



Framework for Teacher and Student Success Plan:

Pursuant to UCA 53G-7-1304, GreenWood Charter School (GW) hereby adopts the following framework within which the administration may develop a Teacher and Student Success Plan.

Allowable Expenditures

In accordance with [statute](#) and USBE rule, the school may spend TSSA monies on the following:

- 1) GW may spend up to 40% of its allocation to increase pay of existing teachers, if GW's average teacher salary is below the state average.
- 2) If GW is performing below the statewide goal for third grade reading GW will spend at least 50% of the school's total distribution for:
 - (i) evidence-based strategies and practices for addressing low literacy rates in alignment with the science of reading; and
 - (ii) reading interventions in accordance with Chapter 10, Part 8, Literacy Interventions.
- 3) GW may spend up to 5% of allocation on personnel retention, not including uniform salary increases.
- 4) GW 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 specialists, information technology specialists, or other specialists;
 - d) Technology;
 - e) Before- or after-school programs;
 - f) Summer school programs;
 - g) Community support programs or partnerships;
 - h) Class size reduction strategies;
 - i) Augmentation of existing programs; or,
 - j) Any other strategy reasonably designed to improve school performance or student academic achievement.

The administration will create, review, and make adjustments to a Teacher and Student Success Plan according to the following framework at least annually.

1. Needs Assessment.

a. Administration shall gather and analyze data to determine school improvement needs. The following methods may be used.

- a) Staff surveys
- b) Parent surveys



- c) Student surveys
- d) Assessment results
- e) Administrative structures of observation and evaluation
- b. Data shall be gathered in key areas including:
 - a) Collaborative Leadership and Staff Development
 - b) Curriculum, Instruction, and Assessment
 - c) School Environment
- 2. **Goal Setting .**
 - a. GW Administration shall prioritize school improvement needs and identify goals to address needs.
 - b. Administration shall present and discuss goals with the Board at least once annually.
- 3. **Implementation.**
 - a. The SIP shall be reviewed with GW employees.
 - b. All employees will share responsibilities for progress on SIP goals.
- 4. **Monitor and Review.**
 - a. GW Administration and staff shall review the school improvement goals at least annually to determine progress and make adjustments as necessary.
 - b. GW Administration shall report progress to the GW Board annually.