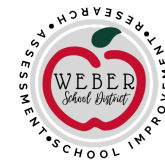




Assessment School Improvement Research



Purpose:

The purpose of the *Weber School District Teacher and Student Success Framework* is to engage, challenge, and support all students. This will be accomplished through efforts focused on continuous school improvement and funds will support the priorities of the district strategic plan. In part, funds will be directed toward teacher recruitment and retention, teacher recognition and leadership, and improved student performance and academic achievement.

Teacher Recruitment and Retention:

Of the total distribution, 25% shall be used for teacher recruitment and retention. Weber School District recognizes the role that teacher compensation plays in ensuring students have access to the highest-quality educators. Therefore, Weber School District shall use 25% of the total distribution for increases to base salary and salary-driven benefits for school personnel (53G-7-1304, Subsection (2)(a)(ii)).

Teacher Recognition and Leadership:

Of the total distribution, up to 5% will be dedicated toward school personnel retention to achieve the objectives as outlined in 53G-7-1304, Subsection (2) (a)(i). Principals throughout the district will identify the highest performing school personnel. Recognition and leadership will come to these teachers through opportunities to support in the development curriculum and resources that support Utah Core State Standards, provide professional learning experiences to their peers and colleagues around best practices and offer mentoring support to new and struggling teachers. This recognition and professional growth ensures that Weber School District retains our highest performing teachers.

Student Performance and Academic Achievement:

Of the total distribution, 70-75% shall be used to promote improved student performance and student academic achievement. Weber School District recognizes the importance of school-level allocation of funds to support the unique student performance and academic needs in each school environment. A principal shall annually submit a School Success Plan at the beginning of each school year, along with an School Success Summative Report to the Weber School District Board (53G-7-1304, Subsection (5)). The School Success Plan shall include a detailed plan to improve student performance and student academic achievement that includes SMART goals aligned with the district strategic plan. Schools shall submit a detailed budget that explains how the funds will be spent and how that expenditure aligns with the measures of success. The School Success Summative Report will include the schools quarterly progress monitoring of the action steps detailed in the plan, and a full expenditure report. School Success Plans and School Success Summative Reports will be approved by the Weber School District Board prior to the start of each school year.

The School Success Plan requires minimum of:

- Three to four priorities that align with the districts strategic plan that includes:
 - At least three goals that support improved student performance and student academic achievement
 - Two Strategies that include milestones and action steps for each goal
 - Indicators for measuring the completion of each goal
- A budget for proposed expenditures. Appropriate expenditures may include but are not limited to the following categories:

- School personnel stipends for taking on additional responsibility and leadership outside of a typical work assignment
 - Professional learning
 - Supplemental 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
 - Social and emotional learning support
 - College and career readiness skills
 - Student leadership development
 - Instructional Technology
 - Before- or after-school programs
 - Summer school programs
 - Community support programs or partnerships
 - Early childhood education
 - Class size reduction strategies
- (*Note - Expenditures may not supplant funding for existing public education programs or be used for capital expenditures.)

The Summative Report requires submission of:

- Data which shows progress toward measures of success in the prior year including:
 - Quarterly reports on the progress of each action step
 - Indicator data reports
 - Identification of goals met with accompanying data
 - Identification of goals not met with accompanying data and rationale
- Budgeted expenditures as compared to actual expenditures for the prior year;
- Documentation showing that the school's *Success Plan Summative Report* has been posted to the school's website (*Note - this will only occur after the first year of funding.)

The principal is responsible for the School Success Plan, and is required to solicit input on developing the school's *Success Plan* from the school's administrators, educators and parents.

The Weber School District Board shall:

- Annually review each School Success Plan;
- Approve or disapprove each submitted plan in a regularly scheduled local board meeting prior to the start of school; 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).
 - Schools which do not satisfy the above requirements will receive additional district-level support to address the school's performance, make any necessary modifications to the *Teacher and Student Success Plan*, and guide any adjustments to the school's allocation expenditures.