Teacher and Student Success Framework
Soldier Hollow Charter School
Adopted by Board of Trustees on May 9, 2019

Pursuant to UCA 53G-7-1304 and the Teacher and Student Success Act, Soldier Hollow Charter School adopts the following framework within which school administration may develop a Teacher and Student Success Plan ("Plan"). Upon approval from the Board, the Plan will become the school's Teacher and Student Success Plan.

The school plan's goal shall be to improve school performance or student academic achievement and may contain any number of the following strategies:

1. personnel stipends for taking on additional responsibility outside of a typical work assignment;
2. professional learning;
3. additional school employees, including counselors, social workers, mental health workers, tutors, media specialists, information technology specialists, or other specialists;
4. technology;
5. before- or after-school programs;
6. summer school programs;
7. community support programs or partnerships;
8. early childhood education;
9. augmentation of existing programs; or
10. any other strategy reasonably designed to improve school performance or student academic achievement.

Funding received pursuant to the school plan may not be used:

1. to supplant funding for existing education programs;
2. for board or school-wide administration costs;
3. for capital expenditures.

The Director shall:

1. submit this adopted framework to the State Board of Education;
2. post this framework and the Plan on the school's website; and
3. include the Plan in the parent/student handbook.

Soldier Hollow Charter School
Teacher and Student Success Act Plan
2019-2020
Approved by Board of Trustees: June 13, 2019
Projected Amount: $43,039.36

The Soldier Hollow Charter School TSSA Plan is to spend the funds according to the following priorities/goals and to regularly measure success to evaluate the effectiveness of the use of these funds.

1. Salary Increases
Provide salary increases to better compensate teachers for all that they do and to motivate them to continually improve and give their very best efforts to their responsibilities. This will help to improve staff morale and school culture and can have a positive effect on student achievement.

Amount of Funds: $17,215 (able to spend up to 40% on salary increases)

Measures: staff, student and parent survey; assessment results; administrative observations/evaluations

2. Personnel Retention
Provide mentoring, training, support, and resources necessary to retain staff. Having low attrition will ensure more stability and more site-specific experience. This can improve morale and help to build a more cohesive, collaborative, and productive team.

Amount of Funds: $3152 (able to spend up to 5%)

Measures: personnel retention, staff surveys, administrative observations/evaluation

3. Additional Aides
Hire additional aides to provide support in the classrooms (especially working one-on-one and with small groups to help provide interventions to low performing students).

Amount of Funds: $16,672.36

Measures: student achievement on assessments (DIBELS, Imagine Learning, iReady, RISE, and other assessments)

4. Stipends
Personnel stipends for taking on additional responsibility outside of a typical work assignment (leadership team, mentoring new teachers, special projects/assignments, etc.)

Amount of Funds: $5000

Measures: administrative observations/evaluation, surveys from those impacted by additional assignments/responsibilities, quality of work provided, outcomes of additional work provided

5. Technology
Provide needed laptops for some of the teachers. Some are in need of quality laptop that has the memory, speed, compatibility, programs, etc. to effectively perform their duties. (Some of our teachers are using old, large, heavy laptops that have limited capabilities such as low battery life, lack of storage and low processing speed.)

Amount of Funds: $2000

Measures: teacher ability to perform duties, teacher survey, administrative observations of lessons, projects, and assessments where laptops are utilized