan in a regularly scheduled Board meeting.
2. In the event the plan must be amended it will be done in a regularly scheduled Board meeting.
3. The approved plan will be posted on the school’s website.

The effectiveness and impact of each school’s TSSA expenditures will be according to the state’s accountability system. This funding is expected to directly impact student achievement in a positive manner.

REFERENCES
Utah Code 53-G-7-1301
R277-927