TEACHER AND STUDENT SUCCESS ACT
WEILENMANN SCHOOL OF DISCOVERY
TSSA FRAMEWORK POLICY

The Board of Directors of the Weilenmann School of Discovery ("WSD"), pursuant to UCA 53G-7-1304, adopted a framework policy that directed WSD’s administration to develop a Teacher and Student Success Plan ("TSSA") to become effective subsequent to the approval of the board.

TSSA PROGRAM REQUIREMENTS

- The goal of the TSSA Plan is to improve school performance or student academic achievement by 1% per year on the State summative assessment or the necessity of a change of TSSA Plan is indicated.
- The distribution of WSD’s annual program allocation is dependent on submission to the Utah State Board of Education the TSSA Plan through the grant management system.
- Submission of annual assurances in accordance with the requirements of R277-108 by November 1st of each school year.
- As required by USBE rule, WSD will submit the TSSA Plan to the USBE, post the TSSA Plan on the school’s website, and publish the TSSA Plan to the WSD community.
WSD may spend up to 40% of its allocation to increase pay of existing teachers, if WSD’s average teacher salary is below the state average.

WSD may spend up to 5% of allocation on personnel retention, not including uniform salary increases.

WSD may spend the balance as determined by the school’s TSSA Plan including, but not limited to, the following:
- Personnel stipends for taking on additional responsibility outside of a typical work assignment;
- Professional learning;
- Additional school employees, including counselors, social workers, mental health workers, tutors, media specialists, information technology specialists, or other specialists;
- Technology;
- Before- or after-school programs;

Additional allowable expenditures, as determined by the school’s TSSA Plan:
- Personnel stipends for taking on additional responsibility outside of a typical work assignment;
- Summer school programs;
- Community support programs or partnerships;
- Early childhood education;
- Class size reduction strategies;
- Augmentation of existing programs; or,
- Any other strategy reasonably designed to improve school performance or student academic achievement.
GOVERNING BOARD FOCUS
WSD MISSION AND VISION GUIDED THE DEVELOPMENT OF TSSA

The Weilenmann School of Discovery ("WSD") is dedicated to helping students discover the power of their own potential — to learn, to innovate, and to change the world. We promote engaged, authentic, and effective learning that prepares students to excel in the 21st century by:

- Hiring and developing Master Teachers
- Delivering instruction to meet individual needs
- Promoting project-based learning with real world applications
- Integrating art, music, science, media, and technologies into the core curriculum
- Utilizing nature and the outdoors to inspire and enrich the educational experience

FIRST PRIORITY
TEACHERS’ SALARIES

- TSSA presented a formula to LEAs to determine “Average Teacher Salary:” an LEA’s teacher salary expenditures on the annual financial report from the fiscal year from which data is most recently available divided by the LEA’s number of full-time equivalent educators or FTEs from the most recent educator CACTUS submission.
- WSD’s average teacher salary was determined by this formula to fall below the state average.
- WSD’s board of directors decided to spend 40% of its allocation to increase pay of existing teachers.
WSD EXPENDITURES FY19

- WSD had expanded its MTSS program at the beginning of 2019 with the support of an MTSS grant for training an MTSS faculty committee.
- WSD had also implemented an after school and summer RTI program starting Summer 2019.
- The results of these programs had already demonstrated measurable success by MOY 2019.
- WSD wanted to support and expand these programs and improve progress monitoring, interim assessments, and technology-supported individualized learning.
IMPROVEMENTS FOR STUDENTS IN MATH AND READING
MOVEMENT FROM TIER 3 TO TIER 2

- Measurable improvements in math AND reading growth and in # of students working at grade level in math AND reading based on NWEA (BOY to EOY, 2019)
- Sharp increase in students moving from Tier 3 to Tier 2
- Sharp decrease in students recommended for Special Education services
WSD’S TSSA PLAN

State Allocated Funding for 2019-2020 School Year
$76,323

- 40% to increase teacher pay: $30,529.02
- 16% to support summer school and after school intervention programs: $12,000
- 37% to support purchases of technology and technology-supported learning and software: $28,000
- 7% to support professional learning: $5,793.53

ADDITIONAL TSSA CONSIDERATIONS

- Does WSD prefer the current allocation method for TSSA monies?
- Would WSD prefer that the money come in the WPU?
- Would WSD prefer that the monies come in state-created programs or in a flexible, one-time allocation?