School TSSA Goal and Plan

School: SOUTH HILLS MIDDLE SCHOOL   2024-2025 School Plan

John Dewey is credited with saying, "We don't learn from experience. We learn from reflecting on experience."

Reflect on 2023-2024 TSSA Plan -- Consider the following questions or create your own:
How has our TSSA plan supported our schools' vision, mission, and beliefs?
How has our plan supported the District's vision, mission, and beliefs?
How has our plan improved school performance and student academic achievement?
What action steps have had the greatest impact on school performance and student achievement?
What have we learned?
What are our next steps?

> **I was very pleased with our Instructional Coaching team and the engagement from our faculty. Our ELD team was fantastic in delivering support to our ML students. Our ELD and Literacy teams were able to identify new curriculums (Flashlight 360 and Reading Horizons) to better support the students they work with. I was not happy with my budget management that forced us to shift our direction with Academic Mentors providing support for struggling students (as identified through our MTSS team and attendance data). As far as the data regarding year-end testing is concerned, any increases or declines were negligible. Overall, I am still not seeing a significant shift in our school culture where we openly reflect and express desires to learn, change, and give feedback to others.**

2024-2025 TSSA Plan

Gather and review evidence of school improvement and academic achievement to identify needs and create 2024-2025 TSSA plan and goals. Evidence could include: school vision and mission, existing school plans (Land trust, Accreditation, 60-day action plans, etc.), JELL Self-Assessment, PLC meeting notes, school data (Tableau dashboards, stakeholder surveys, benchmarks, Acadience, Data Gateway, etc.)

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

[USBE school report card status for 2022-23](#)

AREA	%	AREA	%	AREA	PTS
Achievement ELA	37.4	Growth ELA	61.7	Achievement	19
Achievement Math	26.9	Growth Math	53.6	Growth	33
Achievement Science	39.5	Growth Science	61.7	EL Progress	5
		Growth of Lowest 25%	60.4	Growth of Lowest	15
HIGH SCHOOLS ONLY	%		%		
ACT 18+		Readiness Coursework			
4-Yr. Graduation Rate				Postsecondary	
POINT SUMMARY					
TOTAL POINTS	72	**1% INCREASE**	1		

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

Determine school goal

School goal using USBE reporting categories from above:

> For the next round of end-of-year testing, increase the percentage of students reaching 'Proficiency' on RISE and UT Aspire Plus by 5%.

TSI SCHOOLS -- Targeted School improvement -- Identify school TSI subgroup(s)

☑	EL	Year of TSI - 3	
☑	SpED	Year of TSI - 3	
☐	Low SES	Year of TSI (1, 2, 3, 4)	
☑	Other	Year of TSI - 2	Pacific Islander

TSI SCHOOLS -- Targeted School improvement Goal --

School goal(s) specifically addressing TSI subgroup(s):

as one of the following:
- o   Students receiving Special Education services
- o   Multilingual (ML)
- o   Pacific Islander

JSD Board TSSA Framework: Schools will build, strengthen, or maintain a school-based coaching program, focused on new teacher induction, TSI, high-impact instruction, and digital learning.

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

Align Action Steps with Board Framework Component of Coaching

See detailed information regarding coaching within the Framework   Elementary   Secondary

Coaching Budget Worksheet (Optional)

Record the name and email of Instructional Coach(es) and funding source(s). Each individual listed as an Instructional Coach will be included in all Instructional Coach communication and trainings.

Instructional Coach (Name and Email)	T&L $$	OTHER
Eric Noyes - eric.noyes@jordandistrict.org	☑	☐
Dawn Monson - dawn.monson@jordandistrict.org	☑	☐

How will you use coaching to address your school goals?

Description

The school will be using TSSA funds to: 1. Build additional collaboration time for teams and teachers to identify standards for courses, key terms for all students, and improved proficiency scales; 2. Incentivize teachers to complete a Coaching Cycle with an Instructional Coach; 3. Actively seek out professional development and training for teachers that are provided through professional services; 4. Incentivize teachers to facilitate school-wide PD in an effort to shift our culture to one of constant reflection and improvement.

Action Steps

1. Through school leadership teams, create specific targets and measurements for team collaboration.

2. Create a scaled incentive program to encourage participation in a Coaching Cycle that allows teachers to engage in reflection, support, and feedback.

3. Work with school leadership teams and administration to proactively find and invite teachers to attend conferences, professional development, and other training from external contractors.

4. Offer stipends for teachers to present practices during District PD Days.

TSI SCHOOLS -- TSI Team to Address Goals

Possible TSI Team members: Instructional Coach (Name and Email), ELD Teacher Lead, Teacher Specialist	ESL Endorsed	In Progress	COMMENTS
Jim Groethe - jim.groethe@jordandistrict.org	☐	☐	
Aubri Moench - aubri.moench@jordandistrict.org	☑	☐	
Emily Morin - emily.morin@jordandistrict.org	☐	☐	

How will your TSI Team use coaching to address TSI subgroups?

Description

The TSI Team will be intentional in providing direct and targeted support for ML and Pacific Islander subgroups by: 1. Providing more ELD classes; 2. Finding new ways to address ML literacy; 3. Hiring Classroom Aides (Academic Mentors) to assist TSI subgroups and school-identified struggling students with executive function and academic learning goals.

Action Steps

1. FTE towards ELD classes.

2. Identify and purchase software, curriculum, and training to directly impact ML student literacy.

3. Hire and train Classroom Aides to assist TSI subgroups.

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Is this component implemented within your school land trust plan?

YES   **Description**

☑ *Our land trust plan is tied to literacy growth. Coaching will help increase teacher capacity, which will in turn create growth in literacy.*

JSD Board TSSA Framework: Schools will promote continual professional learning.

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

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)

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

Description

The Instructional Coaches, Administration, Special Education, ELD, and TSI Teams will provide the faculty with PD opportunities on District PD Days, as well as Friday morning PD throughout the school year. As appropriate, we will also utilize guest speakers and attendance to conferences.

Action Steps

1. Teachers will attend various PD opportunities throughout the year and share their knowledge with the SHMS faculty. An emphasis will be placed on PD that enhances teacher knowledge of PLCs, Tier 1 instructional strategies, multi-lingual (ML) strategies, response to intervention (RTI) strategies, as well as relationship-centered learning.

2. The school will continue to use funds to pay for professional development via conferences, books, and other materials that allow teachers to grow and develop in areas that are of interest to them and/or support the improvement of understanding and assisting our students and building positive student relationships.

TSI SCHOOLS -- Professional Development to address TSI goals

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

Description

The Special Education, ELD, and TSI Teams will provide the faculty with PD opportunities on District PD Days, as well as Friday morning PD throughout the school year. Each team will have paid substitute days to be present in classrooms for support and other related observations to improve Tier 1 instructional and support. We will also provide Academic Mentors to assist TSI subgroups and school-identified struggling students with executive function and academic learning goals.

Action Steps

1. Teachers will be incentivized to enroll in and complete ESL endorsement programs to help SHMS better serve the ML student population.

2. Teachers and teams will be encouraged to request a substitute to observe teaching, students, practices, and other experiences to improve our own.

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Is this component implemented within your school land trust plan?

YES   **Description**

☑ *1.   Provide Academic Mentors to work with struggling students identified within three specific subgroups (as on setting goals and action plans for academic success*
2.   Provide a dedicated teacher for English Language Development (ELD) classes to improve English language proficiency
3.   Provide funding for teachers to obtain an English Second Language (ESL) endorsements
4.   Provide training, support, and paid time for teachers to learn new classroom strategies (Tier 1) and learn and implement classroom intervention strategies (Tier 2)
5.   Provide Chromebooks and/or internet hot spots to students in need of internet access at home
6.   Provide experiences, field trips, and tours to students that focus on college, Science/Technology/Engineering/Math (STEM), and other educational and career opportunities in an effort to inspire and motivate students)
7.   Provide books, curriculum, or materials for students

Align Action Steps with Board Framework Component of School-Based Initiative. Work with AOS to include school-based initiatives.

See detailed information regarding the Framework Component of School-Based Initiative

School-Based Initiative Budget Worksheet (Optional)

How will you use school-based initiative(s) to address your school goals?

Description

We will use TSSA funds for teachers wishing to continue and/or initiate after school extension programs for increased student engagement and transportation for students to participate. Teachers often have ideas that will enhance their curriculum and support school goals. We will use TSSA funds to support such approved initiatives. We will also provide Student Advocates to support students that have been identified by faculty/staff/parents needing additional support. We will also fund new and/or updated technology (machines and software) to support school goals and student learning. We will also use TSSA funds to grow programs and courses based on school need and student interest.

Action Steps

1. Ensure that all students have access to Chromebooks, internet at home, and other materials.

TSI SCHOOLS -- School-Based Initiative to Address TSI Goals (If applicable)

How will your school-based initiative address TSI Goals?

Description

We will use TSSA funds for teachers wishing to continue and/or initiate after school extension programs for increased student engagement and transportation for students to participate. Teachers often have ideas that will enhance their curriculum and support school goals. We will use TSSA funds to support such approved initiatives. We will also provide Academic Mentors to support students that have been identified by faculty/staff/parents needing additional support. We will also fund new and/or updated technology (machines and software) to support school goals and student learning. We will also use TSSA funds to grow programs and courses based on school need and student interest.

Action Steps

1. Academic Mentors and Peer Tutors available for guided instruction and support throughout each school day.

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Is this component implemented within your school land trust plan?

YES   **Description**

☑   1. Provide Academic Mentors to work with struggling students identified within three specific subgroups (as on setting goals and action plans for academic success

Complete budget description. (INCLUDE ONLY EXPENSES COVERED BY TSSA FUNDS)

Object Code	Expense Type	Brief Description	Proposed Budget
100	*Salaries*	Teachers and Academic Mentors	*$100,000.00*
200	*Employee Benefits*	Teachers' Benefits, as needed	*$30,000.00*
300	*Purchased Prof & Tech Services*	Conference Registrations	*$10,000.00*
500	*Other Purchased Services*		
580	*Travel*	Travel-related expenses to attend conferences	*$10,000.00*

600	*Supplies and Materials*	Chromebooks and other materials as identified or needed; Curriculum and software as identified by our TSI-related teams	$60,000.00
		TOTAL PROPOSED BUDGET	$210,000.00
		ALLOCATION	$212,893.09
		Carry-Over from 23-24	
		DIFFERENCE	$2,893.09

Please indicate how you would use any additional allocation.

Additional funding will be used for:
• Purchase additional classroom technology, such as software, Chromebooks, computers, etc.
• Offer courses/classes to reduce core class sizes.Teacher compensation (via stipends or hourly wages) to further the work of professional learning communities (PLC); namely, teaming, developing assessments, and curriculum mapping.
• Pay registration and/or travel costs for teachers to participate in conferences and/or professional development.
• Provide substitutes and assistants to support student learning as well as the PLC process.

By checking this box I state that I have finished my plan for the 2024-25 school year	☑

If an amendment is needed please state the reason, what changes you are proposing, and the $ amount of those changes. Make the $ changes above while doing this amendment.

DATE: