



SEVIER

SCHOOL DISTRICT

"Excellence in teaching and learning"

Sevier School District Triumph and Challenges TSSA

Public Education Appropriations Subcommittee

February 18, 2020

Sevier School District

- 5 Elementary Schools
- 3 Middle Schools
- 3 High Schools
- 1 Alternative High School
- 3 preschools
- CTE Center

- 4821 students
- 571 Employees
- 226 Teachers
- 47% of students on free and reduced lunch

Thank you

Sevier School District

*Mission: Excellence in Teaching and **Learning***

*Inspire the Mind, Create a Passion for **Learning**, Educate for Success in Life*

Vision: All students will learn given sufficient time and appropriate instruction.

We Raise All Students' **Learning** Achievement

We Teach We Ensure Students **Learn**

We Partner With Parents and the Community to Ensure a Safe and Caring **Learning** Environment

Professional Learning Communities and Data Teams

- Collaborative, Data Driven, Frequent
- Answer Big 4 Questions, Identify Students Needing Support
- Results Oriented, Kid by Kid, Skill by Skill, Three Tier Model/MTSS
- Fully Implement and Achieve the Utah Core Standards
- Ensure All Students Earn a High School Diploma

Physical Safety

- School Resource Officers/NOVA
- Table Top Exercises, Drills
- Promote Citizenship
- Safe Secure Buildings

ObserverTab

- Utah Educational Leadership Standards
- Utah Effective Teaching Standards
- District Mentor Program
- Frequent Administrator Observations

Assessment

- RISE Focus on BOTH Growth and Proficiency, Meet GOALS
- Utah Aspire Plus/ACT Maximize Results, Meet GOALS
- Progress Monitor Assess FOR Learning Tools
- COMMON FORMATIVE Assessments

Emotional Safety

- Create a Caring Culture of Service, Teamwork, and Talent
- Promote Digital Citizenship
- Bullying/Suicide Prevention
- Red/White Ribbon Week

Celebrate

- Recognize Large and Small Successes of Students and Staff

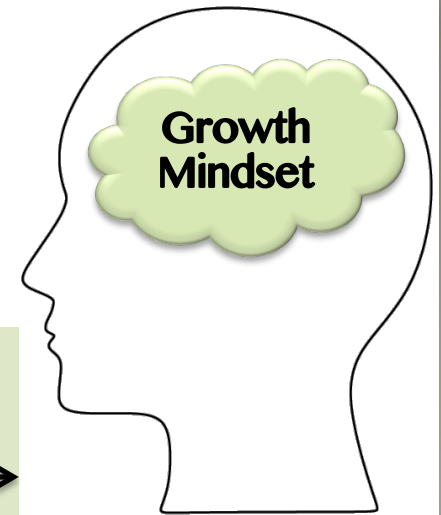
Hire and Retain Only the Best

- Unconditional Love for Kids
- Happy
- Collaborative
- Collegially Minded
- Effective
- Enthusiastic
- Growth Oriented
- Work Ethic

Sevier School District

Fixed vs. Growth

MINDSET



I can learn anything I want to.

When I'm frustrated, I persevere.

I want to challenge myself.

When I fail, I learn.

Tell me I try hard.

If you succeed, I'm inspired.

My effort and attitude determine everything.

<ul style="list-style-type: none"> • Something You're Born With • Fixed 	Skills	<ul style="list-style-type: none"> • Come from Hard Work • Can Always Improve
<ul style="list-style-type: none"> • Something to Avoid • Could Reveal Lack of Skill • Tend to Give up Easily 	Challenges	<ul style="list-style-type: none"> • Should be Embraced • An Opportunity to Grow • More Persistent
<ul style="list-style-type: none"> • Unnecessary • Something you do when you are not good enough 	Effort	<ul style="list-style-type: none"> • Essential • A Path to Mastery
<ul style="list-style-type: none"> • Get Defensive • Take it Personal 	Feedback	<ul style="list-style-type: none"> • Useful • Something to Learn From • Identify Areas to Improve
<ul style="list-style-type: none"> • Blame Others • Get Discouraged 	Setbacks	<ul style="list-style-type: none"> • Use as a Wake-Up Call to Work Harder Next Time

I'm either good at it, or I'm not.

When I'm frustrated, I give up.

I don't like to be challenged.

When I fail, I'm no good.

Tell me, I'm smart.

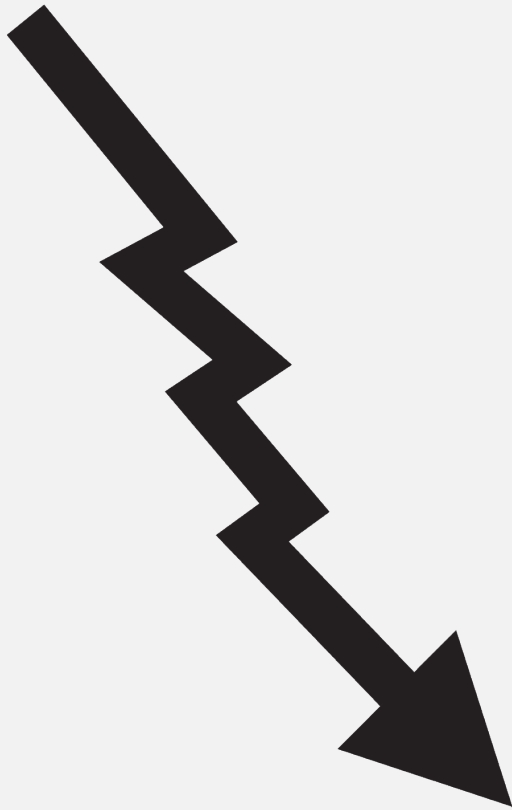
If you succeed, I feel threatened.

My abilities determine everything.

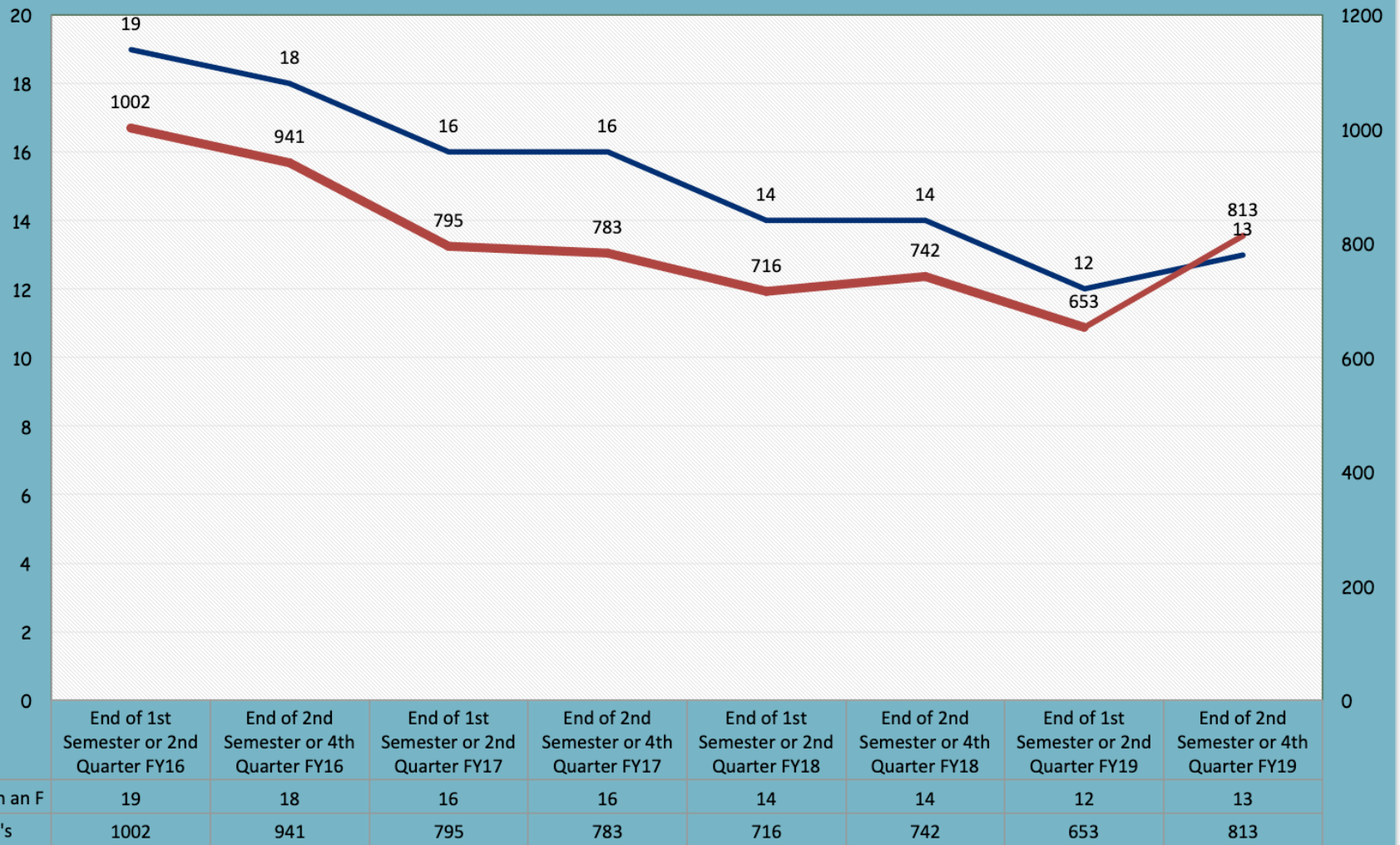


Begin with the End in Mind

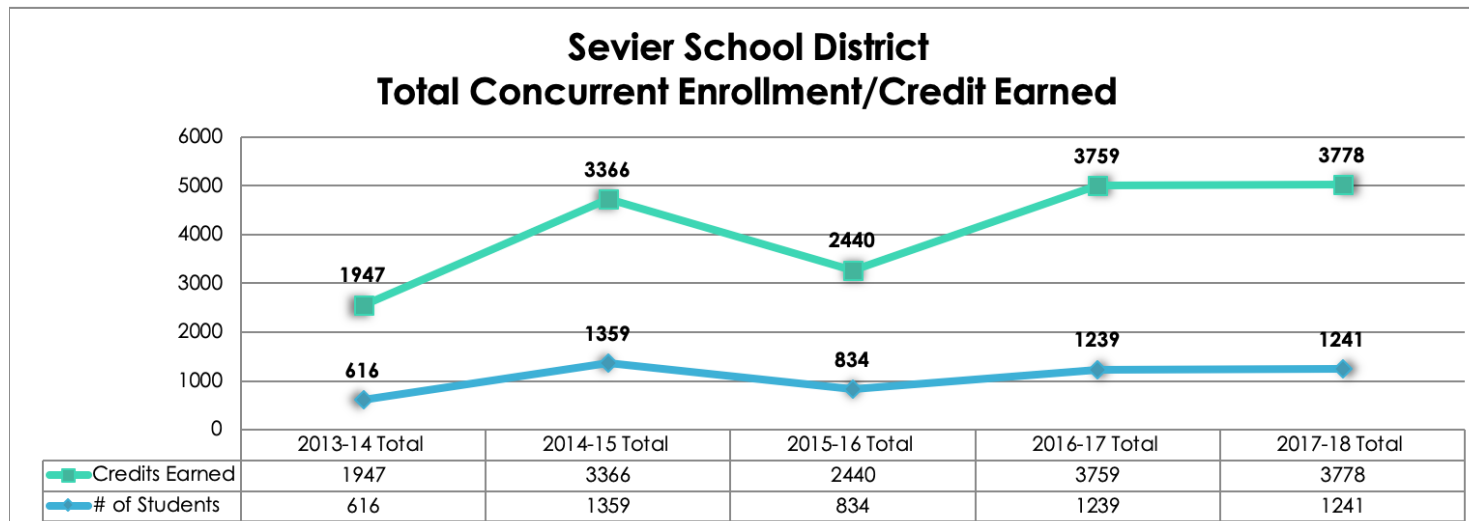
- Failure Must Trend Down
- Students Graduating with Career Beginnings Must Trend Up



Sevier School District Number of F's



Concurrent Enrollment Success in the Past Five Years



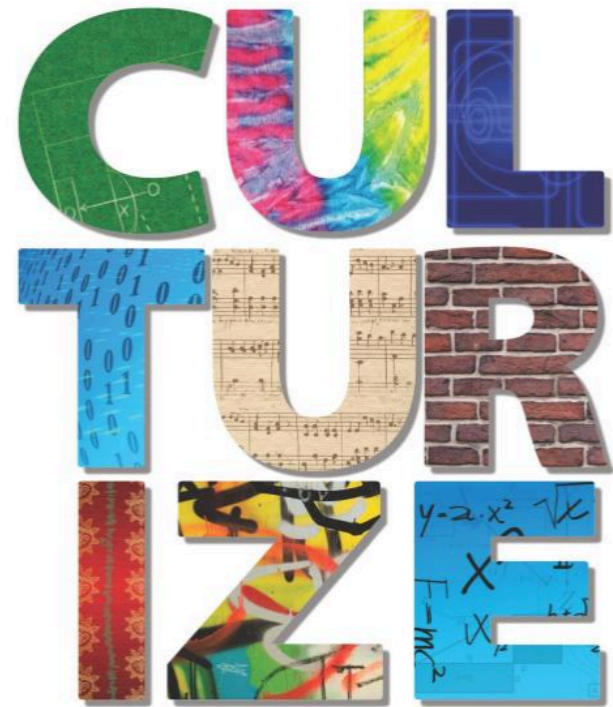
Our work to ensure that every student learns and improve the culture in each of our schools is essential.

“Do you feel I have treated you fairly?”

“Do you think I care about you?”

“It doesn’t cost a penny to jolt those who are in dire straits with a blast of positive energy to help them get through the rest of the day.”

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Foreword by Salome Thomas-EL



Every Student. **Every Day.** Whatever It Takes.

Jimmy Casas

Wish List
The
Howard Stephenson
Story

Utah House committee endorses bill to target \$32.1M for school mental health, support services

By Marjorie Cortez | Feb 28, 2019, 11:47am MST

f t SHARE



FILE - Rep. Steve Eliason, R-Sandy, speaks during the Utah Taxpayers Association 2018 Legislative Outlook Conference, Monday, Jan. 8, 2018, in Salt Lake City. | Rick Bowmer, Associated Press

SALT LAKE CITY — There is an acute need for more mental health providers and other support personnel in schools, educators and community members told the House Education Committee on Thursday.

"Tragically, in our school district, we've had four suicides in the last 10 months of our students. We have a tremendous need," said Sevier School District Superintendent Cade Douglas.

"We're doing everything we can think of. We are implementing every program we can possibly come up with," said Douglas, who leads a school district of 4,685 students.

Two years ago, the school district "scraped together" funding for a licensed social worker to serve five elementary schools.

"We're having tremendous success, but he's spread so thin," Douglas said.



MD: If You Have Dark spots, Do This Immediately (It's Genius!)

Most Read



Before he killed her, she planned to leave him. How breaking up can turn deadly



Mitt Romney and Mike Lee take on distinct roles for Senate impeachment trial



HB 373

Communicating the Vision from the Board to Every Community Council Member

Sevier School District Mission: Excellence in Teaching and <u>Learning</u> <i>Inspire the Mind, Create a Passion for <u>Learning</u>, Educate for Success in Life</i> Vision: All students will learn given sufficient time and appropriate instruction.		
We Raise All Students' <u>Learning</u> Achievement	We Teach We Ensure Students <u>Learn</u>	We Partner With Parents and the Community to Ensure a Safe and Caring <u>Learning</u> Environment
Professional Learning Communities and Data Teams TSSA: 2 PROFESSIONAL DEVELOPMENT DAYS APPROXIMATELY \$180,000 FOR TEACHERS <ul style="list-style-type: none"> • Collaborative, Data Driven, Frequent • Answer Big 4 Questions, Identify Students Needing Support • Results Oriented, Kid by Kid, Skill by Skill, Three Tier Model/MTSS • Fully Implement and Achieve the Utah Core Standards • Ensure All Students Earn a High School Diploma 		
		Physical Safety <ul style="list-style-type: none"> • School Resource Officers/NOVA • Table Top Exercises, Drills • Promote Citizenship • Safe Secure Buildings
ObserverTab <ul style="list-style-type: none"> • Utah Educational Leadership Standards • Utah Effective Teaching Standards • District Mentor Program • Frequent Administrator Observations 		
Assessment <ul style="list-style-type: none"> • RISE Focus on BOTH Growth and Proficiency, Meet GOALS • Utah Aspire Plus/ACT Maximize Results, Meet GOALS • Progress Monitor Assess FOR Learning Tools • COMMON FORMATIVE Assessments 		
		Emotional Safety TSSA: CURRENTLY SEVIER SCHOOL DISTRICT HAS 1 SOCIAL WORKER. /3 THERAPISTS WHICH IS APPROXIMATELY \$320,000 <ul style="list-style-type: none"> • Create a Caring Culture of Service, Teamwork, and Talent • Promote Digital Citizenship • Bullying/Suicide Prevention • Red/White Ribbon Week
Celebrate <ul style="list-style-type: none"> • Recognize Large and Small Successes of Students and Staff 		
Hire and Retain Only the Best <ul style="list-style-type: none"> • Unconditional Love for Kids • Happy • Collaborative • Collegially Minded • Effective • Enthusiastic • Growth Oriented • Work Ethic 		
TSSA: EQUATES TO APPROXIMATELY \$769,882. SEVIER SCHOOL DISTRICT WILL USE THE MAXIMUM ALLOWED PER STATE LAW, UP TO 25 % OF THE TOTAL ALLOTMENT WILL BE USED TO PROVIDE AN INCREASE FOR CERTIFIED EDUCATORS WHO WORK DIRECTLY WITH STUDENTS TSSA: REMAINING FUNDS SHALL BE USED TO SUPPORT CURRENT COMMUNITY COUNCIL GOALS, SCHOOL IMPROVEMENT PLANS, AND PROFESSIONAL DEVELOPMENT PLANS		

Sevier School District Board Approved TSSA Framework
June 20, 2019

- **Hire and Retain Only the Best:** Funding from each school equates to approximately \$769,822. 25% of the total allotment may be used to provide an increase for certified educators who work directly with students. Sevier School District will use the maximum allowed per state law.
- **Emotional Safety:** Currently Sevier School District has 1 Social Worker. Each school will provide funding for 3 Therapists. Matching funding will be used to the maximum amount according to HB 323. Cost estimates are approximately \$320,000.
- **Professional Learning Communities and Data Teams:** Schools will contribute (at minimum) enough funding to allow for teachers in our District to have 2 additional Professional Development days. This cost is estimated to be roughly \$180,000 District-wide.
- **Remaining TSSA funds:** Remaining funds if any, shall be used to support current community council approved goals, school improvement plans, and professional development plans. Remaining funds will be allocated to each school using prior year average daily membership as the distribution basis.
- If funds are insufficient to cover all priorities listed, the funds will be spent in the order listed on this framework.

TSSA Allocation Chart

[illegible]

Example: Pahvant Elementary

- Step One: Full consensus among stakeholders with the District vision, mission, and goals. This vision is the focus at each community council meeting, each faculty meeting and each grade level PLC.
- Step Two: For the 2019-20 school year it was easy to pool our funds for our common needs such as mental health coordinators, professional learning for teachers, and teacher salary improvements.
- Step Three: School level expenditures were targeted for additional instructional support for students (personnel, technology, and supplies).

Where to allocate the funds?

We are confident that we can continue to do great things and accomplish our vision, mission, and goals when we are funded appropriately.

1. Adequately fund the WPU.
2. In addition to an adequately funded WPU we are able to accomplish great things when other programs such as TSSA, Mental Health, BTS, Technology, Transportation, etc. are also funded at sufficient levels.

