



Teacher Student Success Act Student Success Framework

In accordance with the Teacher Student Success Act, (TSSA), outlined in UCA 53G-7-1304, Freedom Preparatory Academy, (FPA) has adopted the following Student Success Framework which has been approved by FPA's governing board 10-21-2021:

- Up to 40% of the allocation may be spent to increase pay of existing teachers that are below the state average,
- Up to 5% of the allocation may be used to retain personnel, not including uniform salary increases,
- Up to 28% of the allocation may be spent to hire additional part/full time certified school employees, including content specialists, student emotional support professionals and education technology coaches,
- The balance of the allocation may be spent as determined by the school improvement plan including but not limited to:
 - school 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;
 - early childhood education;
 - class size reduction strategies;
 - augmentation of existing programs; or
 - other means/strategies that are reasonably designed to improve school performance or student academic achievement such as hiring teacher coaches.