



# BOARD REPORT

## Teacher Student Success Plan

### TSSA and LAND Trust

**Millcreek Jr - SY 2022**

**Principal Brad Chapple**

## **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**

The purpose of Millcreek Junior High School is to provide the mission of learning first for all. To accomplish our purpose, we continually monitor student data and provide interventions to meet their individual needs. We have a focus on building a strong culture of Social and Emotional Learning by integrating important strategies into daily lessons and curriculum. Our faculty provides relevant curriculum to support the Davis District Desk Standards, and challenge students to problem solve and think critically. We continue to have a strong focus on developing a culturally literate student body, to prepare them to be competitive in the global marketplace.

# Description of the School

## Community

Millcreek Jr. High (MJH) located in Bountiful, Utah, opened in the fall of 1967. It currently has 692 students and 24.5 teachers. Millcreek Junior is in a suburban community and draws students from the cities of Bountiful (67%) and Woods Cross (33%). The boundaries of the school run from the east to the west, which provides some economic diversity in the student population. The boundaries of the school include the center of the city, roughly from the lake to the mountains between 500 South and 1500 South. The community is very supportive of education, and parents provide a lot of service to the school through a strong Parent Teacher Association (PTA).

## Student Body

Millcreek is a small junior high school with a student body of 652 students comprised of 193 seventh graders, 218 eighth graders, and 241 ninth graders. The demographic population breakdown is as follows: Ethnicity/Race American Indian or Alaskan Native 0.02% Asian 1.3% Black or African American 0.9% Hispanic 11.1% Multiple Races 2.9% Native Hawaiian or Other Pacific Islander 2.0% White 81.5%.

## Staff

Millcreek Junior High has 29 certified teachers, three administrators, two counselors, one librarian, one part-time STS, one part-time resource officer, four part-time related servers, and 20 classified employees. Of our teachers, 60% are ESL endorsed and 50% have a Master's degree or higher, including fifteen Masters and one PhD.

## School Culture

Millcreek Junior High believes that collaboration is the key to "Learning First." As a school, Millcreek has moved toward becoming a Professional Learning Community. Great strides have been made toward building a culture of collaboration, and collectively the staff has agreed to the following commitments: Administration As the administrative team, we believe that all students can learn and we will support the Millcreek Junior High School vision of "Focus on Learning" by our commitment to:

- Support a collaborative culture focused on continuous improvement
- Provide structured time for teachers to collaborate
- Establish opportunities and support for ongoing professional growth of all employees
- Acknowledge and address behaviors that are not consistent with our school's vision
- Make decisions based on data and best practice
- Systematically monitor student, department, and school-wide data
- Schedule time during the school day for intervention and enrichment opportunities for all students
- Maintain a safe learning environment

### Teachers

As teachers, we believe that all students can learn, and we will support the Millcreek Junior High School vision of "Focus on Learning" by our commitment to:

- Supporting a collaborative culture that is focused on continuous improvement by meeting regularly to:

- o Identify essential standards
- o Create common assessments
- o Analyze data
- o Provide timely and systematic interventions and enrichments
- Exhibiting professionalism and following group norms and expectations while working in collaborative teams
- Creating an inviting, safe, and supportive classroom culture
- Planning curriculum that is relevant, engaging, challenging, and aligned with essential standards
- Generating grades that reflect student mastery of essential standards

## **Unique Features & Challenges**

- Fifty-eight percent (381 students) of MJH students are on the honor roll.
- Thirty-one percent of MJH students are enrolled in one or more Honors or AP Courses.
- There are strong levels of commitment and support given to help students learn, so student involvement in the various school activities, after-school tutoring (Homework Club), and mentoring programs is above average
- Parent support in student learning has contributed to the limited number of referrals to the office for negative behavior
- A very active and highly visible PTA provides a Parents at Lunch (PAL) program, whereby, two or more parents are in the building each day during our lunchtime

## **Additional Information**

Millcreek offers a multitude of student interventions and supports including a robust Lunch and Learn program, math tutors, and afterschool homework supports.

# Needs Analysis

## Notable Achievements

Millcreek Junior High School nurtures a collaborative culture by providing structured time for teachers to meet, plan, and work together on continuous improvement. Fridays alternate between professional learning communities (PLC), department, and grade level collaboration time. As part of our school improvement plan, we provide planning days throughout the year to allow for curriculum building and common assessment creation for our professional learning communities.

Millcreek Junior High School has an incredible music department with a superior band program that enrolls approximately one-third of the school, as well as growing choir and theater programs that have had great success. Career and Technical Education programs have booming enrollment, with great skills being taught to prepare students for College and Career readiness.

## Areas of Recent Improvement

Millcreek Junior High School has made strides in our implementation of Social and Emotional Learning (SEL). Over the course of this school year we have made strides in providing daily schoolwide activities to help students with mindfulness and social awareness. Activities include meditation, weekly messages from the administration about mindfulness, and opportunities for students to give feedback to guide decisions.

This year teachers have had the opportunity to have a personalized approach to Professional Development, teachers could choose their own plan and enhance in the areas they desired to improve in. Teachers were compensated for coursework and competency based on the activities they selected and the amount of time devoted to their plan.

## Areas of Needed Improvement

Millcreek Junior High School would like to improve the enrollment of diverse students in honor, Advanced Placement (AP), and accelerated classes. We recognize that a wider range of students need to take advantage of the wonderful opportunities that exist in our school. We plan to work hard at helping to educate all students and families of these courses and opportunities. As part of our goal, we are starting a Latinos in Action program and hope to start a Multi-Cultural club.

# Prior Year Status Report

## Report progress on PRIOR YEAR 2020 Composite School Plan

Goal description	Progress toward goal	Comments (required if 'Did not meet goal')
<p>Increase student growth scores in the areas of English language arts, math, and science by 2 points as measured by the 2019-2020 RISE growth scores.</p>	<p>Did not meet goal</p>	<p>Our math department made strides in working with students during the 2019-2020 school year, as a department they focused on standards based grading, and worked with students that struggled in focus areas; they also held after school study sessions as part of our Homework Club. We believe that progress was made toward this goal, however because of a lack of data we are unable to have a proper measurement of this goal.</p>
<p>Reduce the percentage of students in the 2022-2023 cohort who fail a core subject by 10% as measured by individual student graduation credit summary reports.</p>	<p>Met goal</p>	<p>This goal was met through the efforts of hardworking teachers, counselors, and administration that paid special attention to individual students and their needs.</p>

# Current Year Progress Report

## Report progress on CURRENT YEAR 2021 Composite School Plan

Goal description	Progress toward goal	Comments
<p>Increase student growth progress in the areas of English Language Arts (41%-42%), Math (40%-41%), and Science (40%-41%) by 1% with a focus on the lowest 25% of our student population.</p>	<p>Progressing according to plan</p>	<p>Millcreek Jr High has been continually monitoring student progress and success using classroom based assessments. We are awaiting end of level and student growth score data to come from standardized exams to be administered within the next 2 months.</p>
<p>Reduce the percentage of students in the 2023-24 cohort who fail a core subject by 10% (four students).</p>	<p>Progressing according to plan</p>	<p>Millcreek Jr High School has done an excellent job of remediating and intervening with students to assure this goal is met. Through the use of lunch and learn, tutoring, homework club, and summer school programs, we plan to achieve this goal.</p>
<p>Train school faculty and staff in the five core competencies of Social and Emotional Learning (SEL) and develop and implement SEL practices in the classroom for both students and staff to support academic excellence.</p>		

# TSSA Funding Projections

TSSA SY19-20 Carryover	\$ 91.18
TSSA SY20-21 New Funding	\$ 83,627.00
TSSA Total funding for SY20-21	\$ 83,718.18
TSSA SY20-21 Anticipated Spending	\$ 39,639.30
TSSA Expected balance carried over into SY21-22	\$ 44,078.88
TSSA Anticipated new funding for SY21-22	\$ 95,385.00
TSSA Total funding available for SY21-22	\$ 139,463.88

Describe your school's SY20-21 Progress for TSSA Spending

The primary function of the TSSA budget for the 2020-2021 school year was to support our faculty as we navigated the global pandemic. \$35,000 was put toward personalized professional development, \$26,000 was used for support staff in the form of teachers assistants and math tutors, \$6,000 was used for productivity pay to reduce class sizes, and \$2,000 was used on updating our video announcement screen in the cafeteria. Most of the money was used in these categories, we do anticipate some leftover funds in our professional development category, the excess money will roll into next year's budget and be used to help support our plan for 2021-2022 school year.

# LAND Trust Funding Projections

A - Carryover funds from SY19-20	\$ 21,834.83
B - Allocated new funds for SY20-21	\$ 84,438.00
C - Total Budget for SY20-21	\$ 106,272.83
D - Projected spending during SY20-21	\$ 91,292.87
E - Expected carryover from SY20-21	\$ 14,979.96
F - Projected new funding for SY21-22	\$ 84,043.60
G - Total projected funding for SY21-22	\$ 99,023.56



# Goals and Planned Actions / Resources

<p><i>Goal Short Title</i></p>	<p><b>Goal #1</b></p>
<p><i>Goal Statement</i></p>	<p>Improve academic achievement and increase engagement for all students as measured by schoolwide attendance and grades data.</p> <ul style="list-style-type: none"> <li>• Decrease the number of chronically absent students from 46 in 2021 to <b>36</b> in 2022.</li> <li>• Increase daily average attendance by 10%, from 76% in 2021 to <b>86%</b> in 2022.</li> <li>• Improve grade distribution.</li> <li>• Increase percentage of A's from 62% in 2021 to <b>68%</b> in 2022, and B's from 18% in 2021 to <b>19%</b> in 2022.</li> <li>• Decrease percentage of C's from 11% in 2021 to <b>9%</b> in 2022, D's from 6% in 2021 to <b>3%</b> in 2022, and F's from 3% in 2021 to <b>1%</b> in 2022.</li> <li>• Increase the schoolwide % passing from 96% in 2021 to <b>98%</b> in 2022.</li> <li>• Increase the cumulate GPA from 3.40 in 2019 to <b>3.45</b> in 2022.</li> </ul>
<p><i>Measures to determine progress</i></p>	<p>Chronic Absence Reports</p> <p>Average Daily Attendance Data</p> <p>SIS Reports</p> <p style="padding-left: 40px;">Grade Distribution</p> <p style="padding-left: 40px;">F, I, U Report</p> <p style="padding-left: 40px;">GPA Ranking Report</p> <p style="padding-left: 40px;">Graduation Tracking Report</p> <p>Power BI</p> <p style="padding-left: 40px;">Engagement Data</p>
<p><i>Action Plan</i></p>	<p>Engage students in active learning by providing musical theory texts and periodicals for informational texts on current topics:</p> <ul style="list-style-type: none"> <li>• \$2,000 Textbooks to support student learning, (Scholastic Magazine Subscriptions, Textbook)(LAND Trust funds)</li> </ul> <p>Support Science, Technology, Engineering and Math (STEM) initiatives at MJH:</p> <ul style="list-style-type: none"> <li>• \$2000 STEM related funding to support classrooms and student learning. (LAND Trust funds)</li> </ul> <p>Increase capacity for teachers to use technology to create and present content and instruction that facilitates personalized curriculum and blended learning to make learning more interesting and relevant to students:</p>

- \$5,500 HD Televisions to support students with learning to replace short-throw projectors (LAND Trust)
- \$7,000 Blended learning Software Membeam, GradeCam, Dreambox, Quill, Vocabulary.com, etc. (LAND Trust)
- \$7,000 Short Throw Projector to update projection systems in classrooms (LAND Trust)
- \$5,000 General technology updates, Apple TV, wireless Displays, Swivel Cam and accessories. (LAND Trust)
- \$35,000 PCBL Furniture (TSSA)

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

*District Strategic Plan Area(s)*

Student Growth & Achievement|Empowered Employees|Culture|Parent & Community Connections

*Academic area(s) addressed by the goal*

Reading|Writing|Mathematics|Fine Arts|Health|Science|Social 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 - \$35,000.00

<u>Funding Source</u>	<u>Expense Category</u>	<u>Description</u>	<u>Item Cost</u>
TSSA	General Supplies, Other	Furniture to support PCBL	\$ 35,000.00

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

Yes

Goal LAND Trust Expense Total - \$28,500.00

<u>Funding Source</u>	<u>Expense Category</u>	<u>Description</u>	<u>Item Cost</u>
LAND Trust Academic	General Supplies, Other	STEM related funding to support classrooms and student leaning	\$ 2,000.00
LAND Trust Academic	Software / Technology Hardware < \$5000	HD Television to support students with learning to replace a projector	\$ 5,500.00
LAND Trust Academic	Textbooks	Textbooks to support student learning, (Scholastic Magazine Subscriptions, Textbook)	\$ 2,000.00

	LAND Trust Academic	Software / Technology Hardware < \$5000	Blended learning Software Membeam, gradecam, dreambox, quill, vocabulary.com	\$ 7,000.00
	LAND Trust Academic	Software / Technology Hardware < \$5000	Short Throw Projector to update projection systems in classrooms	\$ 7,000.00
	LAND Trust Academic	Software / Technology Hardware < \$5000	General technology updates, Apple TV, wireless Displays, Swivel Cam and accessories.	\$ 5,000.00

<p><i>Goal Short Title</i></p>	<p><b>Goal #2</b></p>
<p><i>Goal Statement</i></p>	<p>Decrease the number of students in the 2026 graduation cohort, who are deficient in graduation credits in one or more of the core subject areas, to no more than 5 students, as measured by the graduation credit summary reports.</p>
<p><i>Measures to determine progress</i></p>	<p>Graduation Summary Report</p>
<p><i>Action Plan</i></p>	<p>Provide robust and effective Tier II interventions for at-risk students.</p> <ul style="list-style-type: none"> <li>• \$22,500 Fulltime academic coach and intervention coordinator to plan, organize, and communicate with math teachers, study skills teachers, LCMT, math tutors, students, and parents. (LAND Trust)</li> <li>• \$10,000 Homework Club incentives and salaries for math teachers to be accessible to students in open labs after school two days a week. (LAND Trust)</li> <li>• \$24,000 Productivity for Behavior Study Skills Class to provide multi-dimensional intervention programs that will utilize multiple interventions to support students who are at risk for dropping out. (TSSA)</li> <li>• \$24,000 Hire two math tutors to help students with math work during lunch and learn, in study skills classes, and during Reading and Academic Progress period(RAP). (TSSA)</li> </ul> <p>Support ongoing PLC processes for educators to work collaboratively in recurring cycles of collective inquiry and action research to achieve better results for the students they serve.</p> <ul style="list-style-type: none"> <li>• \$18,000 Teacher planning days, providing teachers with summer pay, or substitute pay to collaborate and plan as part of their Professional Learning Communities. (LAND Trust)</li> <li>• \$2,500 Professional Services, opportunities for teachers to attend conferences and workshops related to their curriculum, PLCs, or professional development plans. (TSSA)</li> </ul> <p>Provide additional support to SpEd and at-risk students in the classroom.</p> <ul style="list-style-type: none"> <li>• \$16,000 Hire a 5.9 hour aid to assist Special Education Teachers. This aid will work one-on-one with students to allow the teacher to continue small group instruction. (LAND Trust)</li> </ul>
<p><i>This goal can be categorized as... (choose all that apply)</i></p>	
<p><i>District Strategic Plan Area(s)</i></p>	<p>Student Growth &amp; Achievement Empowered Employees Fiscal Responsibility Parent &amp; Community Connections Culture</p>
<p><i>Academic area(s) addressed by the goal</i></p>	<p>Reading Writing Mathematics Fine Arts Health Science Social Studies Technology World Languages</p>
<p><i>Does this action plan include behavioral /</i></p>	

*character education / leadership efforts?*

*Will TSSA funds be used to support this goal?*

Goal TSSA Expense Total - \$60,500.00

<u>Funding Source</u>	<u>Expense Category</u>	<u>Description</u>	<u>Item Cost</u>
TSSA	Professional and Technical Services	Professional Services, opportunities for teachers to attend conferences and workshops related to their curriculum or professional development plans.	\$ 2,500.00
TSSA	Salaries & Benefits	Two Math Tutors (3.9H) Math tutors to support lunch and learn, study skills and math teachers with one-on-one math helpers.	\$ 24,000.00
TSSA	Salaries & Benefits	PRODUCTIVITY BEHAVIOR SS CLASS: Multidimensional intervention program that will utilize multiple interventions to support students at-risk for dropping out.	\$ 34,000.00

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

Yes

Goal LAND Trust Expense Total - \$66,500.00

<u>Funding Source</u>	<u>Expense Category</u>	<u>Description</u>	<u>Item Cost</u>
LAND Trust Academic	Salaries & Benefits	Full Time Academic Coach (7H Position) , Lunch and learn coordinator	\$ 22,500.00
LAND Trust Academic	Salaries & Benefits	Homework Club, salaries for math teachers to be accessible to students in open labs after school two days a week.	\$ 10,000.00
LAND Trust Academic	Salaries & Benefits	Special Education Teacher Assistant (5.9H Position) to support instruction with our SPED population.	\$ 16,000.00
LAND Trust Academic	Salaries & Benefits	Teacher planning days, providing teachers with summer pay, or substitute pay to collaborate and plan	\$ 18,000.00

<p><i>Goal Short Title</i></p>	<p><b>Goal #3</b></p>								
<p><i>Goal Statement</i></p>	<p>Provide teachers with training in and support for high-impact, evidence-based SEL activities to a) teach explicitly to students and b) embed in their daily instruction.</p> <ul style="list-style-type: none"> <li>• Promote school-wide positive behavior interventions and supports.</li> <li>• Train faculty in trauma sensitive practices.</li> </ul>								
<p><i>Measures to determine progress</i></p>	<p>School Professional Development Credits</p> <p>Parent/Student/Staff Climate Surveys</p> <p>Parent/Student/Staff Evaluate Davis Surveys</p> <p>Sharp Survey</p> <p>SEL School Self-Assessment and Walk-Through for Millcreek Jr. High</p>								
<p><i>Action Plan</i></p>									
<p><i>This goal can be categorized as... (choose all that apply)</i></p>									
<p><i>District Strategic Plan Area(s)</i></p>									
<p><i>Academic area(s) addressed by the goal</i></p>									
<p><i>Does this action plan include behavioral / character education / leadership efforts?</i></p>									
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<p><i>Goal Short Title</i></p>	<p><b>Goal #4</b></p>				
<p><i>Goal Statement</i></p>	<p>Increase participation of diverse students in AP Geography, Honors (English, Science 8, Secondary Math I-II, and US History), Biology, and Accelerated Math courses at MJH.</p> <ul style="list-style-type: none"> <li>• Actively recruit low SES, ethnically diverse, ELL, and females (math, engineering, and science courses) to participate in select courses where they have been previously under-represented.</li> <li>• Sponsor an MJH Student Diversity Advisory Board to promotes awareness, acceptance and appreciation of diverse cultures.</li> <li>• Add Latinos in Action (LIA) course to MJH electives offerings to empower ethnically diverse students by developing leadership skills and enhancing college and career readiness capacities.</li> </ul>				
<p><i>Measures to determine progress</i></p>	<p>Enrollment Demographic Data for AP, Honors, and LIA MJH Student Diversity Board Meeting Agendas/Minutes</p>				
<p><i>Action Plan</i></p>					
<p><i>This goal can be categorized as... (choose all that apply)</i></p>					
<p><i>District Strategic Plan Area(s)</i></p>					
<p><i>Academic area(s) addressed by the goal</i></p>					
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# Additional TSSA Questions

## Budget Item List

GoalTitle	Funding Source	Expense Category	Description	Item Cost
Goal #1	TSSA	General Supplies, Other	Furniture to support PCBL	\$35,000.00
Goal #2	TSSA	Professional and Technical Services	Professional Services, opportunities for teachers to attend conferences and workshops related to their curriculum or professional development plans.	\$2,500.00
Goal #2	TSSA	Salaries & Benefits	Two Math Tutors (3.9H) Math tutors to support lunch and learn, study skills and math teachers with one-on-one math helpers.	\$24,000.00
Goal #2	TSSA	Salaries & Benefits	PRODUCTIVITY BEHAVIOR SS CLASS: Multidimensional intervention program that will utilize multiple interventions to support students at-risk for dropping out.	\$34,000.00

## Summary of Planned Expenditures

1. Projected new TSSA funding for SY21-22	\$ 95,385.00
2. Total projected TSSA funding for SY21-22	\$ 139,463.88
Does the school plan to add a contract day for teachers with TSSA funds?	Yes
Cost of contract day for teachers with TSSA funds	\$ 12,735.30
3. Total planned TSSA expenditures for SY21-22	\$ 108,235.30
4. Planned TSSA carryover into the SY22-23	\$ 31,228.58
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
Goal #1	LAND Trust Academic	General Supplies, Other	STEM related funding to support classrooms and student leaning	\$2,000.00
Goal #1	LAND Trust Academic	Software / Technology Hardware < \$5000	HD Television to support students with learning to replace a projector	\$5,500.00
Goal #1	LAND Trust Academic	Textbooks	Textbooks to support student learning, (Scholastic Magazine Subscriptions, Textbook)	\$2,000.00
Goal #1	LAND Trust Academic	Software / Technology Hardware < \$5000	Blended learning Software Membeam, gradecam, dreambox, quill, vocabulary.com	\$7,000.00
Goal #1	LAND Trust Academic	Software / Technology Hardware < \$5000	Short Throw Projector to update projection systems in classrooms	\$7,000.00
Goal #1	LAND Trust Academic	Software / Technology Hardware < \$5000	General technology updates, Apple TV, wireless Displays, Swivel Cam and accessories.	\$5,000.00
Goal #2	LAND Trust Academic	Salaries & Benefits	Full Time Academic Coach (7H Position) , Lunch and learn coordinator	\$22,500.00
Goal #2	LAND Trust Academic	Salaries & Benefits	Homework Club, salaries for math teachers to be accessible to students in open labs after school two days a week.	\$10,000.00
Goal #2	LAND Trust Academic	Salaries & Benefits	Special Education Teacher Assistant (5.9H Position) to support instruction with our SPED population.	\$16,000.00
Goal #2	LAND Trust Academic	Salaries & Benefits	Teacher planning days, providing teachers with summer pay, or substitute pay to collaborate and plan	\$18,000.00

## Summary of Planned Expenditures

F - Projected new funding for next year SY21-22	\$ 84,043.60
G - Total projected funding for next year SY21-22	\$ 99,023.56
H - Total planned expenditures for next year SY21-22	\$ 95,000.00

I - Planned carryover into the following year SY22-23	\$ 4,023.56
J - Is planned carryover more than 10% of projected new funds?	No
Plan for carryover in excess of 10%	If there are additional funds we will use them to enhance our current goals.
Plan for sharing the school LANDTrust plan with the community	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	03/24/2021
Number who approved	11
Number who did not approve	0
Number who were absent or abstained	0