LEA Consolidated Plan

Sec. 1112. [20 U.S.C. 6312]
A local educational agency may receive a subgrant under this part for any fiscal year only if such agency has on file with the State educational agency a plan, approved by the State educational agency, that:

- is developed with timely and meaningful consultation with teachers, principals, other school leaders, paraprofessionals, specialized instructional support personnel, charter school leaders (in a local educational agency that has charter schools), administrators (including administrators of programs described in other parts of this title), other appropriate school personnel, and with parents of children in schools served under this part.
- has an effective plan date.
- documents the process employed in the development, approval, and annual revision of the plan through communication materials, agendas, minutes/notes of meetings and sign-in sheets.
- has procedures and practices in place for disseminating individual student assessment results to teachers and parents.

The purpose of the LEA Consolidated Plan is to ensure that all children receive a high-quality education, and to close the achievement gap between children meeting the challenging State academic standards and those children who are not meeting such standards. Each local educational agency plan shall:

1. Sec. 1112(b)(1)(A)
Describe how the local educational agency will monitor students’ progress in meeting the challenging State academic standards by developing and implementing a well-rounded program of instruction to meet the academic needs of all students.
To monitor student progress toward meeting the state’s challenging academic content standards, the Huntsville City Board of Education engages in the use of various assessment measures. These assessment measures include: **Dynamic Indicators of Basic Early Literacy Skills (DIBELS) Progress Monitoring**—is used in addition to the DIBELS Assessments used to gauge student progress toward literacy development. These assessments provide teachers with information needed to inform instructional practice. **STAR ENTERPRISE Formative Assessment**—STAR Enterprise is a computerized, cost-effective classroom assessment in reading and math which provides screening, standards benchmarking, and progress monitoring assessments for first through eighth grade. The efficiency of STAR Enterprise leads to a significant increase in Academic Learning Time which is perhaps the most important single factor in improving student achievement (Berliner, 1991; Gettinger, 1989). STAR makes instructional time more productive by providing accurate information about student achievement, growth, and instructional needs. **SCANTRON** is also a computerized classroom assessment in reading and math which provides screening, standard benchmarking and progress monitoring assessments.

2. **Sec. 1112(b)(1)(B)**

Describe how the local educational agency will monitor students’ progress in meeting the challenging State academic standards by identifying students who may be at risk for academic failure.

Using DIBELS Progress Monitoring, Collaborative Classroom, Core Reading Program assessments, STAR Enterprise and various other diagnostic screening devices, students are identified for intervention in a timely manner. Reading deficiencies are defined and acted upon. The regular classroom teacher as well as the Reading Coach and/or instructional support teachers work collaboratively to identify students’ strengths, note areas where improvement is needed, support conferencing with students about their progress, and help those students who have been identified for being at-risk of reading failure. The RtI Model is used to target those students in need of explicit intervention in reading, mathematics and behavior. Appropriate strategies are used based on specific reading interferences, mathematical deficiencies and behavioral supports.

3. **Sec. 1112(b)(1)(C)**

Describe how the local educational agency will monitor students’ progress in meeting the challenging State academic standards by providing additional educational assistance to individual students the local educational agency or school determines need help in meeting the challenging State academic standards.
Data Conversation (DC) meetings are conducted during the 4th week of each month. The purpose of the DC is to provide an opportunity for schools to share their current data with district leadership and learn how their work can be supported. The data points will include academics, attendance, discipline, PBIS, PST, RtI and School Learning Walks outcomes. The LEA instructional team consisting of the Superintendent, Deputy Superintendent of Instruction, Director of Elementary, Director of Talent Management, and other administrative team members as deemed appropriate will conduct district-wide School Learning Walks. The outcome of the School Learning Walks will be shared in Data Conversation meetings with local school principals and/or local school improvement teams to further analyze data, and identify trends in the academic performance of students. Additionally, support will be provided to local school principals as they execute action plans to help ALL students meet the state’s challenging achievement standards, but especially those students who are at-risk of not meeting the state’s achievement standards. Moreover, through on-going, high-quality professional development opportunities, teachers continue to hone their skills, thus, helping them meet the needs of individual students. Instructional support teachers are also at various schools to provide intensive and strategic intervention to students who are most at-risk. The LEA instructional team also monitors the Continuous Improvement Plans at the various schools. Technical assistance is provided to individual schools as deemed appropriate. Special education services are rendered as dictated by Individual Educational Plans (IEPs). Retired educators have also been hired to tutor students at some of our high-needs schools. In addition, the RtI Model has been implemented for students who are at-risk of failing in reading and/or mathematics. There are several reading intervention programs being employed based on specific deficiencies. Extended learning opportunities are also available to students in Title I schools via summer school and before, during and/or after school tutorial programs.

4. Sec. 1112(b)(1)(D)
Describe how the local educational agency will monitor students’ progress in meeting the challenging State academic standards by identifying and implementing instructional and other strategies intended to strengthen academic programs and improve school conditions for student learning.

Data Conversation (DC) meetings are conducted during the 4th week of each month. The purpose of the DC is to provide an opportunity for schools to share their current data with district leadership and learn how their work can be supported. The data points will include academics, attendance, discipline, PBIS, PST, RtI and School Learning Walks outcomes. The LEA instructional team consisting of the Superintendent, Deputy Superintendent of Instruction, Director of Elementary, Director of Talent Management, and other administrative team members as deemed appropriate will conduct district-wide School Learning Walks. The outcome of the School Learning Walks will be shared in Data Conversation meetings with local school principals and/or local school improvement teams to further analyze data and identify trends in the academic performance of students. Additionally, support will be provided to local school principals as they execute action plans to help ALL students meet the state’s challenging achievement standards, but especially those students who are at-risk of not meeting the state’s achievement standards. Moreover, through on-going, high-quality professional development opportunities, teachers continue to hone their skills, thus, helping them meet the needs of individual students. Instructional support teachers are also at various
schools to provide intensive and strategic intervention to students who are most at-risk. The LEA instructional team also monitors the Continuous Improvement Plans at the various schools. Technical assistance is provided to individual schools as deemed appropriate. Special education services are rendered as dictated by Individual Educational Plans (IEPs). Retired educators have also been hired to tutor students at some of our high-needs schools. In addition, the RtI Model has been implemented for students who are at-risk of failing in reading and/or mathematics. There are several reading intervention programs being employed based on specific deficiencies. Extended learning opportunities are also available to students in Title I schools via summer school and before, during and/or after school tutorial programs.

5. Sec. 1112(b)(2)
Describe how the local educational agency will identify and address, as required under State plans as described in section 1111(g)(1)(B), any disparities that result in low-income students and minority students being taught at higher rates than other students by ineffective, inexperienced, or out-of-field teachers

Title II provides professional development opportunities for teachers, principals, and other administrative members. Some of the professional development opportunities include, but are not limited to: On-site coaching during the implementation of evidenced-based programs. On-site coaching of lead teachers in the areas of summer training and monthly meetings. Instructional coach support for lead teachers as they train and coach staff members using A+ College Ready training modules. Title II funding supports on-going, high-quality professional development opportunities for teachers in reading (Balanced Literacy Components, Managing a Differentiated Classroom, and Reading Coaches Academy) and math (Content Deepening Training, OGAP Additive Reasoning, Fractional Reasoning, Multiplicative Reasoning) to include math acceleration as well as the Secondary Best Practice Academy. In addition, Title I funds are coordinated with Title II funds to extend, supplement, and enrich the professional development opportunities afforded to teachers, principals, and other administrative personnel. Title I funds are also used to purchase additional materials and resources to maximize the strategies learned from professional development sessions, thus creating the propensity for increased student learning.

6. Sec. 1112(b)(3)
Describe how the local educational agency will carry out its responsibilities under paragraphs (1) and (2) of section 1111(d), School Support and Improvement Activities for schools identified as (1) Comprehensive Support and/ or (2) Targeted Support Schools

Based upon the information revealed from the assessments, intervention strategies are implemented to help children meet the state academic achievement standards. Intervention strategies include, but are not limited to:

1. Small group instruction
2. Differentiated Instruction
3. One-on-one instruction
4. Cooperative learning
5. Response to Instruction (RTI) Model in reading and math

Moreover, instructional delivery is tailored to accommodate a variety of learning styles, thus, maximizing the potential for academic success.

7. Sec. 1112(b)(4)

Describe the poverty criteria that will be used to select school attendance areas under section 1113.

Section 1113 states an LEA may only use Title I funds in an eligible school attendance area (ESEA section 1113(a)(1)), which is a school attendance area in which the percentage of children from low-income families is —
• At least as high as the percentage of children from low-income families served by the LEA as a whole;
• At least as high as the percentage of children from low-income families in the grade span in which the school is located; or
• At least 35 percent. (ESEA section 1113(a)(2).)

Except as provided below, if Title I funds are insufficient to serve all eligible school attendance areas, an LEA must:
• Annually rank, without regard to grade spans, eligible school attendance areas in which the percentage of children from low-income families exceeds 75 percent (the “75 percent poverty threshold”) from highest to lowest according to poverty percentage; and
• Serve the eligible school attendance areas in rank order. (ESEA section 1113(a)(3).)

For determining the number of children from low-income families in a secondary school, an LEA may estimate that number by applying the average percentage of students from low-income families in the elementary school attendance areas that feed into the secondary school to the number of students enrolled in the secondary school.
• Before an LEA may use feeder patterns to determine the poverty percentage of secondary schools —
  - The LEA must notify its secondary schools to inform them of the option.
  - A majority of its secondary schools must approve the use of feeder patterns. (ESEA sections 1113(a)(5)(B) and (C).)

An LEA may lower the poverty threshold to 50 percent for high schools served by the LEA. (ESEA section 1113(a)(3)(B).)

The poverty criteria that will be used to select school attendance areas will be any school within the Huntsville City Board of Education district that has a 75% poverty rate or higher based on free and reduce priced lunches and/or application of the Community Eligibility Provision (CEP) formula to determine percentages.

8. Sec. 1112(b)(5)

Describe the nature of the programs to be conducted by such agency’s schools under sections school-wide (Sec. 1114) and Targeted Assistance (Sec. 1115) and, where appropriate, educational services outside such schools for children living in local institutions for neglected
Huntsville City Board of Education schoolwide programs are comprehensive reform strategies designed to upgrade the programs in a Title I school; our goal is to provide the needed supports to ensure that each student receives an excellent foundation that will propel them forward in their educational journey. It is our goal that all students, particularly those who are low achieving, will demonstrate proficient and advanced levels of achievement on State academic achievement standards. Schoolwide programs have a comprehensive plan for school improvement that is owned by the entire school community and tailored to its unique needs.

All schools are assigned a District Curriculum Specialist that provides additional instructional support and technical assistance throughout the year. The Specialist monitor progress in the schools and assist the Federal Programs Coordinator and the Director of Instruction in making sure that schools stay in compliance and are implementing their plan. Monthly reviews of ACIPs are done by the schools’ leadership team to help support teachers as they provide services for students. These reports are recorded and maintained on site and a copy is reviewed and sent to central office. The last review which is usually done in May serves as the evaluation of the ACIP. The results are use in planning for the next year. Federal Programs conducts budget meetings throughout the year as well as provide a monthly copy of each school budget to the schools.

If a student commits a Class III offense (i.e. drugs, arson, assault, stealing, weapons), he/she may be expelled from the neighborhood school. The alternative school program offers these expelled students the option of continuing their education by attending the alternative school program for a period of time which is based on the nature of the offense-either one or two semesters. All students are enrolled in the same core classes taken at their previous schools. Students are required to uphold Huntsville City Board of Education System's policies and procedures during the enrollment period.

In addition to the expelled student population, a student who is returning from enrollment in the Neaves-Davis Center is required to attend the alternative school program for 30 days prior to returning to his/her neighborhood school. The Neaves-Davis Center is a temporary court-ordered placement for students having gone through the juvenile justice system. The facility houses students from ages 7 to 18. Students have an average stay of about 30 days. The center serves students in the four core subject areas: Math, English, History and Science.

9. Sec. 1112(b)(6)
Describe the services the local educational agency will provide homeless children and youths, including services provided with funds reserved under section 1113(c)(3)(A), to support the enrollment, attendance, and success of homeless children and youths, in coordination with the services the local educational agency is providing under the McKinney-Vento Homeless Assistance Act (42 U.S.C. 11301 et seq.).

The McKinney-Vento Act defines homeless children and youth as:
1. Children and youth who lack a fixed, regular, and adequate nighttime residence, and includes children and youth who are: sharing the housing of other persons due to loss of housing, economic hardship, or a similar reason (sometimes referred to as double-up); living in motels, hotels, trailer parks, or camping grounds due to lack of alternative adequate accommodations; living in emergency or transitional shelters; or abandoned in hospitals.

2. Children and youth who have a primary nighttime residence that is a public or private place not designed for, or ordinarily used as, a regular sleeping accommodation for human-beings.

3. Children and youth who are living in cars, parks, public spaces, abandoned buildings, substandard housing, bus or train stations, or similar settings.

4. Migratory children who qualify as homeless because they are living in any of the circumstances described above.

The district’s homeless liaison, school personnel, and members of other community agencies will work collaboratively to meet the needs of homeless children and youth. Interviews will be conducted by appointed personnel (district’s homeless liaison, school’s homeless liaison, social worker, truancy officer, or school counselor) with the client(s) to determine specific individual or family needs. Services provided will include provisions for education, shelter and food referrals, medical and dental referrals, assistance with fees associated with educational field trips and other school related fees, transportation assistance to and from school, clothing and personal items, as well as other provisions and services as needed. Referring sources can include: administrators, school counselors, teachers, nurses, social worker, truancy officer, school office staff, the Housing Authority, English for Speakers of Other Languages (ESOL), the local police department, Salvation Army, North Alabama Homeless Coalition, the Downtown Rescue Mission, Crisis Services of North Alabama, and the Juvenile Probation Officer and any others who become aware of a person in a homeless situation. Referrals to appropriate community agencies will be made as necessary.

Collaboration between the Education for Homeless Children and Youth Program and other Federal Programs (i.e. Title I, Title III, FACT Program, Head Start, Migrant, and Drug Free Schools and Communities) will also be utilized to ensure quality services to children and youth.

10. Sec. 1112(b)(8)
Describe, if applicable, how the local educational agency will support, coordinate, and integrate services provided under this part with early childhood education programs at the local educational agency or individual school level, including plans for the transition of participants in such programs to local elementary school programs

The Huntsville City Board of Education does not have an Even Start or Reading First Program at this time. However, we do have Pre-Kindergarten Programs in all Elementary schools as well as (2) State-funded Pre-K Programs via the Office of School Readiness. Moreover, the
Huntsville City Board of Education actively collaborates with the Head Start Program that is facilitated by the Community Action Agency of Morgan County.

**Pre-Kindergarten Programs**
A pre-kindergarten program was implemented to provide rich learning experiences for some of our most disadvantaged 4-year olds who would transition into Title I schools to attend kindergarten.

The Pearson Opening the World of Learning (OWL) curriculum is used for reading/language arts. Students are encouraged and expected to learn in an environment that is child-centered, exciting, and provides many opportunities for success!

11. Sec. 1112(b)(9)
Describe how teachers and school leaders, in consultation with parents, administrators, paraprofessionals, and specialized instructional support personnel, in schools operating a targeted assistance school program under section 1115, will identify the eligible children most in need of services under this part.

Title II provides professional development opportunities for teachers, principals, and other administrative members. Some of the professional development opportunities include, but are not limited to: On-site coaching during the implementation of evidence-based programs. On-site coaching of lead teachers in the areas of summer training and monthly meetings. Instructional coach support for lead teachers as they train and coach staff members using A+ College Ready training modules. Title II funding supports on-going, high-quality professional development opportunities for teachers in reading (Balanced Literacy Components, Managing a Differentiated Classroom, and Reading Coaches Academy) and math (Content Deepening Training, and OGAP Additive Reasoning, Fractional Reasoning, Multiplicative Reasoning) to include math acceleration as well as the Secondary Best Practice Academy. In addition, Title I funds are coordinated with Title II funds to extend, supplement, and enrich the professional development opportunities afforded to teachers, principals, and other administrative personnel. Title I funds are also used to purchase additional materials and resources in an effort to maximize the strategies learned from professional development sessions, thus creating the propensity for increased student learning.

Presently we do not have a Targeted Assistance school. A student is eligible to receive Title I services in a Targeted Assistance Program if the school identifies the student as “failing” or most at-risk of failing to meet the state’s student academic achievement standards.

*The Huntsville City Board of Education does not have any Targeted Assistance Programs. All the Title I Programs are Schoolwide.*

12. Sec. 1112(b)(10)(A)
Describe how the local educational agency will implement strategies to facilitate effective transitions for students from middle grades to high school and from high school to
postsecondary education through coordination with institutions of higher education, employers, and other local partners.

Middle Grades to High School
In Huntsville City Schools, the transition from middle grades to high school is not an event, it is a journey. Individual high schools plan different activities and events beginning each spring and continuing into the school year. These events vary from high school to high school depending on the specific student population.

Some of the events offered to students in middle grades before they enter high schools are: spring open house, summer bridging sessions, and prep courses for freshman high school courses.

Just as school begins, students are invited to orientation to pick up their schedules and familiarize themselves with the building. An open house is held the first month or two of school for parents and students to get to know the administrators, teachers, their expectations, and classroom procedures.

In addition, a district-wide registration event has been held in the spring for all rising 6-12 grade students. At this event, students can learn about AP and honors courses, career academies, clubs and organizations, and athletics. Representatives from across the District are on hand to provide information and answer questions.

Many middle grades schools have an advisory time built into their daily schedule. This is a very important time of the day as middle grades students make connections build meaningful relationships with an adult in their building. This advisor is someone they can go to for academic and personal/social support.

High School to Postsecondary

Throughout the school year, the three District College and Career Counselors hold offices hours at the six high schools to individually advise students and answer questions that pertain to their post-secondary goals. Several high schools have a college and career center with valuable information to share with students.

In August, the College and Career Counselors hold a parent outreach session titled Applying to College at each of the high schools. Monthly parent outreach sessions are held both during the day and at night. Some of the topics covered in these sessions include: Financial Aid 101: The Basics, Scholarships 101: The Search and Applications, and the SAT/ACT & PSAT: Why these tests matter.

A district-wide college and career week is held around the last week of August of each school year. The culminating event of the week is the college and career fair. Representatives from area and regional colleges, as well as industry representatives are all brought together on a local college campus. All high school juniors and seniors are taken to the event by bus, during the school day, where they can ask questions of the college and industry representatives, learn
more about their specific programs, and make connections. The fair is open in the evening for parents/guardians to attend with their students.

13. Sec. 1112(b)(10)(B)
Describe how the local educational agency will implement strategies to facilitate effective transitions for students from middle grades to high school and from high school to postsecondary education through increased student access to early college high school or dual or concurrent enrollment opportunities, or career counseling to identify student interests and skills.

The dual enrollment program for Huntsville City Schools allows students to receive both high school and college credit for certain academic or career technical education courses. Eligible courses can be taken through an Alabama Community College System (ACCS) institution while enrolled in high school for the purpose of earning credits for a high school diploma and/or a postsecondary degree. Huntsville City Schools has a developed partnership with local colleges to offer this opportunity to students. Students can participate in academic or specialized elective classes that exceed the course work offered in the high school setting at either Calhoun Community College, J.F. Drake State Community and Technical College, or the University of Alabama in Huntsville. Currently, academic dual enrollment opportunities are offered to 11th -12th grade students. Career technical dual enrollment opportunities are offered to 10th- 12th grade students.

14. Sec. 1112(b)(11)
Describe how the local educational agency will support efforts to reduce the overuse of discipline practices that remove students from the classroom, which may include identifying and supporting schools with high rates of discipline, disaggregated by each of the subgroups of student, as defined in section 1111(c)(2) (economically disadvantaged; students from major racial and ethnic groups; children with disabilities; and English learners)

Children with Disabilities
Special education teachers use a variety of instructional strategies to meet Individual Educational Program (IEP) goals and to assess student progress. These teachers work as a collective group to ensure that legal requirements are met, and the needs of the student takes precedence. Special education and general education teachers work collaboratively to meet the needs of all children with various exceptionalities and comply with the Individuals with Disabilities Act (IDEA) regulations that deal with exceptional students through mainstreaming, inclusion, and collaboration. Special education students are also provided services through a Special Education Summer Program in collaboration with the Association of Retarded Citizens of Madison County and Huntsville City Board of Education IDEA funding. Theme-based activities derived from the student’s IEP’s are carried out for a variety of exceptionalities.

English Learners (EL)
The English for Speakers of other Languages (ESOL) program, beginning in kindergarten
and continuing through high school, will provide each English Learner (EL) the opportunity to be successful in academics and support the development of listening, speaking, reading and writing proficiency.

Students are initially identified through review of the Home Language Survey which is completed at the time of enrollment. Students who qualify based on the state established screening criteria will receive **English Language Development (ELD)** in the regular classroom, as well as, supplemental services through the ESOL program.

**ELD** is the core program for ELs and is implemented by classroom teachers. Classroom teachers will integrate the use of WIDA ELD Standards with Content Standards utilizing instructional strategies to teach English while helping students learn grade level content. ESOL teachers will provide support by helping classroom teachers develop and implement the Individual English Learner plan (I-ELP) and providing supplemental instruction through a pullout or push-in model. All ELs will participate in the annual ACCESS for ELLs assessment until they attain an overall score of 4.8 or better.

**Migrant**

The Huntsville City Board of Education Federal Programs Coordinator works collaboratively with the State Migrant Coordinator to ensure that migrant students are documented and receive appropriate services. Employment surveys are completed as part of the enrollment process, these are collected by the ESOL Coordinator, and then provided to the State Department Migrant Coordinator.

---

15. **Sec. 1112(b)(12)(A)**

Describe, if determined appropriate by the local educational agency, how such agency will support programs that coordinate and integrate academic and career and technical education content through coordinated instructional strategies that may incorporate experiential learning opportunities and promote skills attainment important to in-demand occupations or industries in the State.

Career Academies are in each of our high schools and the Huntsville Center for Technology. The Huntsville Center for Technology provides skill training on an itinerate basis to all Huntsville City Schools high school students. Students have access to several highly technical skills trainings offered at our schools.

Huntsville City Schools offers a total of fifteen career academies.

- Building Sciences located at Huntsville Center for Technology
- Business Academy - three pathways located at all high schools
  - Business Management and Administration
  - Finance
  - Sports and Entertainment Marketing
- Culinary Arts – located at Huntsville Center for Technology
- Cyber Security – located at all high schools
- Engineering Design and Advanced Manufacturing – located at Grissom and Jemison High Schools
16. Sec. 1112(b)(12)(B)
If determined appropriate by the local educational agency, describe how such agency will support programs that coordinate and integrate work-based learning opportunities that provide students in-depth interaction with industry professionals and, if appropriate, academic credit.

Career and Technical Education has an additional component of Work-Based Learning. Work-Based Learning also gives our students the opportunity to participate in apprenticeships, internships, and paid employment in their chosen career pathway. This consists of work experiences which integrates classroom instruction with productive, progressive, supervised work-based experiences. A student may earn up to four credits of work based learning.
17. Sec. 1112(b)(13)(A)
Describe any other information on how the local educational agency proposes to use funds to meet the purposes of this part, and that the local educational agency determines appropriate to provide, which may include how the local educational agency will assist schools in identifying and serving gifted and talented students.

Funds directed to gifted services are used in the following ways:

1. Provide all elementary schools with a gifted resource teacher on site at least four days per week regardless of caseload to develop talent and facilitate identification of previously underserved populations. Currently, five schools out of 26 in the Huntsville City system have a teacher 4 days per week. Nine HCS schools have 2 gifted teachers (the second teacher serves the school up to 4 days/week). Five HCS Title I schools have a full-time gifted resource teacher 5 days/week. The goal is to have at least one full time gifted resource teacher 5 days / week at every school.

2. Provide equitable instructional opportunities to all identified gifted students in Huntsville City Schools. The goal is for all identified gifted students and gifted talent pool students to have an equitable and appropriate educational experience across the district.

3. Provide each elementary school with equitable resources in the gifted resource classroom.

4. Provide appropriate professional development to gifted resource teachers that includes training in culturally responsive instruction and identification procedures for gifted students from populations who may have been previously overlooked. The goal is to build a gifted caseload that is proportional to the district student population and is inclusive of students from populations who have previously been underserved.

5. Create Talent Development and other enriching opportunities for all elementary students, including students from populations previously underserved by gifted programs, such as in-school Technology Fairs and regular talent development sessions with the gifted resource teacher. The goal is to identify potential and build talent in students across the district, including students from populations previously underserved by the gifted program.

Identifying and serving gifted potential in students and providing an appropriate gifted education to gifted students contributes to the well-being of gifted students in many ways, including:

6. Reduced disciplinary actions while in school
7. Increased high school graduation rates
8. Increased likelihood to pursue graduate and post-graduate degrees
9. Increased likelihood of creative or scientific-technological accomplishment by middle age.

18. Sec. 1112(b)(13)(B)
Describe any other information on how the local educational agency proposes to use funds to meet the purposes of this part, and that the local educational agency determines appropriate to provide, which may include how the local educational agency will assist schools in
developing effective school library programs to provide students an opportunity to develop
digital literacy skills and improve academic achievement.

All HCS librarians are awarded funding through the Alabama State Department based on
number of teaching units at each school. HCS provides all students with access to technology.
We have a 1:1 program in grades 3-12. In addition to our digital implementation, all HCS
librarians use a free resource called Common Sense Media to support digital citizenship
lessons. We also have offered WIFI hotspots available for underserved students through a T-
Mobile EmpowerEd grant for two years. This WIFI access is intended to close our
achievement gap within our district.

19. Sec. 1112(b)(7)
Describe the strategy the local educational agency will use to implement effective parent and
family engagement under section 1116. (This question will be answered in the written policy
below).

Parent and Family Engagement Written Policy (Sec. 1116 (2))

Sec. 1116(a)(2)(A))
A. Describe how the Local Education will involve parents and family members in jointly
developing the local educational agency plan under section 1112, and the
development of support and improvement plans under paragraphs (1) and (2) of
section 1111(d).

Huntsville City Board of Education will put into operation programs activities and
procedures for involvement of parents in all its schools with Title I Part A programs,
consistent section 1116 of the Elementary and Secondary Education Act (ESEA). Those
programs, activities and procedures will be planned and operated with meaningful
consultation with parents of participating children.

Sec. 1116(a)(2)(B))
B. Describe how the Local Education Agency will provide the coordination, technical
assistance, and other support necessary to assist and build the capacity of all
participating schools within the local educational agency in planning and
implementing effective parent and family involvement activities to improve student
academic achievement and school performance, which may include meaningful
consultation with employers, business leaders, and philanthropic organizations, or
individuals with expertise in effectively engaging parents and family members in
education.

Huntsville City Board of Education will provide the necessary coordination, technical
assistance and other support to assist Title, I, Part A schools in planning and
implementing effective parent engagement activities to improve student academic
achievement and school performance:
1. Support parent workshops on Title I requirements (Annual Title I Meetings for Parents, School Parent Advisory Councils, Assessments and others as requested).
2. Support (assist, plan, conduct and provide tools and materials) parent workshops designed to provide parents with strategies to reinforce student learning and academic achievement.
3. Inform schools that parents will be included in decision-making (parent advisory, budget, Continuous Improvement Plan, etc.).
4. Inform schools that parent notifications will be provided in the language that is understandable and most familiar to the parent.
5. Ensure all Parent Coordinators are trained and informed regarding Title I information (annual orientation, monthly training, training manuals and on-site visits).
6. Provide schools on-going technical assistance and support as needed and by request (on-site visits, monthly training, telephone and email).

**Sec. 1116(a)(2)(C)**

**C.** Describe how the Local Education Agency will coordinate and integrate parent and family engagement strategies under this part with parent and family engagement strategies, to the extent feasible and appropriate, with other relevant Federal, State, and local laws and programs.

1. Collaborating with the departments/organizations listed above to provide strategies that can be used by parents to help students learn.
2. Supporting schools’ parent engagement workshops that are easy to understand and, in a language, familiar to parents.
3. Supporting schools’ workshops such as building parenting skills, improving reading, math and writing skills, improving student discipline and understanding the testing programs.
4. Coordinating with other local community agencies that provide similar services for families such as those listed above.
5. Providing semi-annual workshops in each Title I School relating to Homework and Study Skills, Planning an Academic Future, Resources for College and Career Planning.

**Sec. 1116(a)(2)(D)**

**D.** Describe how the Local Education Agency will conduct, with the meaningful involvement of parents and family members, an annual evaluation of the content and effectiveness of the parent and family engagement policy in improving the academic quality of all schools served under this part, including identifying—

(i) barriers to greater participation by parents in activities authorized by this section (with particular attention to parents who are economically disadvantaged, are disabled, have limited English proficiency, have limited literacy, or are of any racial or ethnic minority background)
Huntsville City Board of Education along with parents will conduct an annual evaluation of the content and effectiveness of the Parent and Family Engagement Plan to improve the quality of its Title I, Part A schools. The evaluation will include identifying barriers by parents in parental involvement activities (with particular attention to parents who are economically disadvantaged, disabled have limited English proficiency, have limited literacy, or are of any racial or ethnic minority background). The school district strategies for more effective parental involvement and to revise, if necessary its parental engagement policies:

(ii) the needs of parents and family members to assist with the learning of their children, including engaging with school personnel and teachers

1. Support schools in conducting the annual evaluation utilizing a parent survey (in English and Spanish).
2. Support schools in providing a survey in a format (electronic and hard copy) that is easy to understand, and in a language most familiar to the parent.

(iii) strategies to support successful school and family interactions

1. Conduct meetings to include the parent survey findings in evaluation to determine the effectiveness of the school’s Parent Engagement Plan.
2. Support schools in using the findings from the evaluation to determine the effectiveness of the school’s Parent Engagement Plan, identify barriers, and develop strategies for increased parental involvement.
3. Support schools in sharing information with parents through school meetings (interpreters/translators as needed)
4. Support schools in providing information to parents about all testing.

Sec. 1116(a)(2)(E))

E. Describe how the Local Education Agency will use the findings of such evaluation described in the section above (Sec. 1116(2)(D)) to design evidence-based strategies for more effective parental involvement, and to revise, if necessary the parent and family engagement policies described in this section.

Huntsville City Board of Education will involve the parents of children served in Title I, Part A schools in decisions about how the 1 percent of Title I, Part a Funds reserved for Parental Involvement is spent and will ensure that not less than 90% of the 1 % reserved goes directly to schools. If the LEA Plan for Title I, Part A developed under Section 1112 of the ESEA, is not satisfactory to the parents of participating children, the school district will submit any parent comments with the plan when the school district submits the plan to the State Department of Education. (Please refer to parent comment form).
Sec. 1116(a)(2)(F))

F. Describe how the Local Education Agency will involve parents in the activities of the schools served under this part, which may include establishing a parent advisory board comprised of a sufficient number and representative group of parents or family members served by the local educational agency to adequately represent the needs of the population served by such agency for the purposes of developing, revising, and reviewing the parent and family engagement policy.

A. Describe how the Local Education Agency will involve parents in the activities of the schools served under this part, which may include establishing a parent advisory board comprised of a sufficient number and representative group of parents of family members served by the local agency for the purposes of developing, revising, and reviewing the parent and family engagement policy.

Huntsville City Board of Education will take the following actions to involve parents in the process of school review and improvement under section 1116 of ESEA:

1. The Federal Programs Parent Advisory Council (FPPAC) is a partnership of parents, school representatives and local community agencies and students as needed. The council should represent a cross section of the school community.
2. Notify all parents through email, phone or letter in a language that is most understandable and most familiar to them, and in a timely manner of the opportunity to serve on the Parent Advisory Council.
3. Parents accepting this invitation will be notified of the annual opportunity to review and revise changes to the plan.
4. A draft of the plan will be made available for comments. All comments are required to be submitted in writing to the Federal Programs Coordinator to be reviewed for consideration then submitted when the district plan is made available to the State.
5. The adopted plan will be made available to all parents in a language that is understandable, and most familiar to them at all schools that receive Title I funding.
6. The LEA Parental Involvement Plan will be available for posting on the schools’ and district’s website in a language that is familiar to them.

In order to build capacity for Parent and Family Engagement, the Local Education Agency will ensure effective involvement of parents and will support a partnership among the schools involved, the parents, and the community to improve student academic achievement, the LEA shall:

G. Describe how it will provide assistance to parents of children served by the school or local educational agency, as appropriate, in understanding such topics as the challenging State academic standards, State and local academic assessments, the requirements of this part, and how to monitor a child’s progress and work with educators to improve the achievement of their children.
Huntsville City Board of Education will provide materials and training to help parents work with their children to improve their children’s academic achievement, such as literacy training and using technology (including education about the harms of copyright piracy), as appropriate, to foster parental involvement.

Huntsville City Board of Education will assist parents whose children are served in Title I, Part A schools in understanding the following topics:

a. The State’s academic content standards
b. The State’s student academic achievement standards
c. The State and local academic assessments including alternate assessments
d. The Title I requirements
e. How to monitor their child’s progress
f. How to work with educators

The topics listed above will be addressed through the following:

a. Conducting Annual Title I Meetings to discuss testing and parental involvement requirements.
b. Building support among local community organizations that provide training and skill building workshops for parents.
c. Ensuring parental involvement plan is included in the school’s Continuous Improvement Plan
d. Supporting schools with parent workshops provided by the district

I. Describe how it will educate teachers, specialized instructional support personnel, principals, and other school leaders, and other staff, with the assistance of parents, in the value and utility of contributions of parents, and in how to reach out to,
communicate with, and work with parents as equal partners, implement and coordinate parent programs, and build ties between parents and the school.

Huntsville City Board of Education’s Federal Program Parent Involvement team will educate its teachers, pupil services personnel, principals and other staff, on how to reach out to, communicate with, and work with parents as partners. This will be done by:

1. Supporting schools in providing resources and assistance for school staff on how to communicate and work with parents.
2. Supporting schools in providing staff development workshops for teachers and administrators.

J. Describe how it will to the extent feasible and appropriate, coordinate and integrate parent involvement programs and activities with other Federal, State, and local programs, including public preschool programs, and conduct other activities, such as parent resource centers, that encourage and support parents in more fully participating in the education of their children.

Huntsville City Board of Education will organize and include parental involvement programs and activities with public pre-school and other programs, conduct activities at parent resource centers that encourage and support parents through:

1. Supporting schools in providing parent involvement information to parents from Head Start and Pre-school programs and other programs.
2. Collaborating with community agencies.
3. Supporting schools to empower parents through participating in training programs.

K. Describe how it will ensure that information related to school and parent programs, meetings, and other activities is sent to the parents of participating children in a format and, to the extent practicable, in a language the parents can understand.

Huntsville City Board of Education will take the following actions to make sure information related to the school and parent programs, meetings and other activities are provided in the language most familiar to the parent and presented in a way that makes it possible for them to understand by providing:

1. Information through SchoolCast communication System in a language they can understand.
2. Multilingual translators and / or interpreters as needed.
3. Students / Parent Handbooks
4. Parent Involvement printed material, presentations of Title I, Part A programs, in a parent-friendly format.
5. Parent resource tables at each school.
L. Describe how it will ensure provide such other reasonable support for parental involvement activities under this section as parents may request.

Huntsville City Board of Education will take the following actions to provide reasonable support of parental involvement activities under this section as parents may request by:

1. Requiring participation of parents in the review process by participating in the Title I Parent Survey.
2. Parents are required to be required to be included on the school’s Continuous Improvement Plan (CIP), budget and Parent Advisory Council (PAC), and other Title I committees.
3. Support schools in providing required information to parents regarding annual Title I meetings, parent involvement workshops and through the following:
   - School Newsletters
   - School Cast (a district wide communication system that provides information to parents by phone)
   - District and school websites
   - Education Television Network (ETV)
   - School marquees
4. Develop programs to encourage father figures participation in the school process with their students.

M. Describe how the LEA may involve parents in the development of training for teachers, principals, and other educators to improve the effectiveness of such training.

Huntsville City Board of Education will take the following actions to provide reasonable support to involve parents in the development of training for teachers, principals and other educators to improve the effectiveness of such training by:

1. Provide schools on-going technical assistance and support as needed and by request (on-site, visits, monthly training, telephone and email).
2. Ensure all Parent Coordinators are trained and informed regarding Title I information (annual orientation, monthly training, training manuals and on-site visits)
3. Inform schools that parent notifications will be provided in the language that is understandable and most familiar to parents to include them in the development of training.
4. Huntsville City Board of Education Federal Programs will collaborate and coordinate with College and Career Guidance Services, Curriculum and Instruction, School Readiness and Student Services by:

N. Describe how the LEA may provide necessary literacy training from funds received under this part if the local educational agency has exhausted all other reasonably available sources of funding for such training.

Huntsville City Board of Education Federal Programs will collaborate and coordinate with College and Career Guidance Services, Curriculum and Instruction, School Readiness and Student Services by:

1. Collaborating with the departments/organizations listed above to provide strategies that can be used by parents to help students learn.
2. Supporting Schools’ parent involvement workshops that are easy to understand and, in a language, familiar to the parents.
3. Supporting schools’ workshops such as building parenting skills, improving reading, math and writing skills, improving student discipline and understanding the testing programs
4. Collaborating with Head Start, Department of Human Resources, Foster Care, and other State and local agencies that provide similar services.
5. Inform parents and parental organizations of the existence of a state parent information center.

The Alabama Parent Education Center
10520 US Highway 231
Wetumpka, AL 36209
Toll free in Alabama: 866-532-7660 / Fax: 334-567-9938 Email: apec@alabamaparentcenter.com Website: http://alabamaparentcenter.com

**O. Describe how the LEA may pay reasonable and necessary expenses associated with local parental involvement activities, including transportation and child care costs, to enable parents to participate in school-related meetings and training sessions.**

Huntsville City Board of Education will conduct annual evaluations of the content and effectiveness of the Parental Involvement Plan in improving the quality of Title I, Part A schools. The evaluation includes identifying barriers by parents in parental involvement activities. The school district will use the findings to design strategies for more effective parental involvement and to revise, if necessary its parental involvement policies:

1. Support school in conducting the annual evaluation utilizing a parent survey (in English, Spanish)
2. Support schools in providing a survey in a format (electronic and hard copy) that is easy to understand, and in a language most familiar to the parent.
3. Conduct meetings to include the parent survey findings in evaluating content effectiveness.
4. Host meetings at multiple times and locations.

**P. Describe how the LEA may train parents to enhance the involvement of other parents.**

Huntsville City Board of Education will encourage parents to participate in the development of school’s Continuous Improvement Plan (CIP), budget and Parent Advisory Council (PAC), and other Title I committees. Through their participation, we will encourage them to share what they are learning and invite other parents to participate. Also, to bring awareness to parents of the way in which we communicate upcoming events, School Cast, Email, district website, school website, Education Television Network (ETV), and school marquee.
Q. **Describe how the LEA may arrange school meetings at a variety of times, or conduct in-home conferences between teachers or other educators, who work directly with participating children, with parents who are unable to attend such conferences at school, in order to maximize parental involvement and participation.**

<table>
<thead>
<tr>
<th>Huntsville City Board of Education will offer meetings at a variety of times and dates for workshops pertaining to parent outreach.</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Supporting schools to provide multiple sessions for parents to attend (i.e. morning, afternoon and evening).</td>
</tr>
<tr>
<td>2. Host meetings at multiple times and locations</td>
</tr>
<tr>
<td>3. Collaborating with departments/organizations within the system and community to provide strategies that can be used by parents to help students learn.</td>
</tr>
<tr>
<td>4. Support schools in providing a survey in a format (electronic and hard copy) that is easy to understand, and in a language most familiar to the parent to obtain feedback from parents</td>
</tr>
</tbody>
</table>

R. **Describe how the LEA may adopt and implement model approaches to improving parental involvement.**

<table>
<thead>
<tr>
<th>Huntsville City Board of Education will provide materials and training to help parents and family work with their children to improve their children’s academic achievement, such as literacy training and using technology as appropriate, to foster parent and family engagement by:</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Conducting and/or supporting schools to provide Title I Meetings to explain parent and family requirements.</td>
</tr>
<tr>
<td>2. Supporting schools to provide workshops on reading, literacy and math.</td>
</tr>
<tr>
<td>3. Supporting schools to provide workshops on the link between parent and family engagement and student achievement.</td>
</tr>
<tr>
<td>4. Supporting schools to provide workshops about character building, conflict resolution, etc.</td>
</tr>
<tr>
<td>5. Supporting schools to provide technology workshops for parents on how to use a computer to access their children’s grades, communicate with the teacher, find academic websites and use on-line library services.</td>
</tr>
<tr>
<td>6. Supporting schools to provide multiple sessions for parents to attend (i.e. morning, afternoon and evening).</td>
</tr>
</tbody>
</table>

S. **Describe how the LEA may establish a districtwide parent advisory council to provide advice on all matters related to parental involvement in programs supported under this section.**

| Huntsville City Board of Education will take the following actions to continue a districtwide parent advisory council to provide advice on all matters related to parental involvement in programs supported under this section. |
T. Describe how the LEA may develop appropriate roles for community-based organizations and businesses in parent involvement activities.

1. Supporting schools in providing parent and family engagement information to parents and family from Head Start and Pre-school programs and other programs.
2. Collaborating with community agencies.
3. Supporting schools to empower parents and family through participation in training programs.

Sec. 1116(f)

U. Describe how the Local Education Agency, to the extent practicable, shall provide opportunities for the informed participation of parents and family members (including parents and family members who have limited English proficiency, parents and family members with disabilities, and parents and family members of migratory children, parent and family members of homeless children, and parents and family members of immigrant children), including providing information and school reports required under section 1111 in a format and, to the extent practicable, in a language such parents understand.
This LEA Parent and Family Engagement Policy has been developed jointly with, and agreed on with, parents of children participating in Title I, Part A programs as evidenced by the list of signatures located below. The school district will distribute this plan to all parents of participating Title I Part A children on or before Friday, November 1, 2018.

Federal Programs Coordinator

Date of Approval

This LEA Parent and Family Engagement Policy has been developed jointly with, and agreed on with, parents of children participating in Title I, Part A programs as evidenced by signature below. The school district will distribute this policy to all parents of participating Title I, Part A children on or before Friday, November 1, 2018.
PARENTS RIGHT-TO-KNOW REQUIRED INFORMATION

(1) INFORMATION FOR PARENTS-

(A) IN GENERAL. —At the beginning of each school year, a local educational agency that receives funds under this part shall notify the parents of each student attending any school receiving funds under this part that the parents may request, and the agency will provide the parents on request (and in a timely manner), information regarding the professional qualifications of the student’s classroom teachers, including at a minimum, the following:

(i) Whether the student’s teacher—

   (I) has met State qualification and licensing criteria for the grade levels and subject areas in which the teacher provides instruction

   (II) is teaching under emergency or other provisional status through which State qualification nor licensing criteria have been waived; and

   (III) is teaching in the field of discipline of the certification of the teacher.

(ii) Whether the child is provided services by paraprofessionals and, if so, their qualifications.

(B) ADDITIONAL INFORMATION. —In addition to the information that parents may request under subparagraph (A), a school that receives funds under this part shall provide to each individual parent of a child who is a student in such school, with respect to such student—

(i) information on the level of achievement and academic growth of the student, if applicable and available, on each of the State academic assessments required under this part; and

(ii) timely notice that the student has been assigned, or has been taught for 4 or more consecutive weeks by, a teacher who does not meet applicable State certification or licensure requirements at the grade level and subject area in which the teacher has been assigned.
LEA CONSOLIDATED PLAN ASSURANCES

Each local educational agency plan shall provide assurances that the local educational agency will—

(1) ensure that migratory children and formerly migratory children who are eligible to receive services under this part are selected to receive such services on the same basis as other children who are selected to receive services under this part.

(2) provide services to eligible children attending private elementary schools and secondary schools in accordance with section 1117, and timely and meaningful consultation with private school officials regarding such services.

(3) participate, if selected, in the National Assessment of Educational Progress in reading and mathematics in grades 4 and 8 carried out under section 303(b)(3) of the National Assessment of Educational Progress Authorization Act (20 U.S.C. 9622(b)(3)).

(4) coordinate and integrate services provided under this part with other educational services at the local educational agency or individual school level, such as services for English learners, children with disabilities, migratory children, American Indian, Alaska Native, and Native Hawaiian children, and homeless children and youths, in order to increase program effectiveness, eliminate duplication, and reduce fragmentation of the instructional program.

(5) collaborate with the State or local child welfare agency to—

(A) designate a point of contact if the corresponding child welfare agency notifies the local educational agency, in writing, that the agency has designated an employee to serve as a point of contact for the local educational agency.

(B) by not later than 1 year after the date of enactment of the Every Student Succeeds Act, develop and implement clear written procedures governing how transportation to maintain children in foster care in their school of origin when in their best interest will be provided, arranged, and funded for the duration of the time in foster care, which procedures shall—

(i) ensure that children in foster care needing transportation to the school of origin will promptly receive transportation in a cost-effective manner and in accordance with section 475(4)(A) of the Social Security Act (42 U.S.C. 675(4)(A))

(ii) ensure that, if there are additional costs incurred in providing transportation to maintain children in foster care in their schools of origin, the local educational agency will provide transportation to the school of origin if—

(I) the local child welfare agency agrees to reimburse the local educational agency for the cost of such transportation;
(II) the local educational agency agrees to pay for the cost of such transportation; or

(III) the local educational agency and the local child welfare agency agree to share the cost of such transportation

(6) ensure that all teachers and paraprofessionals working in a program supported with funds under this part meet applicable State certification and licensure requirements, including any requirements for certification obtained through alternative routes to certification

(7) in the case of a local educational agency that chooses to use funds under this part to provide early childhood education services to low-income children below the age of compulsory school attendance, ensure that such services comply with the performance standards established under section 641A(a) of the Head Start Act (42 U.S.C. 9836a(a))