

School TSSA Goal and Plan

School: Copper Mountain Middle School

2020-2021 School Plan

John Dewey is credited with saying, "We don't learn from experience. We learn from reflecting on experience."

Reflect on 2019-2020 TSSA Plan -- Consider the following questions or create your own:

- How has our TSSA plan supported our schools' vision, mission, and beliefs?
- How has our plan supported the District's vision, mission, and beliefs?
- How has our plan improved school performance and student academic achievement?
- What action steps have had the greatest impact on school performance and student achievement?
- What have we learned?
- What are our next steps?

Write a brief review and reflection of your school's 2019-2020 TSSA Plan. (To create a new line within a cell in Google Sheets, hold down the "command" key and hit the "return." You'll probably thank me forever for sharing that tip!) The 2019-2020 TSSA plan was a vital part of supporting the success of all students at Copper Mountain Middle School. Last year, Copper Mountain's TSSA Plan funded training for three coaches, extended contracts for two teachers to reduce class size, and 2 part time school counselors to support student social-emotional well being. The three coaches (focused on mentoring, instruction, and digital learning) completed the JSD training, implemented a "coaching minute" PD every Friday during PLC time, completed short observations of every teacher in the building, and completed in-depth coaching cycles with 11 teachers before the soft closure. This individualized and targeted professional development is a proven way to help teachers improve and strengthen their practice. Teachers with extended contracts and smaller class sizes were able to give more individualized instruction to their students. TSSA funds allowed us to hire additional counselors to support our school. Our counseling team worked together to support students and plan school-wide experiences such as career week that support college and career goals. CMMS also used TSSA funds to

2020-2021 TSSA Plan

Gather and review evidence of school improvement and academic achievement to identify needs and create 2020-2021 TSSA plan and goals. Evidence could include: school vision and mission, existing school plans (Land trust, Accreditation, 60-day action plans, etc.), JELL Self-Assessment, PLC meeting notes, school data (Tableau dashboards, stakeholder surveys, benchmarks, Acadience, Data Gateway, etc.)

JELL Framework

Component 1: Safe, Supportive and Collaborative Culture
Component 2: Effective Teaching and Learning in Every Classroom
Component 3: Guaranteed and Viable Curriculum
Component 4: Standards-Referenced Instruction and Reporting

[USBE school report card status for 2018-2019.](#)

AREA	%	AREA	%	AREA	PTS
Achievement ELA	50.3	Growth ELA	42.1	Achievement	28
Achievement Math	45.3	Growth Math	33.9	Growth	23
Achievement Science	53.2	Growth Science	45.5	EL Progress	4
		Growth of Lowest 25%	64.4	Growth of Lowest	16
HIGH SCHOOLS ONLY	%		%		
ACT 18+		Readiness Coursework			
4-Yr. Graduation Rate				Postsecondary	
POINT SUMMARY					
TOTAL POINTS	71	1% INCREASE	1		

USBE Goal Expectation: School will increase the overall point score by 1% over the prior year.

Determine school goal

School goal using USBE reporting categories from above:

CMMS will increase student growth in all subject areas and across all demographic groups by 5%.

TSI SCHOOLS -- Targeted School improvement -- Identify school TSI subgroup(s)

<input type="checkbox"/>	EL	Year of TSI (1, 2, 3, 4)	
<input type="checkbox"/>	SpED	Year of TSI (1, 2, 3, 4)	
<input type="checkbox"/>	Low SES	Year of TSI (1, 2, 3, 4)	
<input type="checkbox"/>	Other	Year of TSI (1, 2, 3, 4)	

TSI SCHOOLS -- Targeted School improvement Goal --

School goal(s) specifically addressing TSI subgroup(s):

JSD Board TSSA Framework: Schools will build, strengthen, or maintain a school-based coaching program, focused on new teacher induction, TSI, high-impact instruction, and digital learning.

JELL Alignment: 2.3.5 We provide instructional coaching as a method for educators to observe, practice, and discuss effective teaching.

Align Action Steps with Board Framework Component of Coaching

See detailed information regarding coaching within the Framework

[Elementary](#)

[Secondary](#)

[Coaching Budget Worksheet \(Optional\)](#)

Record the name and email of Instructional Coach(es) and funding source(s). Each individual listed as an Instructional Coach will be included in all Instructional Coach communication and trainings.

Instructional Coach (Name and Email)	T&L \$\$	OTHER
Andrea Rakowski andrea.rakowski@jordandistrict.org	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Scott Henderson scott.henderson@jordandistrict.org	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Alisha Wheeler alisha.wheeler@jordandistrict.org	<input type="checkbox"/>	<input checked="" type="checkbox"/>

How will you use coaching to address your school goals?

Description

Coaches will work together and with teachers to 1) implement high-impact tier 1 teaching strategies 2) adapt teaching strategies that help ELL students access grade-level material 2) utilize technology to individualize instruction

Action Steps

- 1 Coaches have a shared planning period and three periods in their schedule dedicated to coaching
- 2 Coaches will work with admin to develop and deliver faculty-wide professional development at least every quarter. The professional development will focus on high-impact tier 1 teaching strategies, teaching strategies that help ELL students access grade-level material, and utilizing technology to individualize instruction
- 3 Coaches will work with provisional teachers to complete 2 coaching cycles and will also complete 1 coaching cycle with a majority of career teachers
- 4 Coaches will work with teachers to collect data and measure improvement in student learning
- 5

TSI SCHOOLS -- TSI Team to Address Goals

Possible TSI Team members: Instructional Coach (Name and Email), ELD Teacher Lead, Teacher Specialist	ESL Endorsed	In Progress	COMMENTS
	<input type="checkbox"/>	<input type="checkbox"/>	
	<input type="checkbox"/>	<input type="checkbox"/>	
	<input type="checkbox"/>	<input type="checkbox"/>	

How will your TSI Team use coaching to address TSI subgroups?

Description

Action Steps

- 1
- 2
- 3
- 4
- 5

Is this component implemented within your school land trust plan?

YES Description



CMMS land trust plan pays for the periods coaches are working with teachers to improve student learning

JSD Board TSSA Framework: Schools will promote continual professional learning.

JELL Alignment: 2.3. District and School Administrators and School Leadership Teams provide opportunities for teachers to continually enhance their pedagogical skills.

Align Action Steps with Board Framework Component of Professional Learning

[See detailed information regarding Professional Learning as a Framework Component](#)

[Professional Learning Budget Worksheet \(Optional\)](#)

How will you use professional development to address your school goals?

Description

Teachers will take part in professional development with an emphasis on: PLCs, Tier 1 instruction, ELL strategies, RTI, and Restorative Justice. These PD opportunities will support the learning of all students.

Action Steps

- 1 Teachers this summer are taking part in online and hybrid classes to 1) Clarify teacher standards and expectations to improve student learning and 2) Learning about and planning co-teaching models to implement effective and meaningful co-teaching strategies in the classroom to support student learning
- 2 Teachers who took part in summer professional development will implement their summer learning in the classroom. Teachers learning about clarifying standards and expectations will work with their PLC groups, coaches, and the whole faculty to share and implement their knowledge. Teachers learning about co-teaching models will continue to learn, reflect, and refine their coteaching practice throughout the 2020-21 school year
- 3 Teachers will be encouraged to enroll in and complete the T&L ESL endorsement program to help CMMS better serve the ELL student population
- 4 Teachers will attend various PD opportunities throughout the year and share their knowledge with the CMMS faculty. An emphasis will be placed on PD that enhances teaching knowledge of PLCs, ELL strategies, RTI, and Restorative Justice
- 5 Teachers taking part in PD outside of contract time will receive stipends to compensate their time.

TSI SCHOOLS -- Professional Development to address TSI goals

How will you use professional development to address your school goals?

Description

Action Steps

- 1
- 2
- 3
- 4
- 5

Is this component implemented within your school land trust plan?

YES Description



JSD Board TSSA Framework: Schools will promote continual professional learning.

JELL Alignment: 1.5. District and Schools encourage and support innovation and continuous learning

Align Action Steps with Board Framework Component of School-Based Initiative. Work with AOS to include school-based initiatives.

[See detailed information regarding the Framework Component of School-Based Initiative](#)

[School-Based Initiative Budget Worksheet \(Optional\)](#)

How will you use school-based initiative(s) to address your school goals?

CMMS will use TSSA funds to address two school-based initiatives - providing opportunities for all student to succeed and providing an additional school counselor to support the social-emotional needs of all students.. 1) CMMS works to provide opportunities to all students to succeed. TSSA funds will be used to hire 2 assistants to support student success - 1 for classroom support in the reading classroom and 1 as a student success aide to support students in classes and while out on quarantine. TSSA funds will also pay for 7th period authorizations to cover on-line classes and reduce class sizes. 2) CMMS works to support the social-emotional well being of every student. TSSA funds will be used to hire 1 full time counselor. This counselor will support the current counseling team by reducing the counselor to student ratio, leading small group counseling

Action Steps

- 1 Hire 2 educational support personnel to 1) provide classroom support in the reading classrooms and 2) run the lunch-time tutoring program and support and track the academic success of students in danger of failing multiple classes
- 2 Train the 2 educational support personnel so they are empowered to support student learning
- 3 Add 7th period classes as needed for online classes and to reduce class size for in-person classes.
- 4 Hire a full time school counselor to lower the counselor:student ratio and support student social emotional learning and well being
- 5 Purchase incentives students can buy from the school store for "colt cash." Students earn colt cash by demonstrating positive behavior characteristics.

TSI SCHOOLS -- School-Based Initiative to Address TSI Goals (If applicable)

How will your school-based initiative address TSI Goals?

Description

Action Steps

- 1
- 2
- 3
- 4
- 5

Is this component implemented within your school land trust plan?

YES Description



CMMS school land trust also provide opportunities to allow all students to success. Land Trust money is used to provide after school tutoring and enrichment programs to remediate and enrich student learning

Complete budget description. (INCLUDE ONLY EXPENSES COVERED BY TSSA FUNDS)

Object Code	Expense Type	Brief Description	Proposed Budget
100	Salaries	Salaries will be paid for extended contracts for coaches. seventh period authorizations.	\$140,000.00
200	Employee Benefits	Benefits paid on salaries	\$35,000.00
300	Purchased Prof & Tech Services	Profession development focused on PLC, ELL strategies. Tier 1 strategies. RTI. and	\$14,000.00
500	Other Purchased Services		
580	Travel		
600	Supplies and Materials	Student incentives for school store	\$3,000.00
		TOTAL PROPOSED BUDGET	\$192,000.00
		ALLOCATION	\$193,000.00
		TSI ALLOCATION (If Applicable)	
		DIFFERENCE	\$1,000.00