



Teacher and Student Success Plan Framework 2025-2026

Summit Academy Schools recognizes the crucial role of the Teacher and Student Success Act (TSSA) funding and will utilize it to address our students' academic needs.

- According to USBE Rule R277-927, Summit Academy will use up to 25% of the funding to increase the salary and benefits of school or district-certified personnel serving in an academic function.
- The remaining 75% will be distributed to schools based on their average daily membership (ADM) compared to the total ADM in the District for the previous year, to implement the School Teacher and Student Success Plan (TSSP).

School Teacher and Student Success Plans

The TSSP is the school's academic master plan, created after reviewing relevant data. It works in conjunction with the Land Trust plan, which is submitted simultaneously for approval by the Summit Academy Board of Directors.

Allowable Expenditures

- The job description must remain identical to other employees in the same role.
- District policies and standards for employment, accountability, reporting, and evaluation must be followed.
- Hiring additional hourly Educational Support Professionals (ESP) for behavior and intervention assistants.
- Class size reduction strategies.
- May hire additional teachers.
- Hourly instructional assistants may be hired to provide classroom support.
- Cannot require capital improvements.
- Before and after-school programs and summer programs require LEA administration approval.
- Augmentation of existing school-based programs This may include professional development for teachers, field trips, and other educational learning opportunities for students outside of the classroom. It may also include curriculum-based supplies, consumables, textbooks, or technology.
- Vendor-sponsored curriculum programs, supplies, and technology purchases must follow the District standard approval process.
- Carry-over amounts shall not exceed 10% of the allocation.

Adopted: October 17, 2024

Revised/Updated: October 15, 2025



Summit Academy Schools

Teacher and Student Success Act, Plan & Framework

For School Year 2025-2026

INTRODUCTION AND PURPOSE

The Teacher and Student Success Act (TSSA) was created by the Utah State Legislature in 2019 ([53G-7-1200](#)) and is administered by the Utah State Department of Education and provides funds to schools, which are used to directly improve student learning and support teachers' ability to be highly effective in the classroom. This plan represents Summit Academy's commitment to providing the highest quality, academically rigorous educational experience for every student, aligned with the Utah State Board of Education's requirements for student success goals.

The purpose of this written plan/framework is to:

1. Clearly define Summit Academy's goals for improving student outcomes for the 25/26 school year.
2. Provide a transparent framework for allocation of TSSA funds, ensuring that resources are directed toward activities that have a measurable impact on student achievement and teacher effectiveness.
3. Review the goals for the previous school year and provide a narrative on how we achieved those goals using the funds received from the TSSA award for the same period.
4. Provide a transparent explanation of how the funds were used in the previous school year, ensuring that Summit Academy complied with the [act](#) requirements for use of those funds.
5. Provide a published document available on www.summitacademyschools.org for review by our community.

This plan/framework was created by using performance data, after receiving stakeholder input from teachers, parents, and school leadership, administration, and students, as well as making sure this plan aligns with our mission and vision, as well as other goals created by our individual campus leadership, LAND trust committees, and parent councils.



This document serves as both the formal submission to the Utah State Board of Education, as well as the document submitted for discussion and approval by the Summit Academy Board of Trustees.

REPORTING ON THE PREVIOUS TSSA (SY25) AWARD

In 2024, Summit Academy submitted a grant application for the 25PUU Teacher Student Success Act/Program (TSSA), which was ultimately awarded to the LEA in increments, totaling \$766,354.96.

The submission included the following use of funds and goals, which our Board approved at the October 2024 board meeting.

Salaries (100)	\$575,354.96
Benefits (200)	\$131,000
Supplies and Materials (600)	\$60,000

The intention, as indicated in the TSSP framework attached to the 2024-25 application written by our then Executive Director, Dr. Molly Hart, was to use up to 25% of the award for increases in salaries, and 75% of the grant amount was to be split among our four campuses based on average daily membership, all with the intention of:

1. Decreasing class sizes
2. Hiring additional support personnel (ESP)
3. Hourly instructional assistants (paraprofessionals)
4. Augmentation of existing school programs
5. Vendor-sponsored curriculum, programs, supplies, and technology

The goals created by each campus, and approved by our Board of Trustees, included:

- Bluffdale Elementary: To continue to score at or above the state averages on EIY assessments in science, math, and language arts.
- Draper Campus K-8: Reduce the percentage of students who are scoring well-below the benchmark on Acadience Math composite from BOY to EOY by 20%, as well as



increase the number of students considered proficient in mathematics and ELA on the annual RISE EOY assessment by 3%

- Independence Campus K-8: Increase proficiency in language arts, math, and science by 3% as measured by the SY25 Rise EOY assessment, or meet or exceed state proficiency levels, including multilingual learners.
- High School (9-12): Increase proficiency on Utah Aspire Plus and ACT assessments by 5% annually until the percentage meets or exceeds state proficiency goals.

In reviewing the use of funds and performance for SY24–25, expenditures were made in alignment with the approved framework and allowable categories, with the intent of advancing the stated goals. Some categories were adjusted slightly, post-grant submission to reflect LEA priorities better; however, all remained within the approved and allowable framework in compliance with the Act. The final expenditures, as verified by our Business Administrator, are detailed below:

Salaries to Teachers and Teacher retention efforts (100)	\$338,154
Salaries for Para Educators (100)	\$255,870
Benefits for Teachers/Para Salaries (200)	\$143,976
Curriculum to augment existing programs (600)	\$24,324
TOTAL	\$762,324

The SY25 award was distributed across campuses based on ADM, in accordance with statute. While staffing needs varied by campus and may have resulted in minor differences, allocations were guided primarily by identified salary needs. Overall, results from the 24–25 school year show that campuses met or exceeded the goals established under this plan.

26 PUU TEACHER STUDENT SUCCESS ACT/PROGRAM (TSSA) SUBMISSION

Our school develops its TSSA Plan through a collaborative process that involves both campus and LEA leadership. Principals work with LEA personnel to gather and analyze data, draft the framework, and prepare documents for Board approval. Each campus principal, in partnership with the LEA leadership team, sets specific goals informed by significant stakeholder feedback.

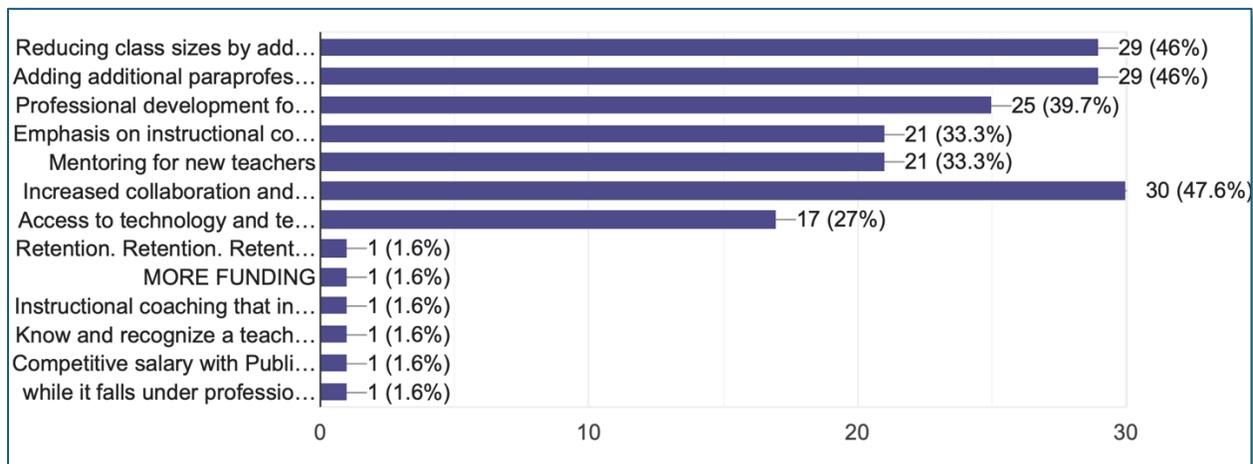
Stakeholder input is gathered from the following groups:

- Campus leadership



- Teachers and staff
- Paraprofessionals
- Parents and parent committee members
- Students
- Community Stakeholders

For this year’s plan, feedback from these groups consistently highlighted three priority areas across the LEA: **reducing class sizes, adding additional support staff, and increasing access to technology** (see chart below).



Summit Academy will continue to use multiple sources of feedback and data to refine our framework and goals in the future.

For those reasons, and after significant meetings with all internal teams to digest the data received, we present the following goal for the use of TSSA funds for SY26:

SY 2026 GOAL: Summit Academy students will maintain or exceed 53% median growth percentile in all content areas on RISE or UTAspire+.

We will use the award funds in the following ways to accomplish that goal:

Teacher Salaries (100)	Approximately 45%
- 40% Class size reduction	
- 5% Employee retention	
Paraprofessional Salaries (100)	Approximately 20%
Benefits (200)	Approximately 30%



Supplies and materials (600)	Approximately 5%
Total	100% (\$885,206.46)

CONCLUSION

The Teacher Student Success Act Plan at Summit Academy is intended to be a living document. Our LEA will utilize a structured review process, make necessary adjustments, refine our approach, and focus as needed to ensure compliance with and alignment to the Act's requirements in the pursuit of increased student outcomes and providing the highest quality educational environment possible.

Summit Academy will strengthen its plan development by adopting a formal review process during the school year. Through this process, we will implement necessary changes, refine our practices, and keep our efforts aligned with the requirements of the Act.

Our actual creation of the future frameworks and drafting of the plan will change slightly in the year ahead as follows:

Annual Review:

- The school leadership team will analyze student performance data (RISE, ACT, local assessments, and graduation rates), as well as teacher retention data, each spring.
- Results will be shared with our leadership team and presented to the Summit Academy Board as part of the annual public reporting requirement under the Teacher and Student Success Act.
- Teachers, staff, parents, and students will be given input and considered while making changes to the plan.

Plan Revision (if needed) for the upcoming school year:

- Annual strategies and goals may be revised to align with progress made, new needs, and state/federal reporting requirements.
- Funds will be re-evaluated for expenditure, if needed, to have maximum impact on student success.

Continued Alignment to Other LEA Plans and Goals:



- The TSSP will remain aligned with other statutory and strategic school plans, including:
 - School LAND Trust Plan.
 - Digital Teaching and Learning Plan (DTL).
 - Accreditation goals.
 - Schoolwide Improvement Plans.
- This ensures consistency across all projects and eliminates the potential for wasted or duplicated effort.

Long-Term Sustainability:

- The administration and Governing Board are committed to building sustainable practices that improve student achievement beyond the funding cycle.
- Progress and status will be reported annually and maintained for state audit and public disclosure.

Through this consistent process, Summit Academy is committed to continuous improvement, transparency, and accountability in providing quality learning opportunities to each student through effective teaching.