



BOARD REPORT

Teacher Student Success Plan

TSSA and LAND Trust

Bountiful High School - SY 2023

Principal Aaron Hogge

PURPOSE

District Vision

Davis School District provides an environment where growth and learning flourish.

District Mission

Educators, parents, and community members work together to create a successful educational experience for each student.

School Purpose

Bountiful High School (BHS) has been recognized as a leader in the State of Utah regarding Advanced Placement (AP) and Concurrent Enrollment (CE). Increasing numbers of Bountiful High students are accessing AP and concurrent enrollment courses. In 2021, 445 AP tests were administered at BHS with a stellar average passing percent of 87.1%. BHS average ACT score decreased slightly from 21.4 to 20.4. Concurrent Enrollment numbers for our student body have steadily increased in the past four years from 31% to 45% of the student body. Three students were finalists for the National Merit Scholarship. We had one student reach semi-finalist status as an English Sterling Scholar. More than 70% of our students plan to go on to higher education.

Description of the School

Community

School boundaries incorporate about 70% of Bountiful City, a portion of Woods Cross City, and North Salt Lake City west of Redwood Road and South of 500 South. Based on statistics from the 2010 US Census, the combined population of the area that feeds Bountiful High now has a population of approximately 48,227 with an annual growth rate of approximately 1.2%. Its citizens have a median age of 28.92 years and a median household income of \$55,488 with 35.6% of its population who hold a college education and are primarily white-collar workers (69.51%). At 82.03%, the percentage of households with children is larger than the national average. Of Davis County residents, 94.2% possess a high school diploma and 31.9% possess a four-year college degree. This compares with 90% and 28.2% at the state level.

Student Body

As of April 1, 2022, Bountiful High School is the smallest high school in Davis School district with a total enrollment of 1,390 students: 485 sophomores, 477 juniors, and 428 seniors. Our student body has limited demographic diversity with Caucasians as the largest group: 83.7% Caucasian, 9.6% Hispanic/Latino, 1.4% Asian, 1.8% Pacific Islander, 1.2% Black/African American, 2.4% Multiple Races, and Native American <1%.

Staff

Bountiful has a distinguished licensed faculty made up of veteran and new teachers. Of the sixty-three full-or part-time faculty members, twenty-six have advanced degrees. Seventy-six percent of the faculty are career teachers with valuable career experience to benefit students. Bountiful High experienced a higher than normal turnover rate this last year, with 17 teachers leaving school through retirement, job change or moving, yet the faculty members continue to build programs over time. The staff is heavily skewed female with 66% of school employees being female while only 34% are male. Like the student body, the staff are primarily Caucasian and diversity is limited: 91% Caucasian, <1% Black/African American, 6% Hispanic, 1 % Pacific Islander, and 1% Multiple Races.

School Culture

Bountiful High School is a respected academic institution with a tradition of high standards and outstanding student achievement. Student learning is at the heart of what we do. When answering a climate survey about Bountiful High School, students indicated that they feel safe to learn. On the same survey, seventy-four percent of students indicate that there is an adult in the building that they trust and would go to with a problem, and 72% percent feel that BHS has a positive environment. This indicates that the climate of BHS is one of building trust and a focus on learning. Bountiful High School is following the district model to increase student access to education through technology. To meet the technology needs, Bountiful High School has become a one-to-one school. Students have each received a district laptop that they use in class and at home to access curriculum and to turn in assignments. This push for more technology has changed the culture and climate of the school. Teachers have had to learn more unique methods for disseminating information and for student work production. The software programs used in class include: Nearpod, OneNote, Microsoft Whiteboard, Zoom, Teams, Newsela, Quizlet, Menti, Canvas.

Unique Features & Challenges

We are a school that has been steeped in tradition. Because of this, we have generations of families in our community that have been associated with Bountiful High School and take pride in its successes. Our community expects great things from Bountiful High School. However, over the past few years our demographics have been changing. On the one hand we have a large percentage of our parents who want to be involved with their students' education. On another hand we have a growing demographic of at-risk students. Our challenge is to balance these situations and find ways to integrate parental involvement with student learning and accommodate the needs of our changing demographics. We are facing a unique challenge as a school community. Our mascot, "The Braves," was determined to be offensive to some and needed to be changed. The issue has been divisive within the student body and the community. As we start a new era, BHS administrators and staff will need to work together to build unity around a new mascot.

Additional Information

Looking forward, the school is anticipating major renovations to the western half of the school and the stadium in the next five years. We hope to upgrade the office area, classrooms, and science labs.

Needs Analysis

Notable Achievements

Bountiful High School (BHS) has been recognized as a leader in the State of Utah regarding Advanced Placement (AP) and Concurrent Enrollment (CE). Increasing numbers of Bountiful High students are accessing AP and concurrent enrollment courses. In 2021, 445 AP tests were administered at BHS with a stellar average passing percent of 87.1%. BHS average ACT score decreased slightly from 21.4 to 20.4. Concurrent Enrollment numbers for our student body have steadily increased in the past four years from 31% to 45% of the student body. Three students were finalists for the National Merit Scholarship. More than 70% of our students plan to go on to higher education.

Areas of Recent Improvement

The BHS chronic absenteeism has dropped in the last three years while 2021 we saw a slight increase in absenteeism, the school feels this can be greatly attributed to COVID related issues. A drop in absenteeism can be attributed to the school tracker, citizenship secretary, and study skills teacher core who have developed strong relationships with students and made safe spaces that students want to be. In 2020, the school hired a paraprofessional who was tasked with helping students recover math credit. The program worked well, and in 2021 the same professional was hired part time along with a team of two aids to run a full recovery program. The students recover their credit using the leading provider of K-12 online curriculum, Edgenuity. This study skills team has so far recovered this year over 200 quarter credits. Because of this team and their efforts to help students, 16 students will graduate that would not have otherwise.

Recruitment of minority students increased in AP courses at Bountiful High School increased from 31 to 70 students in 2022. This was a concerted effort by teachers, counselors, and administrators to help students recognize their potential.

We also have hired three academic coaches who work closely with students, encouraging them to attend, tracking and assisting with current classes and helping them to remediate lost credit.

Areas of Needed Improvement

One area in which BHS needs to improve is recruiting more underrepresented students into AP, CTE, and CE classes. This could help students in underrepresented populations improve on ACT tests and be prepared for post high school training. Based on data in PowerBI, only 38 credits out of 4705 were earned by students with moderate or high-risk factors in 2021. Bountiful High School will seek to align all assignment and tests more precisely with DESK standards and skills. This goal will target improving student college and career readiness while also increasing the chances of an improving graduation rates as students gain confidence through competency-based learning. While some training on standards-based grading and planning was provided for faculty in 2020, it was not continued in 2021 or 2022. The focus for coming years will be for teachers to tie all assignments to a standard and to work towards competency-based learning. For the 2022 school year, the core subjects received targeted training in department settings.

Prior Year Status Report

Report progress on PRIOR YEAR 2021 Composite School Plan

Goal description	Progress toward goal	Comments (required if 'Did not meet goal')
<p>To increase the percent of Bountiful High School students scoring at/above ACT college readiness benchmarks in Math by 1%, English by 1% and Science by 1%. We will specifically focus on at-risk populations including ELL and economically disadvantaged students. We will maintain our graduation rate at 95% or higher.</p>	Did not meet goal	<p>We have seen a slight decrease in ACT scores over the last year. We believe many factors were at play with the foremost being the COVID pandemic and absenteeism slightly increasing. We plan to offer, in addition to ACT preparation done in each content area and after school ACT prep opportunities at Bountiful High School, Bountiful High School will utilize the second term of Driver's Education for ACT prep.</p>
<p>To support BHS students in their post-high school preparation. Our goal is to have our students "ready for success at the next level". Goal will be measured by the percentage of BHS students earning college credit (through AP, CE, or IB courses) and/or enrollment in trade schools. We propose to increase the number of BHS students earning college credit by 1% from 2020 to 2021.</p>	Met goal	<p>Enrollment in AP classes increase tremendously from 445 students in 2021 to 686 students in 2022.</p>
<p>We will maintain our current levels of student enrollment in the performing and visual arts, thus providing opportunities for students to receive scholarships as well rounded individuals and to continue education in the arts.</p>	Met goal	<p>Of the 35 Performing and Fine Arts classes offered at Bountiful High School, 20 of the courses saw an increase with the other 15 decreasing. We did have a change in our 2D Art Teacher and Theater teacher which may have affected the decreased enrollment in several classes. With continued continuity, we believe the enrollment will increase.</p>

Current Year Progress Report

Report progress on CURRENT YEAR 2022 Composite School Plan

Goal description	Progress toward goal	Comments
<p>Bountiful High School will increase the percentage of students achieving the college and career readiness benchmark on all four ACT subtests by 2% from the previous year.</p>	Progressing according to plan	<p>ACT practice test was administered by both sophomores and juniors in the fall. Productivity was provided to lower class sizes in Math and English. Eight projectors were purchased and installed in classrooms. Credit recovery facilitators were funded. Funds also supplemented computer refresh money.</p>

Bountiful High School will maintain the graduation rate of 96% or higher.

Progressing according to plan

Academic advisors (academic coaches) were hired to support at-risk students. Productivity periods were utilized to reduce class sizes in Math and English. Our scholarship Advisor provided weekly scholarship opportunities to all households of Bountiful High School as well as opportunities to meet with her individually to discuss unique opportunities for each student.

Bountiful High School will improve school climate by building a sense of community and safety with students and staff through the use of Social Emotional Learning (SEL) strategies.

Progressing according to plan

SEL Self-Assessment and Walkthrough tool were administered. Staff was trained regularly on current best teaching SEL practices. Students received regularly SEL training and support during weekly Redhawks Time.

TSSA Funding Projections

TSSA prior year SY20-21 Carryover	\$ 0.00
TSSA current year SY21-22 New Funding	\$ 195,858.00
TSSA Total funding for current year SY21-22	\$ 195,858.00
TSSA current year SY21-22 Anticipated Spending	\$ 180,000.00
TSSA Expected balance carried over into	\$ 15,858.00

next year SY22-23	
TSSA Anticipated new funding for next year SY22-23	\$ 234,323.00
TSSA Total funding available for next year SY22- 23	\$ 250,181.00
Describe your school's current year SY21- 22 Progress for TSSA Spending	We have chosen to utilize our funding to compensate each certified teacher another preparation day at the beginning of the year. Also, our library aid has allowed our librarian the opportunity to teach more lessons in English classes. We have an academic advisor that works closely with students, parents, counselors, and admin to help at-risk students pass classes, remediate credits and receive emotional support. We hired 5 substitute teacher assistants to maintain consistency in rigor when teachers are out for leave. They have created a climate of mutual understanding of school policy, department, and student expectations. The SPED teacher aid has provided more one on one teaching opportunities for SPED teachers.

LAND Trust Funding Projections

A - Carryover funds from prior year SY20-21	\$ 0.00
B - Allocated new funds for current year SY21-22	\$ 172,571.00
C - Total Budget for current year SY21-22	\$ 172,571.00
D - Projected spending during current year SY21-22	\$ 160,000.00
E - Expected carryover from current year SY21-22	\$ 12,571.00
F - Projected new funding for next year SY22-23	\$ 183,287.00
G - Total projected funding for next year SY22-23	\$ 195,858.00

Goals and Planned Actions / Resources

<i>Goal Short Title</i>	College and Career Readiness
<i>Goal Statement</i>	Bountiful High School will increase the percentage of students achieving the college and career readiness benchmark on all four ACT subtest by two percent from the previous year.
<i>Measures</i>	<p>Practice ACT data</p> <p>ACT benchmark percentages from ACT Profile Report</p> <p>ACT scores</p> <p>Number of students enrolled in ACT prep courses</p>
<i>Action Plan (please number steps)</i>	<ol style="list-style-type: none"> 1. TSSP & LAND Trust - ACT practice test will be administered to all sophomores and juniors in the fall. LAND Trust monies will be used to fund this. ACT prep courses will be offered to students via Canvas to study for the practice test or official spring ACT test. 2. TSSP - We will hire a part-time teacher to teach ACT prep to each sophomore, taught the alternating term associated with Driver's Education 3. TSSP & LAND Trust - Three Substitute/TA's hired at 5.9/hours a day assigned to a department to assist in subbing and classroom needs. 4. TSSP - Two productivity periods will be paid for with LAND Trust monies and will help reduce class size to provide students more individualized attention and the ability to interact more with the teacher. 5. TSSP & LAND Trust - DSD computer refresh will be supplemented with LAND Trust funds to ensure teachers have up-to-date devices for personalized and blended learning activities. 6. TSSA - Teachers will serve as Digital Learning Experts to assist other teachers in their growing technology needs. 7. TSSA - Three Substitute/TA's hired at 5.9/hours a day assigned to a department to assist in subbing and classroom needs. 8. TSSA & LAND Trust- Stipends for teachers to continue planning and creating curriculum during non-contract hours and through the summer. 9. TSSA - ACT scholarships for students to attend after school and weekend additional ACT prep courses.
<i>This goal can be categorized as... (choose all that apply)</i>	#CollegeCareerReady
<i>District Strategic Plan Area(s)</i>	Student Growth & Achievement
<i>Academic area(s)</i>	Reading Writing Mathematics Fine Arts Health Science Social

addressed by the goal

Studies|Technology|World Languages

Does this action plan include behavioral / character education / leadership efforts?

Will TSSA funds be used to support this goal?

Goal TSSA Expense Total - \$65,000.00

<u>Funding Source</u>	<u>Expense Category</u>	<u>Description</u>	<u>Item Cost</u>
TSSA	Salaries & Benefits	Digital Learning Experts	\$ 4,000.00
TSSA	Salaries & Benefits	Three Substitute/TA's	\$ 45,000.00
TSSA	Salaries & Benefits	Stipends for non-contract time prep	\$ 10,000.00
TSSA	Online Curriculum or Subscriptions	Scholarships for students to attend ACT prep courses	\$ 6,000.00

Will LANDTrust funds be used to support the implementation of this goal?

Yes

Goal LAND Trust Expense Total - \$107,000.00

<u>Funding Source</u>	<u>Expense Category</u>	<u>Description</u>	<u>Item Cost</u>
LAND Trust Academic	Online Curriculum or Subscriptions	#1 ACT practice test for sophomores	\$ 4,000.00
LAND Trust Academic	Salaries & Benefits	#2 ACT prep parttime teacher	\$ 30,000.00
LAND Trust Academic	Salaries & Benefits	#3 Three substitute/TA's	\$ 45,000.00
LAND Trust Academic	Salaries & Benefits	#4 Two productivity periods	\$ 18,000.00
LAND Trust Academic	Software or Technology Hardware (each item < \$5000)	#5 Computer Refresh supplement	\$ 10,000.00

<i>Goal Short Title</i>	Graduation Rate
<i>Goal Statement</i>	Bountiful High School will maintain the graduation rate of 96% or higher.
<i>Measures</i>	<ul style="list-style-type: none"> • Drop-out report • Graduation rate report • Enrollment numbers in AP, CE, and CTE courses
<i>Action Plan (please number steps)</i>	<ol style="list-style-type: none"> 1. TSSP - Two productivity periods to reduce class size and offer students more options in elective courses will be paid for through LAND Trust funds. 2. TSSP - 3.9 Scholarship Coordinator will be paid for with LAND Trust funds and will meet with students and families to advise them on requirements for college attendance as well as college scholarship options. 3. TSSP & LAND Trust - Student incentives implemented as part of reaching academic goal of each student graduating from high school. 4. TSSA - Teacher Classroom Grants - teachers are able to write a grant proposal to administration for classroom supplies and technology needs in the classroom. 5. TSSA - Teacher Professional Development - teachers are able to attend professional development, application submitted to administration. 6. TSSA - Professional Level Instrument - band and orchestra teachers to continue to update instrument inventories to better support student growth and experience. 7. TSSA - Play/Musical licensing rights for Musical Theatre to enhance performing experiences. 8. SEL Self-Assessment and Walkthrough tool will be completed to use as baseline data. 9. Staff will be trained on self-awareness and self-management strategies using the SEL Teacher Toolkit. This training will take place quarterly during late-start Tuesdays. 10. TSSP - Students will be trained on self-awareness and self-management strategies during advisory time. Curriculum will come from DSD SEL Team and CASEL materials which cover the five competencies of self-awareness, self-management, social awareness, relationship skills, and responsible decision-making. A social Worker will be hired Full Time to share between MJH and VHS to help with this. 11. Students will take the School Culture and Climate survey during advisory time. 12. A space for staff to have a mindful moment or implement self-management strategies will be implemented this year. 13. Student Wellness Center will be created to offer students a mindfulness space where they can come for social/emotional strategies and support.

14. Mini Student Teen Center will be created by repurposing unused locker room space.

This goal can be categorized as... (choose all that apply)

#GraduationRates#SEL

District Strategic Plan Area(s)

Student Growth & Achievement|Safety & Security|Culture

Academic area(s) addressed by the goal

Reading|Writing|Mathematics|Fine Arts|Health|Science|Social Studies|World Languages|Technology

Does this action plan include behavioral / character education / leadership efforts?

Will TSSA funds be used to support this goal?

Goal TSSA Expense Total - \$126,000.00

<u>Funding Source</u>	<u>Expense Category</u>	<u>Description</u>	<u>Item Cost</u>
TSSA	Salaries & Benefits	Teacher classroom grants (up to \$1000 per teacher)	\$ 40,000.00
TSSA	Transportation, Admission, Per Diem	Teacher Professional Development	\$ 40,000.00
TSSA	General Supplies, Other	Professional Level Instruments (Band and Orchestra)	\$ 20,000.00
TSSA	Professional and Technical Services	Play/Musical Licensing Rights	\$ 10,000.00
TSSA	General Supplies, Other	Student Wellness Center furnishings and supplies	\$ 5,000.00
TSSA	General Supplies, Other	Staff Wellness Center furnishings and supplies	\$ 5,000.00
TSSA	Salaries & Benefits	SEL Coordinator	\$ 3,000.00
TSSA	Salaries & Benefits	SEL Committee stipends	\$ 3,000.00

Will LANDTrust funds be used to support the implementation of this goal?

Yes

Goal LAND Trust Expense Total - \$75,800.00

<u>Funding Source</u>	<u>Expense Category</u>	<u>Description</u>	<u>Item Cost</u>
LAND Trust Academic	Salaries & Benefits	#1 Two Productivity Periods	\$ 18,000.00
LAND Trust Academic	Salaries & Benefits	#2 3.9 Hour Scholarship Coordinator	\$ 13,000.00
LAND Trust Academic	General Supplies, Other	#3 Student Incentives (\$2 per student)	\$ 2,800.00
LAND Trust Academic	General Supplies, Other	#14 Teen Center Supplies	\$ 10,000.00
LAND Trust Academic	Salaries & Benefits	#10 Social Worker (hire FT, share with MJHS and VHS)	\$ 32,000.00

Additional TSSA Questions

Budget Item List

GoalTitle	Funding Source	Expense Category	Description	Item Cost
College and Career Readiness	TSSA	Salaries & Benefits	Digital Learning Experts	\$4,000.00
College and Career Readiness	TSSA	Salaries & Benefits	Three Substitute/TA's	\$45,000.00
College and Career Readiness	TSSA	Salaries & Benefits	Stipends for non-contract time prep	\$10,000.00
College and Career Readiness	TSSA	Online Curriculum or Subscriptions	Scholarships for students to attend ACT prep courses	\$6,000.00
Graduation Rate	TSSA	Salaries & Benefits	Teacher classroom grants (up to \$1000 per teacher)	\$40,000.00
Graduation Rate	TSSA	Transportation, Admission, Per Diem	Teacher Professional Development	\$40,000.00
Graduation Rate	TSSA	General Supplies, Other	Professional Level Instruments (Band and Orchestra)	\$20,000.00

Graduation Rate	TSSA	Professional and Technical Services	Play/Musical Licensing Rights	\$10,000.00
Graduation Rate	TSSA	General Supplies, Other	Student Wellness Center furnishings and supplies	\$5,000.00
Graduation Rate	TSSA	General Supplies, Other	Staff Wellness Center furnishings and supplies	\$5,000.00
Graduation Rate	TSSA	Salaries & Benefits	SEL Coordinator	\$3,000.00
Graduation Rate	TSSA	Salaries & Benefits	SEL Committee stipends	\$3,000.00

Summary of Planned Expenditures

1. Projected new TSSA funding for next year SY22-23	\$ 234,323.00
2. Total projected TSSA funding for next year SY22-23	\$ 250,181.00
Does the school plan to add a contract day for teachers with TSSA funds?	Yes
Cost of ADDITIONAL contract day for teachers using TSSA funds	\$ 27,019.85
3. Total planned TSSA expenditures for next year SY22-23	\$ 218,019.85
4. Planned TSSA carryover into the following year SY23-24	\$ 32,161.15
Does the school plan to fund teacher leadership opportunities with TSSA funds?	Yes

Additional LAND Trust Questions

Budget Item List

GoalTitle	Funding Source	Expense Category	Description	Item Cost
College and Career Readiness	LAND Trust Academic	Online Curriculum or Subscriptions	#1 ACT practice test for sophomores	\$4,000.00
College and Career Readiness	LAND Trust Academic	Salaries & Benefits	#2 ACT prep parttime teacher	\$30,000.00
College and Career Readiness	LAND Trust Academic	Salaries & Benefits	#3 Three substitute/TA's	\$45,000.00
College and Career	LAND Trust	Salaries &	#4 Two productivity periods	\$18,000.00

Readiness	Academic	Benefits		
College and Career Readiness	LAND Trust Academic	Software or Technology Hardware (each item < \$5000)	#5 Computer Refresh supplement	\$10,000.00
Graduation Rate	LAND Trust Academic	Salaries & Benefits	#1 Two Productivity Periods	\$18,000.00
Graduation Rate	LAND Trust Academic	Salaries & Benefits	#2 3.9 Hour Scholarship Coordinator	\$13,000.00
Graduation Rate	LAND Trust Academic	General Supplies, Other	#3 Student Incentives (\$2 per student)	\$2,800.00
Graduation Rate	LAND Trust Academic	General Supplies, Other	#14 Teen Center Supplies	\$10,000.00
Graduation Rate	LAND Trust Academic	Salaries & Benefits	#10 Social Worker (hire FT, share with MJHS and VHS)	\$32,000.00

Summary of Planned Expenditures

F - Projected new funding for next year SY22-23	\$ 183,287.00
G - Total projected funding for next year SY22-23	\$ 195,858.00
H - Total planned expenditures for next year SY22-23	\$ 182,800.00
I - Planned carryover into the following year SY23-24	\$ 13,058.00
J - Is planned carryover more than 10% of projected new funds?	No
Plan for carryover in excess of 10%	
Plan for sharing the school LANDTrust plan with the community	Labels to identify LAND Trust purchases School newsletter School website
Additional plan for sharing the school LAND Trust plan with the community.	

This school is not a Title I school.

SCHOOL COMMUNITY COUNCIL APPROVAL

Date of community council approval vote 04/13/2022

Number who approved	14
Number who did not approve	0
Number who were absent or abstained	2