

School TSSA Goal and Plan

School: Fort Herriman Middle

- Step #1: Review available planning documents and tools**
- Land Trust Plan
 - Accreditation Plan (secondary schools only)
 - JELL Framework Self Assessment (See components below)
 - Title I Plan (specific elementary schools only)
 - TSI or CSI Plan (specific elementary schools only)

JELL Framework

- Component 1: Safe, Supportive and Collaborative Culture
- Component 2: Effective Teaching and Learning in Every Classroom
- Component 3: Guaranteed and Viable Curriculum
- Component 4: Standards-Referenced Instruction and Reporting

Step #2: Review school report card status from USBE

| AREA | % | AREA | % | AREA | PTS |
|--------------------------|-----------|----------------------|----------|------------------|-----|
| Achievement ELA | 59.3 | Growth ELA | 62.7 | Achievement | 34 |
| Achievement Math | 57.9 | Growth Math | 52.1 | Growth | 32 |
| Achievement Science | 67.1 | Growth Science | 53.7 | EL Progress | 6 |
| | | Growth of Lowest 25% | 75.8 | Growth of Lowest | 19 |
| HIGH SCHOOLS ONLY | | | | | |
| | % | | % | | |
| ACT 18+ | | Readiness Coursework | | | |
| 4-Yr. Graduation Rate | | | | Postsecondary | |
| POINT SUMMARY | | | | | |
| TOTAL POINTS | 91 | 1% INCREASE | 1 | | |

USBE Goal Expectation: School will increase the overall point score by 1% over the prior year.

Step #3: Determine school goal

- We will use the USBE Goal of increasing our overall points by 1%
 - We will create our own goal using USBE reporting categories. (Write goal below)
- FHMS will increase students growth in all subjects areas, and across all demographic groups.
- We are using the K-3 Reading Goals as described in JSD K-3 Literacy Plan

JELL Alignment: 2.3.5 We provide instructional coaching as a method for educators to observe, practice, and discuss effective teaching.

STEP #4: Align Action Steps with Board Framework Component of Coaching

[See detailed information regarding coaching as a Framework component](#)

[Coaching Budget Worksheet \(Optional\)](#)

- We will use TSSA funds to cover the cost of a coach, along with training
- We will use TSSA funds to build coaching capacity by covering the cost of professional learning for up to 3 teacher leaders

Identify coach(es) and/or teacher leader(s) for one or more of the Board focus areas:

| | | Teacher Name(s) | Training Only |
|-------------------------------------|--------------------------------|---|--------------------------|
| <input checked="" type="checkbox"/> | Induction | Daniel Clark, PJ Smalley, Gayle Dowdle. | <input type="checkbox"/> |
| <input checked="" type="checkbox"/> | Instruction (TSI -- ELL, SpED) | PJ Smalley, Gayle Dowdle, Daniel Clark | <input type="checkbox"/> |
| <input checked="" type="checkbox"/> | Digital Learning | Daniel Clark | <input type="checkbox"/> |

How will you use coaching to address your school goals?

Description

We currently have 3 part-time coaches in the building. We have two instructional coaches that are working throughout the campus to increase schoolwide Tier 1 instruction. By increasing Tier 1 instruction we plan to see an increase in all students' academic performance. The third coach is a digital coach. His purpose is to help teachers increase their individual and blended instruction campus-wide. The goal is to increase the use of digital tools to meet the needs of students and push them forward in their learning. These funds will also be used to support department chairs for time to work individually with their teams to increase instruction in content areas. This will be treated as a department coaching opportunity. We will use TSSA funds to pay for our Digital coach as well as provide payment and stipends for teachers, Department Chair coaches, and Instructional coaches. Our goal in doing this is to compensate teachers and coaches for the work they are doing beyond contract time. We will also use the funds to provide for additional substitutes to help facilitate coaching across the campus along with providing funds to support coaching going forward.

Is this component implemented within your school land trust plan?

YES Description



The Land Trust plan pays for substitutes for all of our teachers to take time to work as PLCs. During this PLC time, instructional coaches are working with individuals and teams to increase instruction. Our plan also provides for the continued support of our 1 to 1 initiative so our digital coach can continue to build teacher capacity in digital and blended learning.

2.3. District and School Administrators and School Leadership Teams provide opportunities for teachers to continually enhance their pedagogical skills.

STEP #5: Align Action Steps with Board Framework Component of Professional Learning

[See detailed information regarding Professional Learning as a Framework Component](#)

[Professional Learning Budget Worksheet \(Optional\)](#)



We will use TSSA funds to cover the cost of professional learning facilitated by T&L. (Please list courses desired or provide information regarding next steps)

English Language Learner support and instruction for teachers.

Continued support for all subject areas



We are interested in "Made-to-order" professional learning from T&L. (Please describe below)



We will use TSSA funds for professional learning as determined by school (Please describe below)

TSSA Funds will be used to provide periodic professional development opportunities addressing campus needs.

How will you use professional development to address your school goals?

Description

Our plan is to provide at least monthly after school professional development in order to train teachers on instructional strategies and/or new digital tools that they can use in the classroom. We will use the TSSA fund to provide pay for teachers and presenters. We also plan to attend conferences and trainings that will allow teachers to explore best practices and collaborate with other educators across the country. TSSA Funds will also be used supplement Landtrust and provide additional costs of registrations and substitutes for professional development.

Is this component implemented within your school land trust plan?

YES Description



Land trust is being used to provide for the cost of registration for conferences and substitutes for teachers to attend. All additional registration/sub costs will be covered by TSSA.

1.5. District and Schools encourage and support innovation and continuous learning

STEP #6: Align Action Steps with Board Framework Component of School-Based Initiative.

[See detailed information regarding the Framework Component of School-Based Initiative](#)

[School-Based Initiative Budget Worksheet \(Optional\)](#)



We will use TSSA funding for a school-based initiative (please describe below)

1. Provide funding for afterschool programs
2. Increase individualized and blended instruction across the campus through technology
3. Provide funding for teacher retention
4. Add additional employees
5. Provide support for teacher and staff initiatives.

How will you use this school-based initiative to address your school goals?

Description

1. **Afterschool Programs**- FHMS desires that every student has a place to belong. One way we wish to do this is by supporting current after school activities as well as creating new ones. This benefits our students by providing an additional place for them to feel connected to the school. TSSA funds will be used to pay teachers for after school time and provide supplies to support our programs.
2. **Individualized and Blended Instruction**- Our campus has been working hard to individualize and blend instruction through the use of technology. We plan to use TSSA funds to continue building technology infrastructure and provide and support programs to individualize student learning.
3. **Teacher Retention**- Teachers that feel appreciated increases teacher retention which in turn benefits students. At FHMS we believe that when teachers feel valued they will have greater capacity to take care of students. As a school we would like to use the TSSA funds to continue to increase our positive school environment. This includes appreciating teachers and providing opportunities for them to feel like the professionals they are. We believe this will allow us to continue to retain quality teachers and make our school an inviting place for all. Along with this, we would like to use the fund to offer incentives for teachers to stay at our campus if they are thinking about going elsewhere.
4. **Additional Employees**- FHMS plans to use the funds to add additional employees to the campus as needs arise. These additional employees will only be used to work with students and will not be used for management reasons. We also plan to use the funds to extend opportunities for current employees.
5. **Initiative Support**- Throughout the year teachers and staff often come to the administration seeking to try new things that we feel would benefit our students. We plan to use the TSSA funds to help support our teachers, staff, and students as these new ideas are implemented.

Is this component implemented within your school land trust plan?

YES **Description**

STEP #6: Complete budget description

| Object Code | Expense Type | Brief Description | Proposed Budget |
|-------------|---|--|-----------------|
| 100 | Salaries | Salaries will be provided to support campus goals and TSSA plan mentioned above. | \$104,383.62 |
| 200 | Employee Benefits | Providing Employee benefits to support campus plan. | \$25,000.00 |
| 300 | Purchased Prof & Tech Services | TSSA funds will be used for registrations to conferences along with paying for guest presenters to come to the building. This will be done in order to support our professional development goals. | \$15,000.00 |
| 500 | Other Purchased Services | | |
| 580 | Travel | Providing travel costs to support campus professional development plan. | \$15,000.00 |
| 600 | Supplies and Materials | Supplying teacher and student needs to support school goals and the campus TSSA plan. | \$60,000.00 |
| 800 | Other | | \$0.00 |
| | | TOTAL PROPOSED BUDGET | \$219,383.62 |
| | | ALLOCATION | \$219,383.62 |
| | | DIFFERENCE | \$0.00 |