

School TSSA Goal and Plan

School: Welby Elementary

2026-2027 School Plan

John Dewey is credited with saying, "We don't learn from experience. We learn from reflecting on experience."

Reflect on 2025-2026 TSSA Plan -- Consider the following questions or create your own:

- How has our TSSA plan supported our schools' vision, mission, and beliefs?
- How has our plan supported the District's vision, mission, and beliefs?
- How has our plan improved school performance and student academic achievement?
- What action steps have had the greatest impact on school performance and student achievement?
- What have we learned?
- What are our next steps?

Write a brief review and reflection of your school's 2025-2026 TSSA Plan. (To create a new line within a cell in Google Sheets, hold down the "command" key and hit the "return." You'll probably thank me forever for sharing that tip!)

Welby's 2025-26 plan required substantial amendment. As a new principal coming into the school, there were a lot of areas of the plan that were described, but not accounted-for financially. The action steps that were written were generally carried out and with good-to-great success. Our school made good growth, and we are excited to the challenges of another year!

2026-2027 TSSA Plan

Gather and review evidence of school improvement and academic achievement to identify needs and create 2026-2027 TSSA plan and goals. Evidence could include: school vision and mission, existing school plans (Land trust, Accreditation, 60-day action plans, etc.), JELL Self-Assessment, PLC meeting notes, school data (Tableau dashboards, stakeholder surveys, benchmarks, Acadience, Data Gateway, etc.)

JELL Framework

Component 1: Safe, Supportive and Collaborative Culture
Component 2: Effective Teaching and Learning in Every Classroom
Component 3: Guaranteed and Viable Curriculum
Component 4: Standards-Referenced Instruction and Reporting

[USBE school report card status for 2024-25](#)

AREA	%	AREA	%	AREA	PTS
Achievement ELA	52.4	Growth ELA	57.6	Achievement	31
Achievement Math	53.4	Growth Math	41.9	Growth	30
Achievement Science	61.3	Growth Science	59.2	EL Progress	4
		Growth of Lowest 25%	64.9	Growth of Lowest	16
HIGH SCHOOLS ONLY	%		%		
ACT 18+		Readiness Coursework			
4-Yr. Graduation Rate				Postsecondary	
POINT SUMMARY					
TOTAL POINTS	81	1% INCREASE	1		

USBE Goal Expectation: School will increase the overall point score by 1% over the prior year.

Determine school goal

School goal using USBE reporting categories from above:

K-6 students will demonstrate average growth of 4% in Literacy skills as measured by end-of-year composite Acadience scores, evaluating student cohorts over time.

TSI SCHOOLS -- Targeted School improvement -- Identify school TSI subgroup(s) (N/A for 2026-27 SY)

Coaching

JSD Board TSSA Framework: Schools will build, strengthen, or maintain a school-based coaching program, focused on new teacher induction, TSI, high-impact instruction, and digital learning.

JELL Alignment: 2.3.5 We provide instructional coaching as a method for educators to observe, practice, and discuss effective teaching.

Align Action Steps with Board Framework Component of Coaching

See detailed information regarding coaching within the Framework [Elementary](#) [Secondary](#)
[Coaching Budget Worksheet \(Optional\)](#)

Record the name and email of Instructional Coach(es) and funding source(s). Each individual listed as an Instructional Coach will be included in all Instructional Coach communication and trainings.

Instructional Coach (Name and Email)	T&L \$\$	OTHER
Nicole Harris :: nicole.harris@jordandistrict.org	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
	<input type="checkbox"/>	<input type="checkbox"/>

How will you use coaching to address your school goals?

Description

Our instructional coach will work with the teachers to complete coaching cycles throughout the year. These cycles will be based on Evidence Based Instructional Strategies. Each coaching cycle includes goal setting, observations, feedback, adjustments, and additional observations. In addition, our coach will work with all teachers to provide support in planning, assessment, data collection, intervention, and Multi-Tiered Systems of Support (MTSS) schoolwide, including targeted academic, behavioral, and social support for students.

Action Steps

- Schedule meetings with each teacher to setup individual coaching goals based on Evidence-Based Strategies
- Arrange for observations, provide feedback, and observe instructional adjustments
- Support teachers in planning, assessments, data collection, intervention, and MTSS
- Support teachers in PLC meetings and with the A2A program requirements

TSI SCHOOLS -- TSI Team to Address Goals (N/A for 2026-27 SY)

Is this component implemented within your school land trust plan?

YES Description

- Our land trust plan is tied to literacy growth. Coaching will help increase teacher capacity, which will in turn create growth in literacy.*

Professional Learning

JSD Board TSSA Framework: Schools will promote continual professional learning.

JELL Alignment: 2.3. District and School Administrators and School Leadership Teams provide opportunities for teachers to continually enhance their pedagogical skills.

Align Action Steps with Board Framework Component of Professional Learning

[See detailed information regarding Professional Learning as a Framework Component](#)
[Professional Learning Budget Worksheet \(Optional\)](#)

How will you use professional development to address your school goals?

Description

Our instructional coach will provide coaching cycles for all teachers, focused on improving student outcomes within an MTSS structure. In addition, our plan includes funding for conference registrations / PD opportunities for teachers, who will bring their knowledge back to the school to implement.

Action Steps

- Create and complete coaching cycles for all teachers
- Identify and help facilitate PD opportunities for teachers
- Assist teachers in presenting PD information to the faculty
- Assist School Leadership Team in presenting PD information to the faculty

TSI SCHOOLS -- Professional Development to address TSI goals (N/A for 2026-27 SY)

School Initiative

JSD Board TSSA Framework: Schools will promote continual professional learning.

JELL Alignment: 1.5. District and Schools encourage and support innovation and continuous learning

Align Action Steps with Board Framework Component of School-Based Initiative. Work with AOS to include school-based initiatives; initiatives may include technology for students

[See detailed information regarding the Framework Component of School-Based Initiative](#)

[School-Based Initiative Budget Worksheet \(Optional\)](#)

How will you use school-based initiative(s) to address your school goals?

Description

The funding provided will allow us to hire the Education Support Professionals (ESP) necessary to arrange for collaborative teacher planning time, provide additional support for students in whole class, small group, and one-on-one settings, and provide students access to a wider variety of educational activities. In addition, we have added a small amount to purchase additional Positive Behavior Intervention System (PBIS) materials and rewards for students, as well as instructional supplies necessary to enhance learning. The materials and rewards are based on our continuing POG (Portrait of a Graduate) system, Attendance reinforcers, and a refresh of our Welby Big Three (Schoolwide Behavior Expectations).

Action Steps

- Evaluate and adjust our school's Master Schedule to accommodate required and potential additional supports
- Identify and purchase additional PBIS materials and rewards for students
- Continue to align JSD P.O.G. traits within our school systems
- Refresh the Big 3, communicate to families and students

TSI SCHOOLS -- School-Based Initiative to Address TSI Goals (If applicable) (N/A for 2026-27 SY)

Complete budget description. (INCLUDE ONLY EXPENSES COVERED BY TSSA FUNDS)

Object Code	Expense Type	Brief Description	Proposed Budget
100	Salaries	Salaries for Instructional Coach, Rotation ESPs, and other Instructional Support ESPs	\$133,080.00
200	Employee Benefits	Benefits for Instructional Coach, Rotation ESPs, and other Instructional Support ESPs	\$33,000.00
300	Purchased Prof & Tech Services	Conference registration and PD Opportunities	\$5,000.00
500	Other Purchased Services		
580	Travel		

600	Supplies and Materials	PBIS and Instructional Supplies	\$6,000.00
		TOTAL PROPOSED BUDGET	\$177,080.00
		ALLOCATION	\$183,445.39
		Carry-Over from 25-26	\$20,000.00 [1]
		DIFFERENCE	\$26,365.39

Please indicate how you would use any additional allocation.

If we were to receive any additional allocation, we would look to offer increased hours to the ESPs we currently have in the building. After that, we would look at hiring additional ESPs. We may also increase the amount spent on supplies and materials and/or PD opportunities. Our focus would be on additional classroom support.

By checking this box I state that I have finished my plan for the 2026-27 school year

If an amendment is needed please state the reason, what changes you are proposing, and the \$ amount of those changes. Make the \$ changes above while doing this amendment.

DATE:

[1] Estimated \$20k as of 3/17/26 (KD)