

# Excelsior Academy

## Teacher and Student Success Framework

Pursuant to UCA 53G-7-1304 and the Teacher and Student Success Act, Charter Academy adopts the following framework within which school administration may develop a Teacher and Student Success Plan ("Plan"). Upon approval from the Board, the Plan will become the school's Teacher and Student Success Plan.

The school plan's goal shall be to improve school performance or student academic achievement and may contain any number of the following strategies:

1. personnel stipends for taking on additional responsibility outside of a typical work assignment;
2. professional learning;
3. additional school employees, including counselors, social workers, mental health workers, tutors, media specialists, information technology specialists, or other specialists;
4. technology;
5. before- or after-school programs;
6. summer school programs;
7. community support programs or partnerships;
8. early childhood education;
9. class size reduction strategies;
10. augmentation of existing programs; or
11. any other strategy reasonably designed to improve school performance or student academic achievement;
12. Increase the base salary and salary driven benefits for teachers.

*Funding received pursuant to the school plan may not be used:*

1. to supplant funding for existing education programs;
2. for board or school-wide administration costs; or
3. for capital expenditures.

*The Director shall:*

1. submit this adopted framework to the State Board of Education;
2. post this framework and the Plan on the school's website

Adopted April 2019

Updated September 19, 2025