

School TSSA Goal and Plan

School: Copper Mountain Middle School

2023-2024 School Plan

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

Reflect on 2022-2023 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?

Our 2022-23 TSSA plan funded coaching to improve tier 1 instruction to meet the needs of all learners. It also funded a mentor teacher to train, support and prepare provisional teachers. In addition, a technology coach was funded to increase teacher use of technology to better measure student learning outcomes. The CMMS coaching and mentoring team this year has had great success working with teachers and having them implement new tier 1 strategies. Examples of coaching outcomes are: teachers using live spanish translation in lessons to support English Language Learners, teachers implementing the program Teach FX to analyze lessons in real time, and provisional teachers receiving one-on-one coaching to strengthen their practice. With the instructional coaches, CMMS is also implementing school wide goals to teach literacy and numeracy across the curriculum. One of our goals was to increase student SEL as reported on the panorama survey. The most recent SEL survey shows an increase in student reported strengths across all SEL areas measured.

2023-2024 TSSA Plan

Gather and review evidence of school improvement and academic achievement to identify needs and create 2023-2024 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

[USB E school report card status for 2021 - 2022](#)

AREA	%	AREA	%	AREA	PTS
Achievement ELA	34.6	Growth ELA	59.6	Achievement	19
Achievement Math	25	Growth Math	48.8	Growth	31
Achievement Science	42.5	Growth Science	57.1	EL Progress	6
		Growth of Lowest 25%	60.4	Growth of Lowest	15
HIGH SCHOOLS ONLY	%		%		
ACT 18+		Readiness Coursework			
4-Yr. Graduation Rate				Postsecondary	
POINT SUMMARY					
TOTAL POINTS	71	1% INCREASE	1		

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

Determine school goal

School goal using USB E reporting categories from above:

Our school goal is to improve indicators of student academic growth and proficiency as well as to improve indicators of SEL measurements. We would like to see improvements in RISE and ASPIRE test scores (2% improvement goal). We are targeting improvement for our Special Education and English Language Learner populations. We would also like to work towards improving student self-reported SEL measures on the panorama survey.

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

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

<input type="checkbox"/>	Other	Year of TSI (1, 2, 3, 4)	
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TSI SCHOOLS -- Targeted School improvement Goal --

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

CMMS Special education students will demonstrate growth in both achievement and growth points as measured on end of year assessments. For the 2021-2022 school year special education students earned 5 achievement points and 29.3 growth points as measured on the USBE report card. For the 2023-24 school year our goal is to increase achievement points by 1 point and growth points by 5 points.

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
Alisha Wheeler and Lauren Jacobson	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Pari Goff	<input checked="" type="checkbox"/>	<input type="checkbox"/>

How will you use coaching to address your school goals?

Description

Our instructional coaches will focus on strengthening Tier 1 instruction.

Action Steps

- 1) Instructional coaches plan multiple PD focused on meeting the needs to all learners.
- 2) Instructional coaches work with administration to implement school-wide initiatives focused on literacy and numeracy across content areas.
- 3) Coaches will work with small cohorts of teachers in after school PD and conduct individual coaching cycles.
- 4) Instructional coaches will work with department chairs to ensure consistency and support within a department's teaching and learning.
- 5) Pay for extended contracts for coaches to give them time in the school day to work with teachers.

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
Alisha Wheeler	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
Julie Willeitner	<input type="checkbox"/>	<input type="checkbox"/>	SPED lead
Jessica Bryant	<input type="checkbox"/>	<input type="checkbox"/>	Co Teaching Lead

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

Description

The TSI team will coach teachers in tier 1 planning and instruction that meets the needs of all learners, specifically our EL and Sped populations

Action Steps

- 1 Our TSI team will support teachers by providing PD related to effective co teaching models and supporting needs of EL and Sped students
- 2 CMMS will hire an additional aide to support Sped students in general education classrooms
- 3
- 4
- 5

Is this component implemented within your school land trust plan?

YES Description



Our land trust plan is tied to literacy growth. Coaching will help increase teacher capacity, which will in turn create growth in literacy.

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 \(Optional\)](#)

Description

TSSA money will pay for PD focused on tier 1 strategies, SEL, and PLC time for non-tested subjects

Action Steps

- 1) Teachers will take part in PD throughout the year to strengthen tier 1 instruction
- 2) Teachers in non-tested subjects will take PLC days to plan and evaluate their instruction. This will include literacy and numeracy strategies and instruction across content areas

TSI SCHOOLS -- Professional Development to address TSI goals

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

Description

The professional development will increase literacy and vocabulary for Sped and EL students. Strengthening tier 1 instruction will help teachers meet the needs of all learners.

Action Steps

- 1) Our TSI team will provide PD to increase literacy and vocabulary across content areas
- 2
- 3
- 4
- 5

Is this component implemented within your school land trust plan?

YES Description



Land trust funds will pay for tested subjects (ELA, Math, Science) to take PLC days

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?

Description

CMMS school-based initiatives include improving student-reported SEL measures, reducing class size, reteaching and remediation, focus on student master of material

Action Steps

- 1) Hire an additional school counselor. This counselor will meet with students, lead student groups focused on SEL themes, track grades, and be an advocate for students.
- 2) Expand teacher contracts to reduce class size and help improve student-teacher connections
- 3) Expand teacher contracts for a 7th period to 1) mentor new teachers 2) implement remediation technology 3) instructional coaching

- 4) Pay for Panorama to allow CMMS to continue monitoring student SEL and achievement data
- 5) Pay teachers stipends for participating in and applying learning from coaching PDs

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

How will your school-based initiative address TSI Goals?

Description

Additional support for Special Education students in the general education classroom

Action Steps

- 1 Hire an additional aide to support special education students' learning in the general education setting
- 2 Extend Special Education Teacher contracts to reduce Sped and co-taught class sizes
- 3 Pay for professional development that improves learning outcomes for Sped and EL students
- 4
- 5

Is this component implemented within your school land trust plan?

YES Description

☐

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

Object Code	Expense Type	Brief Description	Proposed Budget
100	Salaries	1/2 time counselor, extended contracts for teachers, Special education aide, substitutes for PLC planning days	\$143,330.00
200	Employee Benefits	Benefits on above salaries	\$30,087.30
300	Purchased Prof & Tech Services	Panorama, Formative Software, Professional development focused on Sped and EL learners	\$2,574.48
500	Other Purchased Services		
580	Travel		
600	Supplies and Materials		
TOTAL PROPOSED BUDGET			\$175,991.78
ALLOCATION			\$216,360.00
Carry-Over from 22-23			\$0.00
DIFFERENCE			\$40,368.22

Please indicate how you would use any additional allocation.

Additional funding will be used for teacher grants and/or to provide collaborative time for teachers to team, develop assessments, curriculum mapping and for teachers to participate in conferences and/or professional development. Substitutes and assistants to support student learning and the PLC process. Purchase additional classroom technology such as: software, Chromebooks, computers, etc. Offer extra courses/classes to reduce class sizes. Provide travel costs for national conferences. Excess funds will be used for after school enrichment and academic support. Student incentives up to \$2 per student to improve behavior.