

**American Preparatory Academy - Draper 3
Teacher and Student Success Act
2022-23**

Campus Allocation: \$194,163.99

1. \$77,665.59 represents 40% of the allocation-eligible for use for salaries and benefits
2. \$9,708.20 represents 5% of the allocation - eligible for use for staff retention
3. \$106,790.19 represents 55% of total allocation-eligible for use for TSSA framework activities

Excess FY22 TSSA Funds: \$36,497.81

1. [Draper 3 elects to use excess FY22 TSSA funds to support the FY23 TSSA Plan activities below.](#)

APA-Draper 3 FY23 TSSA Plan:

American Preparatory Academy's Governing Board adopted the LEA's TSSA Framework in September 2019, with additional policy changes in August 2022. In accordance with that framework, Draper 3 campus administration has held multiple meetings, met with staff, gathered input, reviewed data and with that input from teachers, parents, district specialists, and the School Community Council, has developed their own, individual Teacher and Student Success Plan for their campus.

As allowed under 53G-7-1304, because APA's average teacher salary falls below the state's average, 40% of the Draper 3 distribution will be spent on salary increases. See "[American Prep's Approved TSSA Framework](#)" for distribution methods and governing board-approved activities.

Draper 3 campus admin has also chosen to use the 5% retention funds to provide targeted salary increases above and beyond the standard increase for FY23.

Finally, Draper 3 admin has developed the following plan for the remaining 55% of the TSSA funds. The goal of this plan is to improve school performance or student academic achievement utilizing the following activities:

1. In 2019-20, 100 additional students were added to the Draper 3 campus. We supported the academic achievement of those students and improved school performance by hiring two additional positions under TSSA's program funds. In FY23, the school maintains the secondary-history teaching position under TSSA (Shane Lingo).
2. In 2022-23, Draper 3 adds one College Counseling position to support students in need of school counseling, specifically relating to college and career (Kristin Nielson).
3. Draper 3 realized there was a need for secondary-specific coaching in order to improve teacher effectiveness. Three veteran teachers were assigned coaching positions under TSSA in place of one teaching assignment, representing 12.5% of their Time/Effort (Craig Hollinger, Rebecca Allen, and Nicole Dye).
4. Draper 3 FY23 TSSA funds in excess of the above may be used for classroom materials or technology, or re-coded to the flexible account 5390 for continuity of education services at the Draper 1 campus.

Measurable Objectives:

1. Maintain average history class size of 30 or fewer students (secondary-history teacher).
2. Maintain a graduation rate above 80% (counseling position).
3. 90% of teachers rated "Effective" or "Highly Effective" by the end of the school year (coaching position).



Brad Sheneman

09 / 21 / 2022

Date

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