# Beehive Science and Technology Academy

# TSSA Plan

# 2025-2026

# Overview

**Plan Name**

Beehive Science and Technology Academy School Improvement Plan

**Plan Description**

Beehive Academy's School Teacher and Student Success Act Plan to attract and retain high quality teachers and counselors to provide better learning opportunities to the students and improving Professional Learning Practices for its staff members.

# Goals Summary

**The following is a summary of the goals encompassed in this plan. The details for each goal are available in the next section.**

| # | Goal Name | Goal Details | Goal Type | Total Funding |
|---|-----------|--------------|-----------|---------------|
| 1 | At Beehive Academy we will recruit, retain and grow the talent in our professional teachers and staff members. The professional teacher teams will become a community of learners. They will develop their content knowledge, evidence-based instructional skills and engagement strategies. | Objectives: 2<br>Strategies: 2<br>Activities: 3 | Organizational and academic | $293,493.23 |
| | | | | |

# Goal 1: At Beehive Academy we will recruit, retain and grow the talent in our professional teachers. The professional teacher teams will become a community of learners. They will develop their content knowledge, evidence-based instructional skills and engagement strategies.

**Measurable Objective 1:**

Beehive academy will develop strategy to attract and retain the talent in its teacher force.

**Strategy 1:**

Improve Salaries and Benefits – Salaries and benefits of the staff members will be increased to attract and retain them. The critical needs areas will have extra considerations. The school counselors will be hired, and salary and benefits portions of the counselors will be funded.

The teachers have access to articles, videos, and other resources.

| Activity – Salary and Benefit Increase | Activity Type | Begin Date | End Date | Resource Assigned | Staff Responsible |
|---|---|---|---|---|---|
| The salary and benefits of all staff will be enhanced to make it more attractive. | Professional staffing and development | 08/01/2025 | 06/30/2026 | $132,071 | Administration |
| **Activity – Salary and Benefit** | **Activity Type** | **Begin Date** | **End Date** | **Resource Assigned** | **Staff Responsible** |
| The salary and benefits of the school counselors will be funded. | Professional staffing and development | 08/01/2025 | 06/30/2026 | $121,422.23 | Administration |

**Measurable Objective 2:**

All teachers at BSTA will develop and complete an individualized "Professional Learning Plan." This plan will specify areas identified requiring additional content or methodology knowledge.

**Strategy 1:**

Online PD Tool - All teaching and administrative staff will utilize the online learning management tools to develop and document an individualized professional learning plan. They will also use the tool as part of their transparent teacher practices that enables them to collaborate, reflect ad learn from the best practices.

The teachers have access to articles, videos, and other resources.

| Activity – Content, Skills and Collaborative Practices | Activity Type | Begin Date | End Date | Resource Assigned | Staff Responsible |
|---|---|---|---|---|---|
| This learning plan will list specific content and skills to be developed throughout the year. The plan will contain specific readings, activities, videos and other training material to be completed. Teachers will discuss and collaborate on their plan with their Administrator. Teachers will work in "Professional Learning Communities" –PLC's to discuss and collaborate on improving their skills. | Professional Learning | 08/01/2025 | 06/30/2026 | $0 | All the Faculty |
| Activity – Professional Learning Opportunities | Activity Type | Begin Date | End Date | Resource Assigned | Staff Responsible |
| Paraeducators and assistant teachers will be hired to provide support and interventions to students. | Support staff | 07/01/2025 | 06/30/2026 | $40000 | Administration |

| Activity – Professional Learning Opportunities | Activity Type | Begin Date | End Date | Resource Assigned | Staff Responsible |
|---|---|---|---|---|---|
| The administrative teams and teacher teams will attend various training, workshops, conferences and other professional learning opportunities to improve their skills and share with the other staff members. | Professional Learning | 07/01/2025 | 06/30/2026 | $0 | All staff members |

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