

Freedom Preparatory Academy  
Teacher and Student Success Act Plan  
2020-2021

The Teacher & Student Success Act (TSSA) was created to improve school's performance and student achievement. In accordance with this, Freedom Preparatory Academy (FPA) will use the TSSA funding to:

1. Increase salaries and benefits of certified personnel serving in an academic function. (40% of TSSA funds will be used for this purpose)
2. Reduce class sizes in all classrooms (60% of TSSA funds will be used to hire additional certified personnel for the classrooms).

Freedom Preparatory Academy executive administration and governing board have approved the use of 40% of our TSSA funds for FY21 to go to providing an increase salary and associated benefits of certified personnel serving in an academic function at all of our campuses. Freedom Preparatory Academy strongly believes we have excellent educators who continue to meet the daily challenges of teaching during a pandemic with professionalism and excellence. Our teachers have become experts in teaching remotely and in-person. Teachers have met students at their individual learning levels by providing differentiated instruction to meet and challenge each student. They continue to provide high quality instruction daily to every student they teach. Freedom Preparatory Academy would like to reward our teachers for their courageous efforts by provide this salary raise that will help them deal with the increase of cost of living during the current pandemic.

In the summer of 2020, Freedom Preparatory Academy administration made the decision to open school for in-person learning five days a week on a shorten daily schedule. In addition to this, the decision was also made to reduce class size numbers in classrooms to a maximum of 24 students in each class, with the majority of classes averaging 20 students. This was done, to first allow students to be spaced out while learning and minimize the spread of COVID-19. Secondly, it was done to reduce the teacher to student ratio to increase the ability of teachers to work individually with struggling and gifted students throughout the school day. Freedom Preparatory Academy knows that our high-qualified teachers are the most effective way to close the learning gap in students. Providing them with a smaller class size will allow our teachers to have additional time for one-on-one or in small groups instruction to close the learning gap and provide differentiated instruction to all students. Freedom Preparatory Academy wanted to make sure that no matter the quality of learning that took place at home during the soft closure last spring, that all students would receive the support this year from both the classroom teacher and paraprofessional to be proficient in grade level standards by the end of the 2020-2021 school year.