

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

**Campus Allocation: \$108,771.21**

1. \$43,508.48 represents 40% of the allocation-eligible for use for salaries and benefits
2. \$5,438.56 represents 5% of the allocation - eligible for use for staff retention
3. \$59,824.16 represents 55% of total allocation-eligible for use for TSSA framework activities

**APA-Salem 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, Salem 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 Salem distribution will be spent on salary increases. See "[American Prep's Approved TSSA Framework](#)" for distribution methods and governing board-approved activities.


Salem 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, Salem 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. Salem has added a science specialist to enhance the learning of our Science Units. This position will be conducting labs in the classrooms to make the learning more concrete (Brittney Tanner).
2. Salem has added a new Character Development Assistant to bolster and enhance the secondary character development lessons and to promote effort, enthusiasm, and excellence in student academic work (Rachel Roberts).
3. Salem elects to purchase an additional student computer cart to allow for additional practice time for RISE assessments.
4. Salem 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 Salem campus.

**Measurable Objectives:**

1. Increased Science RISE scores (Science Specialist)
2. Increased RISE scores (CD assistant and computer lab)

  
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Richard Fillerup

09 / 21 / 2022  
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Date

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