

Teacher Student Success Account Overview: *Logan City School District*

Presenters:

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LCSD Board Framework

The Board of Education recognizes that the work of the classroom teacher is the most important school-level factor in determining student achievement. With that understanding, the Board of Education has determined that funds provided through the Teacher Student Success Act (TSSA) will be used to promote teacher development. This will be done in the following manner:

- **Salary Enhancement**
 - The maximum amount allowed by statute (25% or 40% of the TSSA funds allocated to the District) will be used to enhance teacher compensation. The specific manner in which this is done will be determined annually by the Board, after consulting with District Administration.
- **Teacher Development**
 - Each school will add three (3) paid days to teachers' work schedule. These days will be optional for teachers, and will focus on providing structured professional learning opportunities related to the school's student achievement goals. Teachers will be paid their contracted daily rate for attendance on these days. The calendar, plan, and structure for these days will be determined by the Building Principal and Building Leadership Team/ Guiding Coalition.
 - Any remaining funds will be used for a variety of teacher professional learning opportunities. These may include, but are not limited to: conference attendance, substitutes for peer observations, visiting consultants and presenters, etc.
 - The school-based application of these funds will be proposed annually for the Board's approval as part of each school's School Improvement Plan.

School Plans 2019-2020

School	Allocated Funds	Action Plan
Adams	\$29,486	Use 24 hours of additional paid time for teacher training and collaborative implementation of: <ul style="list-style-type: none"> ● LCSD Instructional Non-negotiables ● Improved use of the PLC model
Bridger	\$47,747	<ul style="list-style-type: none"> ● Up to 12 hrs training in model drawing / Singapore Math ● 10 staff members attend the <i>PLC at Work</i> conference in Salt Lake City on October 28-30. ● Pay teachers up to 12 additional hrs to work as collaborative teams to plan implementation of the strategies
Ellis	\$26,368	Use 24 hours of additional paid time for teacher training and collaborative implementation of: <ul style="list-style-type: none"> ● Rigorous Reading ● Path to Proficiency ● LCSD Instructional Non-negotiables ● Improved use of the PLC model

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Hillcrest	\$40,977	<ul style="list-style-type: none"> ● Ensure all new teachers are able to attend the PLC conference in Salt Lake City ● Train teachers on the District math curriculum and resources
Wilson	\$42,135	<ul style="list-style-type: none"> ● Time to train on and develop school-wide writing rubrics ● Time to increase curriculum alignment between grade levels
Woodruff	\$58,704	<ul style="list-style-type: none"> ● 24 hours of PD <ul style="list-style-type: none"> ○ Nine hours of phonics training. ○ Fifteen hours of training through <i>What is Visible Learning for Math E</i> course. ○ Purchase <i>Visible Learning in Math</i> books for each teacher. ● Send two grade level teams to the PLC conference in October.
MLMS	\$113,577	<ul style="list-style-type: none"> ● 24 hours of professional development for teachers who wish to participate. These professional development days will be conducted on June 3rd, 4th, and 5th of 2020. ● Part time instructional coach to work with teachers to implement the seven non-negotiable instructional strategies outlined in the district Flagship Plan. ● Additional funds will pay for substitutes to cover classes while teachers conduct peer observations
LHS	\$137,006	<ul style="list-style-type: none"> ● Each teacher will be offered 3 PD days on: <ul style="list-style-type: none"> ○ AVID WICOR Strategies ○ Standards-Based Grading ○ LCSD Instructional Non-negotiables ○ Effective Lesson Planning ● Year-long Learning Academy for teachers ● Tom Schimmer for a one-day Training on Standards Based Grading ● Annette Brinkman for a one-day training on effective lesson planning

TSSA or WPU?

For a low-growth, high tax-effort district such as Logan, TSSA funds have been very helpful. We have appreciated the flexibility TSSA has given to us to be able to use a certain percentage of monies toward salaries, which is especially beneficial to districts that already have high local tax effort and are in a highly competitive hiring environment.

TSSA funds have been a helpful supplement to a robust WPU. For our district, there are some initiatives that are better managed when funded through the WPU (i.e. targeted class size reduction). The WPU and TSSA funds each provide distinct and separate benefits to school districts, so it is possible that each district's needs might be addressed best through one or the other of the two funding sources.