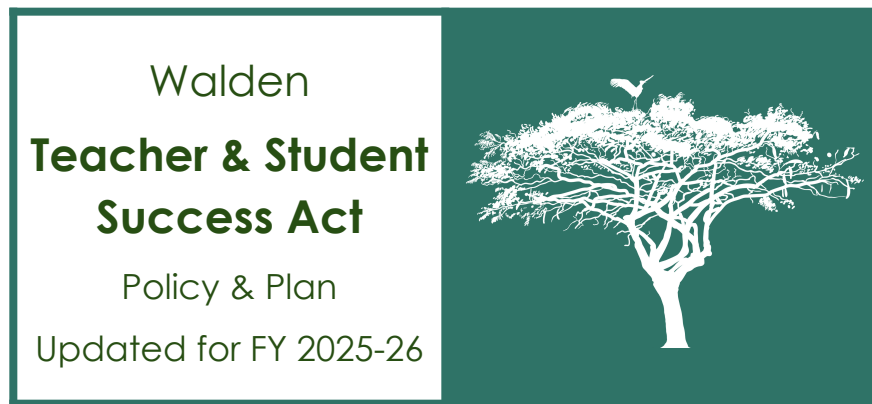




Walden Teacher and Student Success Act Policy and Plan

Governing Board Proposed Adoption: April 27, 2023

Most recent board update, review and approval: May 16, 2025

Philosophy

The Governing Board of Walden School of Liberal Arts ("Walden"), pursuant to UCA 53G-7-1304, hereby adopts the following framework policy within which Walden's administration has developed a Teacher and Student Success Plan ("TSSA") to become effective concurrent to the approval of the Board. The Governing Board affirms that the objective of the TSSA Plan is to improve school performance or student academic achievement. The Board also acknowledges that the USBE has established standards governing the distribution of TSSA program funds, as well as related accountability standards.

Program Requirements

The Governing Board understands that the goal of the TSSA Plan shall be to improve school performance or student academic achievement by at least 1% annually on Utah State Board of Education's summative assessments or the necessity of a change of TSSA Plan is indicated. The Board also acknowledges that distribution of Walden's annual program allocation is dependent upon submission to the Utah State Board of Education (USBE) of the TSSA Plan through the grant management system. From that point, Walden must submit annual

assurances in accordance with the requirements of R277-108 by November 1st of each school year or forfeit program funds.

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

Allowable Expenditures

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

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

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 WALDEN's Governing Board upon recommendation from WALDEN'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.

LEA Financial Reporting and Prohibited Uses of Program Funds Walden 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).

General Information

The Board will review and approve the updated plan by August 30th each year.

Goal based on school needs

Students at Walden School of Liberal Arts will increase proficiency in year-end mathematics and language arts Rise and Aspire Plus scores by 1 percentage point as compared to the previous years' proficiency scores.

Measurement

1% or greater increase in schoolwide Rise and Aspire Plus proficiency.

Action Steps

- Administration will provide teachers and/or staff with professional learning opportunities to implement data-based decision making.
- Teachers will use data to create personal and targeted instructional opportunities for students.
- Walden's elementary school will employ paraprofessional aides to provide targeted assistance for students in mathematics and language arts.
- Walden's high school will employ an additional mathematics instructor to provide additional college preparation and enriched mathematics courses

Budget

- In FY26, 25-40% of TSSA funding will be used to sustain previously awarded salary increases of up to \$8000 per teacher that took place between FY20 and FY25. These increases were in addition to any scheduled step and lane changes on Walden's salary schedule. In FY21 and FY22, Walden's average teacher salary was significantly lower than those in the neighboring Provo and Alpine districts. Walden salaries were also substantially lower than those of most districts along the Wasatch corridor.
- 50-75% of TSSA funding will be used to pay salary and benefits for an additional high school mathematics instructor. This instructor, Carl Young, was added to our staff in FY20 using TSSA funding. We continue to support this position with TSSA funding.
- 0-10% of this funding will be used to pay for additional paraprofessional support student literacy and math instruction in our elementary classrooms.