**TSSA program 2023-2024: $126,092.30**

To qualify for money under this section, an LEA shall submit to the state board a plan that includes:

(a) Measurable goals approved by the LEA governing board on improving student safety, student engagement, school culture, or academic achievement;

GOAL #1: By May 24, 2024 Esperanza Elementary will Increase the percentage of English language learners by 10% in English language arts (ELA). In 2022-2023 ELLs scored 30% proficient. In 2023-2024 students will score 33% proficient in ELA.

GOAL #2: By May 24, 2024, Esperanza Elementary will Increase the percentage of English language learners by 10% in math, grades 3rd-6th. In 2022-2023 ELLs scored 29% proficient. In 2023-2024 ELLs will score 32% proficient.

(b) how the LEA intends to meet the goals described in Subsection (3)(a) through the use of the money; Esperanza Elementary School will hire an English Language Arts Interventionist to work with first grade students. Esperanza Elementary School has also replaced one of the fourth grade teachers, whose scores were exemplarily low test scores. The Total cost for this intervention will be $40,000 for the interventionist who will work full time. The interventionist will also qualify for benefits like retirement & health insurance. Esperanza Elementary School will also monitor very specifically 4th grade students who performed very poorly in 2023 , including the one class that had 0% proficient students. Their progress monitoring results will be monitored and will hire an additional interventionist to work with students individually or small groups who may not be showing progress. Other classes and grades will be monitored and additional tutors will be hired to support students who begin to struggle. TSSA funds will be used to pay for any interventionists, but not more than $20,692.30.

Additionally, Esperanza Elementary School has opted to increase salaries for all teachers in order to increase retention. Research clearly and convincingly shows that if teacher turnover occurs students score nearly 10% lower than if teachers are retained (Young, 2018). The results of a study indicated that, within the same school and during the same year, students’ test scores were lower by 7.4% to 9.6% of a standard deviation in math when substantial teacher turnover occurred. The same study showed that scores were 6% to 8.3% of a standard deviation lower in English Language Arts in years that had 100% teacher turnover when compared with years in which there was no turnover in a school (Young, 2018).

While some programs fail to show that financial incentives help to retain teachers, those programs researched offer financial incentives that were small (under $1,000) and not permanent (Shifrer, Turley, and Heard, 2017). Esperanza Elementary School increased salaries on the salary schedule by nearly 20% in 2023-2024 and the increases are permanent with the help of grants like the TSSA. Esperanza will use the 40% of the grant, as allowed by rules in order to retain our teachers. The total cost of this intervention is 40% of $126,092.30, which is $50,400.

Young, S. (2018). Teacher retention and student achievement: how to hire and retain effective teachers. Delta Kappa Gamma Bulletin, 84(3).

Shifrer, D., Turley, R. L., & Heard, H. (2017). Do teacher financial awards improve teacher retention and student achievement in an urban disadvantaged school district?. *American Educational Research Journal*, *54*(6), 1117-1153.

(c) how the LEA is meeting the requirements related to parent education described in Section 53G-9-703

**I. PLAN 2022-2023 (TOTAL extra services pay $10,000; $4,000 books; presenter gifts $1,000 total $15,000 )**

**Committee of faculty, staff, and/or admin. (minimum of five members**

1. Fed Programs Coordinator – Tairel Love
2. SpEd teacher – Sarah Quiroz
3. VP – Ivonne Medina
4. **Two** teachers:
5. Ariana Cortes – Lower grades
6. Jesse Hyatt - Upper Grades

**COST**

1. Each committee member will receive an annual stipend of $2,000 (Total of $10,000)
2. Each parent who attends will receive a free book to read with students at home (400 books @ $10 each $4,000 for both sessions)
3. Presenter gifts for both sessions $1,000
4. Pizza and drinks will be provided for all in attendance ($500) Pizza and drinks will be for all in attendance ($500) **(Provided by the school, not TSSA funds)**

(d) whether the LEA intends to provide school-based mental health support in collaboration with the local mental health authority of the county in which the LEA is located.

**ANNUAL PLAN parent seminars:**

**THE COMMITTEE WILL DESIGN, PLAN & IMPLEMENT THE FOLLOWING:**

I. (1) (a) Except as provided in Subsection (3), a school district shall offer a seminar for parents of students in the school district that: (i) is offered at no cost to parents; (ii) begins at or after 6 p.m.; Subsection (1) that includes information on: (i) substance abuse, including illegal drugs and prescription drugs and prevention; (ii) bullying; (iii) mental health, depression, suicide awareness, and suicide prevention, including education on limiting access to fatal means; (iv) Internet safety, including pornography addiction; and (v) the SafeUT and Crisis Line established in Section 53B-17-1202.

**II. A SECOND PARENT SEMINAR WILL BE OFFERED TO PARENTS. COST: $3,750**

Students who have long term goals and objectives, are less likely to experience drug abuse, depression, and suicidal tendencies. Esperanza Elementary School will hold a seminar for parents structured like a mini-conference titled **College is within reach!**

The event will include: A. The journey to college begins now! B. D.R.E.A.M.E.R.S. in College: REAL STORIES & REAL PEOPLE C. How do I pay for college? Funding Sources D. College credit in high school E. Are college classes difficult?

The committee will collaborate with one or more college or university to find a scholarship or other incentives for parents to attend the mini-conference.

Financial Plan

Total budget: $126,092.30

Expenses

40% of the total or $50,400 will be used to enhance teacher salaries.

First grade interventionist -$40,000 (all three classes)

Fourth grade interventionist and other interventionists- $20,692.30 (part time)

Parent training seminars- $15,000 (mental health & College and Career Readiness)