

## Hillside 2020-2021 Teacher & Student Success Act (TSSA) Plan

### **Reflection on the 2019-2020 Year**

Reflection on last year's 2019-2020 TSSA goal(s): Hillside was unable to assess its progress in achieving last year's school goals due to inability to complete end of year state assessments. Summative waivers were granted by USBE due to COVID-19.

What were 2019-2020 TSSA expenditures and how did they influence school success:

Most of the funding was spent to hire aides to help the school accomplish the following strategies:

1. Improve classroom climate by providing a supervised calming area to maximize time spent on teacher and learning in classrooms.
2. Provide additional support for Tier II small group reteach and interventions in reading/math.

In addition, some funds were spent to purchase the multisyllabic reading routine texts which were taught and implemented by classroom teachers throughout the school with coaching support from our school literacy coach. A final goal was to provide stipends to teachers for participating in professional learning communities (PLC) in grade level teams outside the contract day to build teacher capacity to improve instruction and student learning, but this did not come to fruition as it was determined the hiring of more instructional aides was a more vital need at that time.

School SMART Goal #1	60% of students will make typical or above growth from beginning to end of year according to DIBELS Pathways of Progress (POP). As of mid-year 2019-20 54% of students had made typical growth.
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Strategy #1 to accomplish this goal:	Provide additional support for Tier II instruction by hiring additional aides and hourly teachers to provide small group reteaching and interventions within master schedule in conjunction with classroom teachers. Success measured by feedback from both aides and teachers at mid-year and end of year.
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Action Steps to implement this strategy:

Actions	Outputs	Timeline	Resources	Financial Costs	Responsible Party
Develop master schedule for intervention and extension.	School-wide coordination of intervention efforts	Sept 2020	Google Drive, Literacy Coach, teachers	None	Pauline Longberg, principal
Ensure aides/teachers are hired and trained to provide appropriate support.	All grades receive benefit from school-wide effort to intervene.	Sept 2020 to May 2021	Land Trust and TSSA funding	\$160,000	Pauline Longberg, principal
Designate mentors for aides to supervise and coach.	Efficient schedule maximizing time and efforts	Oct 2020	Retired teacher as mentor/coach	Included in Land Trust/TSSA plan	Karen Kuhn, literacy coach
Monitor budgets to move current Land Trust aides to TSSA as indicated.	Both Land Trust and TSSA collaboratively support school goals	Jan/Feb 2021	None	None	Cassie Daley, secretary

Solicit feedback from teachers and aides as to success	Survey data from teachers and aides	January 2021 and May 2021	None	None	Pauline Longberg, principal
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Strategy #2 to accomplish this goal:	Provide stipends for teachers participating in professional learning communities outside the contract day. This will include both grade level PLC work and differentiated professional development opportunities for teachers to increase instructional skills. Success measured by principal observation of teams engaged in off contract targeted PLC work and by the number of teachers participating in differentiated PD to learn new skills.
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**Action Steps to implement this strategy:**

Actions	Outputs	Timeline	Resources	Financial Costs	Responsible Party
Establish accountability expectations and reporting tools.	Teacher teams abide by established parameters for PLC work	Oct 2020—May 2021	United Way Innovation Grant funding and TSSA	\$10,000 TSSA	Pauline Longberg, principal
Provide professional development for PLC work	Mentors identified and meetings abide by best practices	Oct 2020—Jan 2021	United Way mentor and Family Engagement mentor	None	Pauline Longberg, principal
Schedule, document, and do the planning work and monitoring of student learning of PLCs	Quarterly instructional plans designed and assessment records kept	Oct 2020—May 2021	United Way Innovation Grant funding and TSSA	See above	Grade level teams
Connect PLC work to Family Partnering efforts	Big 3 priority expectations are taught to parents and monitored for success	Nov 2020—Apr 2021	United Way Innovation Grant funding and TSSA	See above	Academic Team
Develop menu of PD opportunities for individual teachers	Ongoing PD in small groups to learn new skills.	Oct 2020—May 2021	TSSA funds	See above	Karen Kuhn, literacy coach and Mande Cossa, STS