



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) GW may spend up to 5% of allocation on personnel retention, not including uniform salary increases.
- 3) 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.