



## Teacher Student Success Act Framework

In accordance with UCA 53G-7-1304, Bear River Charter (BRCS) adopts the following framework within which the administration may develop a Teacher and Student Success Plan. The objective of the TSSA Plan is to improve school performance or student academic achievement. The goal of the TSSA Plan shall be to improve school performance or student academic achievement by 1% per year or the necessity of a change of TSSA Plan is indicated.

In accordance with statute and USBE rule, BRCS may spend TSSA monies on the following:

- BRCS may spend up to 40% of its allocation to increase pay of existing teachers, *if WSS's average teacher salary is below the state average.*
- BRCS may spend up to 5% of allocation on personnel retention, **not** including uniform salary increases.
- BRCS may spend the balance as determined by the school's TSSA Plan including, but not limited to, the following:
  - Personnel stipends for taking on additional responsibility outside of a typical work assignment;
  - Professional learning;
  - Additional school employees, including counselors, social workers, mental health workers, tutors, media
  - Specialists, information technology specialists, or other specialists;
  - Technology;
  - Before- or after-school programs;
  - Summer school programs;
  - Community support programs or partnerships;
  - Class size reduction strategies;
  - Augmentation of existing programs; or,
  - Any other strategy reasonably designed to improve school performance or student academic achievement.