



## MEMO

**TO:** President Paul Widdison  
Weber Board of Education Members  
Superintendent Gina Butters

**FROM:** Rob Lake

**DATE:** January 16, 2026

**SUBJECT:** School Land Trust Plan Amendment

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Rocky Mountain Junior High is requesting board approval on an amendment to their 2025-2026 LAND Trust Plan. Their goal will not change, but they are asking approval to reallocate monies that were originally designated for salary. Their community council voted on the amendment and approved the proposed changes. See below:

### 1. Original Goal Reference

**Goal #1:** Students' proficiency rates on end-of-level tests in English, Science, and Math in grades 7 and 8 will improve by 5% each year from the 2024-2025 school year to the 2025-2026 school year. 44% of ninth-grade students will earn a predicted ACT score above 18 or improve by 2% from the 2024-2025 school year to the 2025-2026 school year.

- **Original Action Plan:** Full-time buyout for an instructional coach (\$13,000).

### 2. Explanation for Amendment

Only a half-year buyout was utilized, leaving a surplus of approximately \$6,100.00. Additionally, adding a plan for any overage of the total LAND Trust funds is prudent to meet the maximum allowed carryover of 10%.

Updating the buyout to a half-year buyout and reallocating the surplus funds to Professional and Technical Services for certification and training toward becoming recognized as a High Reliability School supports the school's goals of increasing proficiency. The High Reliability School program directly aligns with the current school goals by outlining the process to have a guaranteed and viable curriculum with high-quality teaching and a growth mindset for every classroom. Collective efficacy has been shown to correlate with student achievement and learning growth at the highest level.

Aligning school practices with the High Reliability Framework aligns with the school goals by enhancing and supporting best practices for student growth to meet the specified goal of improving proficiency rates in English, Science, and Math.

Defining a plan for any overage of the 10% allowed carryover to be applied to the Salaries and Benefits category, specifically to be utilized toward professional development and productivity for teachers, allows for compliance with the LAND Trust expectations of carryover amounts.

### **3. Proposed Reallocation**

- **Decrease:** Salaries and Benefits (Category 100) — **\$6,100**
- **Add Professional & Technical Services Category; Increase:** Professional and Technical Services (Category 300) — **\$6,100**

### **4. Revised Action Plan**

Rocky Mountain Junior High School will utilize the change in the funding category to seek certification as a High Reliability School. This certification also requires professional development for staff. The additional overage plan is to use any residual funds in all categories for the purpose of professional development for teachers engaged in the work of aligning content for improved collective efficacy with high expectations.