



Box Elder School District Teacher and Student Success **Act (TSSA)** Framework

Board Approval: ~~Original April 10, 2019~~

Updated: **May 14, 2025** ~~September 13, 2023~~

Purpose:

The purpose of the *Box Elder School District Teacher and Student Success **Act's** Framework* is **designed to ensure that all students learn at high levels by being engaged, challenged and supported by all stakeholders.** ~~to engage, challenge, and support all students.~~ This will be accomplished through efforts directed toward teacher recruitment and retention, teacher recognition and leadership, and improved student performance and academic achievement **through relevant projects and classroom activities.**

Teacher Recruitment and Retention:

Of the total distribution, 25% shall **and up to 40% may** be used for salaries to improve teacher recruitment and retention. Box Elder School District recognizes the role that teacher compensation plays in ensuring students have access to the highest-quality educators. Therefore, Box Elder School District shall **use at least 25% to 40%** of the total distribution for increases to base salary and salary-driven benefits for school personnel ([53G-7-1304](#), Subsection (2)(a)(ii)).

Student Performance and Academic Achievement:

Of the total distribution, **75%** ~~50%~~ shall be allocated to schools to determine how it will be used to promote improved student performance and student academic achievement **through relevant projects and grade level content activities.** Box Elder School District recognizes the importance of school-level allocation of funds to support the unique student performance and academic needs in each school environment.

Annual TSSA Plan Application for the Upcoming Year:

A principal shall annually submit a **TSSA** ~~Teacher and Student Success Plan~~ Application **for the upcoming school year** ~~and a Teacher and Student Success Plan Annual Report~~ to the Box Elder School District Board **by the end of the current school year.** ([53G-7-1304](#), Subsection (5)).

- **The Box Elder School District Board Shall:**

- Annually approve or disapprove each submitted plan in the regularly scheduled local board meeting in **June or July**; and
- If a plan is not approved, the Board shall:
 - Explain, in writing, the reason for disapproval;
 - Make recommendations for revision;
 - Allow the submitting principal to re-submit a revised plan for review; and
 - Approve a resubmitted plan, if the plan complies with the Board's recommendations for revision.

- **The principal is responsible for the application, but is encouraged to solicit input on developing the school's TSSA** ~~Teacher and Student Success Plan~~ **from the school's:**

- Educators including the Collaborative Leadership Team;
- Administrators;
- Students;
- Community Council members;
- Parents;
- Support professionals; or
- Additional community stakeholders.

- **This Application shall include:**

- A detailed plan to improve student performance and student academic achievement including action steps for reaching the goal(s). **If a school has been identified and placed on TSI, ATSI, CSI or MRI status for a subgroup(s), the goal will address these areas.**
- A budget for proposed expenditures, and
- Measures of success including a description of how progress toward the goals will be measured.

~~and Annual Report will be reviewed by the Box Elder School District Board for approval or review on or before June 30 of each year.~~

~~The application requires submission of:~~

- ~~• The *Teacher and Student Success Plan* which includes~~
 - ~~○ At least one goal that supports improved student performance and student academic achievement~~
 - ~~○ Action Plan Steps for reaching the goals~~
- ~~• A budget for proposed expenditures.~~
- ~~• Measures of success, including a description of how progress toward the goals will be measured.~~

- **Allowable Expenditures:** (may include but are not limited to the following categories)

- Up to 5% Principal discretion for teacher and student incentives, recognition and appreciation.
- School personnel stipends for taking on additional responsibility and leadership outside of a typical work assignment;
- Professional learning;
- Additional school employees, including instructional coaches, behavioral specialists, MTSS aides, student and/or family advocates, counselors, social workers, mental health workers, tutors, media specialists, information technology specialists, or other specialists;
- Technology;
- **Classroom Supplies to support student performance and academic achievement.**
- Class size reduction strategies
- Before- or after-school programs
- Summer school programs
- Community support programs or partnerships;
- Early childhood education;
- Social and emotional learning support;
- College and career readiness skills;
- Student leadership development; **or**
- **Augmentation of existing programs**

- **Not Allowable Expenditures:**

- To supplant funding for existing public education programs.
- For District administration costs; or
- For capital expenditures

- **Posting Requirements on School's Website**

- Once approved by the school board, school's will post the school's approved TSSA Plan;

- A description of the school's school allocation budgeted and actual expenditures and how the expenditures help the school accomplish the school's TSSA plan; and
- The school's current level of performance, as described in Section [53G-7-1306](#), according to the indicators described in Section [53E-5-205](#) or [53E-5-206](#).

The Annual TSSA End of Year Report: ~~requires submission of:~~

A principal shall annually submit a TSSA End of Year Report from the prior year to the School Board during the regularly scheduled local board meeting in November. The submission will include:

- Data which shows progress toward the TSSA Goals ~~measures of success~~ in the prior year;
- Actual expenditures for the prior year (see budget sheet) and
- Carryover amounts kept in the district TSSA account for district/school needs.

~~The Box Elder School District Board shall:~~

- ~~Annually review each Teacher and Student Success Plan application;~~
- ~~Approve or disapprove each submitted plan in a regularly scheduled local board meeting; and~~
- ~~If a plan is not approved, the Board shall:~~
 - ~~Explain, in writing, the reason for disapproval;~~
 - ~~Make recommendations for revision;~~
 - ~~Allow the submitting principal to re-submit a revised plan for review; and~~
 - ~~Approve a resubmitted plan, if the plan complies with the Board's recommendations for revision.~~
- ~~Determine if the school:~~
 - ~~Meets or exceeds the threshold of points determined by the Utah State Board of Education that designates a school that is succeeding in school performance and academic achievement; or~~
 - ~~Has demonstrated at least a 1% increase in the school's total points received under the statewide accountability system compared to the previous year (53G-7-1306).~~