

2024-25 SCHOOL IMPROVEMENT PLAN MAJESTIC FIELDS

(TSSA, TSI, TITLE 1, SLT)

ENSURING HIGH LEVELS OF LEARNING FOR EVERY STUDENT

87 Was your school's total points on the most recent report card.

<https://utahschoolgrades.schools.utah.gov>

89 is the minimum score your school will need to demonstrate a 1% increase.
(This number is based on a maximum score of 137 points)

Based on your school report card's overall score, which area would make the most sense to prioritize in order to demonstrate a 1% increase?

Answer: The priority is to increase our achievement by a 1% increase.

POINTS WEIGHTED TO OVERALL SCORE



Achievement	37% (56 points possible)	31 points earned
Growth	37% (56 points possible)	38 points earned
English Learner Progress	9% (13 points possible)	NA
Growth of the Lowest 25%	17% (25 points possible)	18 points earned

Step 1: Determine your current level of performance. Look at your most recent, relevant assessment data.

FOCUS AREA 1: STUDENT LEARNING

How are you currently assessing your progress in this area?

Acadience Reading	
Acadience Math	
RISE Benchmarks	

Subgroup	Percentage	Based on your data, what will you do to increase student learning in these subgroups?
Students identified as economically disadvantaged	13%	Students will receive Tier 1 whole group instruction, Tier 2 instruction on targeted skills in grade level WIN time groups, and Tier 3 Special Education services as identified on individual IEP and 504 plans.
Students with disabilities	15%	Students will receive Tier 1 whole group instruction, Tier 2 instruction on targeted skills in grade level WIN time groups, and Tier 3 Special Education services as identified on individual IEP and 504 plans.
Students identified as English learners	2%	Students will receive Tier 1 whole group instruction, Tier 2 instrucion on target skill in grade level Win time groups, and Tier 3 Special Education services as identified on individual IEP and 504 plans. In addition, students will also work withour ESL coordinator to complete Imagine Learning and other other services as outlined according to WIDA assessment data
Students in major racial and ethnic groups	8%	Students will receive Tier 1 whole group instruction, Tier 2 instrucion on target skill in grade level Win time groups, and Tier 3 Special Education services as identified on individual IEP and 504 plans.

What tier 1 changes might help those subgroups and your school's level of performance?

Teachers will continuously work to ensure all students are actively engaged in the learning process. All teachers will use engagement strategies for student to interact with both the teacher and other peers. All teachers will implement and teach Tier 1 small groups consistently so that targeted skills are identified and taught in a smaller group setting. Teachers will also place an emphasis on building backgournd and intentionally teaching vocaumualry as it applies to grade level content.

What additional interventions might help those subgroups?

Teachers and administration regularly review various data points to ensure students are receiving the instruction and learning opportunities they need. Instruction is then modified or adapted to meet specific student needs.

This section is only for TSI Designated Schools :

What subgroup(s) designate your school as TSI?

Students with disabilities

How will your plan address the area that qualifies you as a TSI School?

Students will receive Tier 1 whole group instruction, Tier 1 small group instruction, Tier 2 instruction on targeted skills in grade level WIN time groups, and Tier 3 Special Education services as identified on individual IEP or 504 plans.

What Tier 1 practices do you need to target/focus on? What coaching support will teachers need to make those changes?

The Tier 1 practices our school will focus on include increasing student engagement using high leverage teaching and engagement strategies. Tier 1 instruction also needs to include lesson depth of knowledge (DOK), learning targets, and student success criteria. Our school will contract with a content specialist to provide and coach us on Tier 1 strategies.

FOCUS AREA 2: SAFE LEARNING ENVIRONMENT

How are you formatively assessing your progress in this area?

Percentage of classrooms that are using SEL lesson plans (Second Steps)

List and link your school's data sources here:

Description	Link
Second Steps Implementation	

FOCUS AREA 3: LEADERSHIP, CULTURE, COACHING, COLLABORATION & PROFESSIONAL LEARNING

How are you formatively assessing your progress in this area?

Principal Walk Throughs, CSIP, Coaching Survey, Principal Survey, Teacher Interviews

List and link your school's data sources here:

Description	Link
CSIP	csip.washk12.org
Coaching Survey	
Principal Survey	

Step 2: Outline your school's specific, measurable goals for the year.

Step 3: Define specific actions your school must make and how you will measure their success.

Step 4: Define the funding source and estimated expenditures.

2023-24 BUDGET SUMMARIES

STATE LANDS TRUST FUNDING ESTIMATES

Carryover from prior year		\$6,553.36
Distribution for 2023-24	+	<u>\$105,424.18</u>
Total Available Funds		\$111,977.54
Estimated Expenditures	-	<u>\$111,975.00</u>
Net Amount		\$2.54

Is SLT carryover from 2022-23 expected to exceed 10% of the school's 2022-23 distribution? Yes No

If you answered "yes" provide an explanation for why more than 10% will be carried over.
(Funds to be carried over should be identified for a specific future need, and should not be saved for unexpected contingencies.)

[Empty text box for explanation]

TSSA FUNDING ESTIMATES

Carryover from prior year		\$7,673.42
Distribution for 2023-24	+	<u>\$145,435.01</u>
Total Available Funds		\$153,108.43
Estimated Expenditures	-	<u>\$153,100.00</u>
Net Amount		\$8.43

Is TSSA carryover from 2022-23 expected to exceed 10% of the school's 2022-23 distribution? Yes No

If you answered "yes" provide an explanation for why more than 10% will be carried over.
(Funds to be carried over should be identified for a specific future need, and should not be saved for unexpected contingencies.)

[Empty text box for explanation]

ALIGNING GOALS WITH 2023-24 BUDGET

PEERS GOAL #1	All 3rd-5th Grade students will achieve a median growth score of 60% MGP for RISE Literacy, RISE Math, and RISE Science assessments. 85% of K-3rd Grade students will achieve typical, above typical, or well above typical growth on the Acadience EOY assessments.	
FOCUS AREA	1. Student Learning	
ACADEMIC AREA (required for goals supported by SLT funds)	ENGLISH / LANGUAGE ARTS	
ACADEMIC AREA (required for goals supported by SLT funds)	Mathematics	
ACADEMIC AREA (required for goals supported by SLT funds)	Science	

How will you measure whether this action step had a positive impact on student learning? (This must be tied to your goal.)

	Action Steps / Expenditure Description	Expenditure Category	Funding Source	Estimated Cost
End of year ELA, Math, and Science RISE assessments. End of year literacy and math Acadience assessments.	1 Hire 1 full time educator to reduce class size	Salaries & Benefits	SLT	\$81,000.00
	2 Hire paraprofessionals to provide Tier 2 instruction on targeted skills in grade level groups	Salaries & Benefits	SLT TSSA	\$19,000.00 \$77,000.00
	3 Hire a consultant to conduct professional development with teachers on student engagement strategies	Contracted Services	SLT	\$7,500.00
	4 Hire substitute teachers for classroom teacher to attend professional development sessions	Salaries & Benefits	SLT	\$4,475.00
	5 Purchase STEM supplies for students to use in the classroom	Supplies	TSSA	\$1,250.00
	6 Purchase supplemental educational licenses and software to support teachers and students in the classroom	Software	TSSA	\$13,400.00
	7 Purchase student chromebooks, teacher computers, monitors, mice, and headphones	Hardware / Equipment	TSSA	\$150.00

\$203,775.00

Does this goal include a Digital Citizenship or Safety Principles component?

Yes No

Has SLT (Trust Lands) been designated as a funding source for this goal?

Yes No

Total Digital Citizenship and/or Safety Principles expenditures may not exceed \$7,000 for the School Land Trust plan, consistent with Utah Code R277-477. If the answer is "yes" for both of the questions above, you will need to provide (a) information regarding which components of the goal are categorized as Digital Citizenship and/or Safety Principles, and (b) assurances that the total costs will be no greater than \$7,000.

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PEERS GOAL #2	Students will have access to grade level fine arts curriculum as well as fine arts experiences
FOCUS AREA	1. STUDENT LEARNING
ACADEMIC AREA (required for goals supported by SLT funds)	FINE ARTS
ACADEMIC AREA (required for goals supported by SLT funds)	
ACADEMIC AREA (required for goals supported by SLT funds)	

How will you measure whether this action step had a positive impact on student learning? (This must be tied to your goal.)

	Action Steps / Expenditure Description	Expenditure Category	Funding Source	Estimated Cost
Student performances, art events, and participation	1 Hire a choir director	Salaries & Benefits	TSSA	\$2,000.00
	2 Hire an art parprofessional to work with all students	Salaries & Benefits	TSSA	\$18,300.00
	3			
	4			
	5			
	6			

	7			

\$20,300.00

Does this goal include a Digital Citizenship or Safety Principles component?

Yes

No

Has SLT (Trust Lands) been designated as a funding source for this goal?

Yes

No

Total Digital Citizenship and/or Safety Principles expenditures may not exceed \$7,000 for the School Land Trust plan, consistent with Utah Code R277-477. *If the answer is "yes" for both of the questions above, you will need to provide (a) information regarding which components of the goal are categorized as Digital Citizenship and/or Safety Principles, and (b) assurances that the total costs will be no greater than \$7,000.*

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PEERS GOAL #3	Students will improve their ability to work through tough situation and improve problem solving skill. All students will feel a sense of safety and belonging at our school. Students with emotional or behavioral issues will be taught strategies to enable access to the daily curriculum.
FOCUS AREA	2. SAFE LEARNING ENVIRONMENT
ACADEMIC AREA <i>(required for goals supported by SLT funds)</i>	ENGLISH / LANGUAGE ARTS
ACADEMIC AREA <i>(required for goals supported by SLT funds)</i>	SCIENCE
ACADEMIC AREA <i>(required for goals supported by SLT funds)</i>	MATHEMATICS

How will you measure whether this action step had a positive impact on student learning? *(This must be tied to your goal.)*

	Action Steps / Expenditure Description	Expenditure Category	Funding Source	Estimated Cost
Data through office referrals and visits to the Peace Corner.	1 Hire a counselor	Salaries & Benefits	TSSA	\$28,000.00
	2 Hire a behavior technician	Salaries & Benefits	TSSA	\$13,000.00
	3			
	4			

	5			
	6			
	7			

\$41,000.00

Does this goal include a Digital Citizenship or Safety Principles component?

Yes

No

Has SLT (Trust Lands) been designated as a funding source for this goal?

Yes

No

Total Digital Citizenship and/or Safety Principles expenditures may not exceed \$7,000 for the School Land Trust plan, consistent with Utah Code R277-477. *If the answer is "yes" for both of the questions above, you will need to provide (a) information regarding which components of the goal are categorized as Digital Citizenship and/or Safety Principles, and (b) assurances that the total costs will be no greater than \$7,000.*

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PEERS GOAL #4	
FOCUS AREA	
ACADEMIC AREA <i>(required for goals supported by SLT funds)</i>	
ACADEMIC AREA <i>(required for goals supported by SLT funds)</i>	
ACADEMIC AREA <i>(required for goals supported by SLT funds)</i>	

How will you measure whether this action step had a positive impact on student learning? *(This must be tied to your goal.)*

	Action Steps / Expenditure Description	Expenditure Category	Funding Source	Estimated Cost
	1			
	2			

	3			
	4			
	5			
	6			
	7			

\$0.00

Does this goal include a Digital Citizenship or Safety Principles component?

Yes No

Has SLT (Trust Lands) been designated as a funding source for this goal?

Yes No

Total Digital Citizenship and/or Safety Principles expenditures may not exceed \$7,000 for the School Land Trust plan, consistent with Utah Code R277-477. *If the answer is "yes" for both of the questions above, you will need to provide (a) information regarding which components of the goal are categorized as Digital Citizenship and/or Safety Principles, and (b) assurances that the total costs will be no greater than \$7,000.*

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PEERS GOAL #5	
FOCUS AREA	
ACADEMIC AREA <i>(required for goals supported by SLT funds)</i>	
ACADEMIC AREA <i>(required for goals supported by SLT funds)</i>	
ACADEMIC AREA <i>(required for goals supported by SLT funds)</i>	

How will you measure whether this action step had a positive impact on student learning? *(This must be tied to your goal.)*

	Action Steps / Expenditure Description	Expenditure Category	Funding Source	Estimated Cost
	1			
	2			
	3			
	4			
	5			
	6			
	7			

\$0.00

Does this goal include a Digital Citizenship or Safety Principles component?

Yes No

Has SLT (Trust Lands) been designated as a funding source for this goal?

Yes No

Total Digital Citizenship and/or Safety Principles expenditures may not exceed \$7,000 for the School Land Trust plan, consistent with Utah Code R277-477. If the answer is "yes" for both of the questions above, you will need to provide (a) information regarding which components of the goal are categorized as Digital Citizenship and/or Safety Principles, and (b) assurances that the total costs will be no greater than \$7,000.

PEERS GOAL #6	
FOCUS AREA	
ACADEMIC AREA (required for goals supported by SLT funds)	
ACADEMIC AREA (required for goals supported by SLT funds)	
ACADEMIC AREA (required for goals supported by SLT funds)	

How will you measure whether this action step had a positive impact on student learning? (This must be tied to your goal.)

	Action Steps / Expenditure Description	Expenditure Category	Funding Source	Estimated Cost
	1			
	2			
	3			
	4			
	5			
	6			
	7			

\$0.00

Does this goal include a Digital Citizenship or Safety Principles component?

Yes

No

Has SLT (Trust Lands) been designated as a funding source for this goal?

Yes No

Total Digital Citizenship and/or Safety Principles expenditures may not exceed \$7,000 for the School Land Trust plan, consistent with Utah Code R277-477. If the answer is "yes" for both of the questions above, you will need to provide (a) information regarding which components of the goal are categorized as Digital Citizenship and/or Safety Principles, and (b) assurances that the total costs will be no greater than \$7,000.

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PEERS GOAL #7	
FOCUS AREA	
ACADEMIC AREA <i>(required for goals supported by SLT funds)</i>	
ACADEMIC AREA <i>(required for goals supported by SLT funds)</i>	
ACADEMIC AREA <i>(required for goals supported by SLT funds)</i>	

How will you measure whether this action step had a positive impact on student learning? *(This must be tied to your goal.)*

	Action Steps / Expenditure Description	Expenditure Category	Funding Source	Estimated Cost
	1			
	2			
	3			
	4			
	5			
	6			

	7			

\$0.00

Does this goal include a Digital Citizenship or Safety Principles component?

Yes

No

Has SLT (Trust Lands) been designated as a funding source for this goal?

Yes

No

Total Digital Citizenship and/or Safety Principles expenditures may not exceed \$7,000 for the School Land Trust plan, consistent with Utah Code R277-477. If the answer is "yes" for both of the questions above, you will need to provide (a) information regarding which components of the goal are categorized as Digital Citizenship and/or Safety Principles, and (b) assurances that the total costs will be no greater than \$7,000.

If additional funds are available for TSSA, how will the school spend the funds to implement the goals in this plan?

If additional funds are available for Trust Lands, how will the school spend the funds to implement the goals in this plan?

Provide an explanation of how your school will publicize its plan.

Step 5: get your Community Council's signatures for SLT. These signatures must accompany your plan when it is submitted to the WCSD Board of Education. You need to specify whether each Community Council member is a school employee or a parent.

5420 100 143 650	SUPPLIES - TECHNOLOGY														
5420 100 143 670	SOFTWARE														
5420 100 143 730	EQUIPMENT														
5420 212 143 142							186	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
5420 212 143 142							186	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
							83,765.71	11,250.46	6,408.08	24,681.22	2,452.35	265.69	187.60	129,011.11	

Budget amounts in B+

TRUST LANDS

TSSA

Teacher Salary	5420 100 143 131	57,437.15	5678 100 143 131	0.00
Substitutes	5420 100 143 132	0.00	5678 100 143 132	0.00
Para Salary	5420 100 143 161	28,780.91	5678 100 143 161	88,658.49
Teacher Retirement	5420 100 143 210	11,516.15	5678 100 143 210	0.00
Classified Retirement	5420 100 143 211	0.00	5678 100 143 211	0.00
Teacher Social Security	5420 100 143 220	4,393.94	5678 100 143 220	0.00
Classified Social Security	5420 100 143 221	2,201.74	5678 100 143 221	6,782.37
Teacher Health Insurance	5420 100 143 240	24,681.22	5678 100 143 240	0.00
Classified Health Insurance	5420 100 143 241	0.00	5678 100 143 241	0.00
Prof. Educ. Services	5420 100 143 320	0.00	5678 100 143 320	0.00
Field Trips	5420 100 143 514	0.00	5678 100 143 514	0.00
Travel	5420 100 143 580	0.00	5678 100 143 580	0.00
Supplies	5420 100 143 610	0.00	5678 100 143 610	0.00
Textbooks / Curriculum	5420 100 143 641	0.00	5678 100 143 641	0.00
Library Books	5420 100 143 644	0.00	5678 100 143 644	0.00
Supplies - Technology	5420 100 143 650	0.00	5678 100 143 650	0.00
Software	5420 100 143 670	0.00	5678 100 143 670	0.00
Equipment	5420 100 143 730	0.00	5678 100 143 730	0.00
Counselor Salary	5420 212 143 142	0.00	5678 212 143 142	17,746.37
Counselor Retirement	5420 212 143 210	0.00	5678 212 143 210	3,558.15
Counselor Social Security	5420 212 143 220	0.00	5678 212 143 220	1,357.60
Counselor Health Insurance	5420 212 143 240	0.00	5678 212 143 240	5,293.06
TOTAL BUDGET		129,011.11		123,396.04

TIPS & REMINDERS

Explanation of Expenditure Categories

Salaries & Benefits

(object codes 1XX & 2XX)

Includes contracted salary and benefit costs for employees (teachers, paras, counselors, etc.). This category also includes all costs for substitutes, stipends, and extra duty pay.

Contracted Services

(object codes 3XX)

Costs for specialized services. Includes payments for consultants, counseling services not provided by district employees, registration fees for professional development training events which don't require travel outside the district, etc.

Repair & Maintenance

(object codes 4XX)

Payments for repair and upkeep of school property and equipment. TSSA and Trust Lands are rarely used for this. There may be restrictions or prohibitions preventing you from using TSSA or Trust Lands money for this category, so check with Sharleen before committing.

Student Transportation / Field Trips

(object code 514)

Transportation and lodging for educational enrichment of students.

Travel for Professional Development

(object code 580)

Includes all cost for professional development events which are held outside the district and require an overnight stay. Includes airfare, rental cars, meals or per diem, mileage reimbursement, registration fees, hotel charges, etc.

Supplies

(object code 610)

Tangible purchased items which do not fit the following descriptions for Books, eBooks, Curriculum, Technology Supplies, Software or Hardware / Equipment. Includes pens, pencils, crayons, paper, toner, scissors, etc.

Books, eBooks, Curriculum

(object code 64X)

Includes textbooks, library books, periodicals, workbooks, and/or other organized systems or learning packages which constitute the instructional vehicle for a given course, subject or grade level. May include software or online subscriptions which function as curriculum.

Technology Supplies

(object code 650)

Includes computers, monitors, laptops, tablets, Chromebooks, printers, keyboards, cables, and other technology-related equipment which costs less than \$5,000 per item.

Software

(object code 670)

Purchases of software which does not meet the above definition of Books, eBooks, Curriculum.

Hardware / Equipment

(object code 730)

Includes only equipment, machinery or property which costs \$5,000 or more per item.

Budgeting for Contingencies (AKA "Cushion" or "Wiggle Room")

It's recommended you set aside **5% - 10% of your current year allocation** for contingencies. In other words, if your school is expecting a \$100,000 TSSA distribution for the upcoming school year, it's recommended you budget \$90K - \$95K for specific expenditures, and set aside between \$5K and \$10K for unexpected costs.

One of the main reasons we recommend this is because as of early April when your school improvement plan is due, it's still too early to accurately calculate salary and benefit costs for the upcoming school year. The farther away from the beginning of the school year, the greater the uncertainty. Unknown factors in April may include:

- 1 Whether a Cost Of Living Adjustment (COLA) will be authorized by the Board, and how that will impact salary schedules for the upcoming year.
- 2 Whether employees will remain on the same health insurance plan, or switch to a different plan.
- 3 Health insurance premium cost increases.
- 4 Possible URS retirement rate changes.
- 5 Which employees will be eligible for additional salary steps based on educational advancements.
- 6 Whether the Board will authorize a holiday bonus, and the method for calculating it.

The picture tends to get clearer the closer we are to the start of the new school year, but factors #5 and #6 may not be known until a few months after the beginning of school.

The important takeaway is that the employee costs provided by the Budgeting Department are **estimates**. We generally try to give you cost estimates that are just a little bit higher than what we think is likely to happen, but you should leave yourself some wiggle room, just in case.

Please consider Sharing the budgets with your **finance secretaries** so they know which account(s) specific purchases are supposed to be funded from.

When a teacher takes personal days or sick days, their **substitute** costs are coded to the same program that pays for that teacher's FTE. If you're using TSSA or Trust Lands funds to pay for teacher FTEs, you probably ought to set aside a portion of the budget to pay for substitute costs too.

Avoiding amendments If your plan specifies positions or employee names, you may be creating more work than necessary for yourself and the Board. Consider being more open ended in how your plan is worded.

Example 1: A school's plan indicates TSSA funds will be used to pay for 0.5 FTE for Peter Piper, a science teacher. A few months after the plan is approved, Peter Piper gets married and ends up with more expensive insurance coverage than was originally anticipated. The school has another science teacher, Betsy Ross, who would now be less expensive than Peter. Because Peter was specifically named in the plan, the school can't just switch the funding for Peter and Betsy. The school must first get the Board's approval to amend the plan.

If the plan hadn't specifically mentioned Peter's name, the school could have switched Peter and Betsy's funding without needing to do an amendment.

Example 2: A school's plan indicates TSSA funds will be used to pay for a part-time At Risk Para. Later on, the principal decides they want to use those TSSA funds to pay for a part-time Credit Recovery Mentor instead. Because the plan said the money would be used specifically to fund an At-Risk Para position, the school would need to go through the formal amendment process and get the Board's approval to pay for a Credit Recovery Mentor.

If the plan had been less specific (e.g. "TSSA funds will be used to pay for a classified position who will work with at-risk students"), then no amendment would be necessary.

When you need to make a change to your budget and/or plan....

TSSA

First verify with Sharleen whether the proposed changes need to be submitted to the Board for approval.

- If the change doesn't require Board approval, send an email to Sharleen outlining the changes you want to make. Sharleen will update your budget worksheet and plan, and upload them to the shared Google Drive folder.
- If the change does require Board approval, send Sharleen a letter describing the requested changes. This needs to be submitted on school letter head. Sharleen will submit the letter to the Board. Upon Board approval, Sharleen will update your budget worksheet and plan, and upload them to the shared Google Drive folder.

Trust Lands

First verify with Sharleen whether the proposed changes require you to make an amendment to your SLT budget/plan.

- If the change doesn't require an amendment, send an email to Sharleen outlining the changes you want to make. Sharleen will update your budget worksheet and plan, and upload them to the shared Google Drive folder.
- If an amendment is required, submit a letter to Sharleen describing the requested changes to your plan. This must be submitted on school letterhead, and must include the signatures of your community council. Sharleen will submit the letter to the Board. Upon Board approval, Sharleen will update your budget worksheet and plan, and upload the new versions to the shared Google Drive folder. You will then need to log into the state website and add your amendment.

Retirement Rates

23.70%	A	Tier 1
20.05%	B	Tier 2
12.25%	C	Tier 1 noncontributory post amortization
1.50%	D	Post 401K

Health Insurance Costs

\$7,880	A = Single Party
\$17,213	B = Two Party
\$24,565	C = Family
\$8,739	D = Single Party H.S.A.
\$17,644	E = Two Party H.S.A.
\$24,681	F = Family H.S.A.

HRA EMP+SP

\$1,588

Holiday Bonus

\$750	\$ Amount per FTE
1.025%	% multiplier for contracted salaries

ENGLISH / LANGUAGE ARTS
SCIENCE
MATHEMATICS
COLLEGE & CAREER READINESS
GRADUATION RATE INCREASE
CTE (CAREER & TECHNICAL EDUCATION)
FINANCIAL LITERACY
FINE ARTS
HEALTH
LIBRARY / MEDIA
PHYSICAL EDUCATION
SOCIAL STUDIES
WORLD LANGUAGES
PARENT ENGAGEMENT (only allowable under Title 1 funding)

Salaries & Benefits
Contracted Services
Repair & Maintenance
Student Transportation / Field Trips
Travel for Professional Development
Supplies
Books, eBooks, Curriculum
Technology Related Supplies
Software
Hardware / Equipment

1. STUDENT LEARNING
2. SAFE LEARNING ENVIRONMENT
3. LEADERSHIP, CULTURE, COACHING, COLLABORATION & PROFESSIONAL DEVELOPMENT

TSSA
SLT
TITLE 1
OTHER