

# **Morgan School District 2019**

## **Teacher Student Success Act Framework Policy 2019**

### **Philosophy**

The Board of Education of the Morgan School District (“MSD”), pursuant to UCA 53G-7-1304, hereby adopts the following framework policy within which MSD’s schools may develop a Teacher and Student Success Plan “(TSSA)” to become effective subsequent to the approval of the Board.

The Board of Education affirms that the objective of the TSSA Plan is to improve school performance or student academic achievement. The Board also acknowledges that the Utah State Board of Education has established standards governing the distribution of TSSA program funds, as well as related accountability standards.

The Board of Education affirms that stakeholder input will be collected and utilized in the creation of individual school plans including school personnel, parents, and students (secondary schools).

### **Definitions and Limitations**

- “Average Teacher Salary” means 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.
- “Capital Expenditures” includes improvements to a building or school grounds; a school bus; rent, lease, or bond payments; and, a portable classroom or costs related to moving a portable classroom.
- “District Administration Costs” does not include salary-driven benefits for school personnel charged at the LEA level.
- “Funding Limitations” of this program prohibit any funding received pursuant to a TSSA Plan to be used to supplant funding for existing education programs; to support board or school-wide administration costs; or, for any capital expenditures.
- “Plan” means the TSSA program created by MSD’s Board of Directors upon recommendation from MSD’s Administration.
- “School Personnel” does not include the following:
  - School-level administrative or operational staff;
  - Building or maintenance staff, including custodial and grounds staff;
  - Transportation staff;
  - Child Nutrition services staff;
  - Operational or facility support staff;

- Financial staff;
- Information technology staff;
- Legal staff;
- Secretarial staff; or,
- Other, LEA-level staff.
- “State Average Teacher Salary” means the statewide teacher salary expenditures reported on the annual financial report by LEA from the most recent fiscal year for which data is available divided by the number of full-time equivalent educators or FTEs from the most recent educator CACTUS submission.

### **Program Requirements**

The Board of Education understands that 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.

The Board also acknowledges that distribution of MSD’s annual program allocation is dependent on submission to the Utah State Board of Education (USBE’s) of the TSSA Plan through the grant management system. From that point, MSD must submit annual assurances in accordance with the requirements of R277-108 by November 1<sup>st</sup> of each school year or forfeit program funds.

As required by USBE rule, MSD will submit the TSSA Plan to the USBE, post the TSSA Plan on the school’s website, and publish the TSSA Plan to MSD’s community.

### **Allowable Expenditures**

In accordance with statute and USBE rule, MSD may spend TSSA monies on the following:

- MSD may spend up to 40% of its allocation to increase pay of existing teachers, *if MSD’s average teacher salary is below the state average*.
- MSD may spend up to 5% of allocation on personnel retention, **not** including uniform salary increases.
- MSD may spend the balance as determined by the each 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;
- 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.

### **LEA Financial Reporting and Prohibited Uses of Program Funds**

MSD may only use program money for specific purposes as outlined above, as indicated in statute, and as described in USBE rule.

Schools may **not** use program money for any of the following:

- To support adult education programs;
- To pay for contracted services commonly performed by the following staff:
  - School-level administration staff;
  - Building and maintenance staff, including custodial staff;
  - Transportation staff;
  - Child nutrition services staff;
  - Operation or facility support staff; or,
  - LEA-level staff.

### **Accountability Performance Standards**

In accordance with R277-927-6, the USBE will determine the threshold of points that designate a school as succeeding in school performance as described in Subsection 53G-7-1306(1)(a).

A school will be deemed as succeeding in school performance, if, in the most recently published overall school accountability ratings, the school is designated as a commendable or exemplary school as per R277-498-2.

For purposes of determining the performance standards for a school described in Section 53G-7-1306(1)(b), a school meets the performance standards if the school meets the criteria described in Section 53E-5-203(2).