



DISTRICT: Public Plan

Federal Relief Spending

NOTE: If any of your answers to the following questions require additional space, please use the supplemental blank pages at the end of this document.

DISTRICT: Jackson-Madison County (570)

Public Plan - Federal Relief Spending



In response to COVID-19, the US Congress passed several pieces of legislation that sent billions in relief funding to states. Tennessee received \$4.2 billion for K-12 funding to be spent before 2024. This is the district's plan for spending, in compliance with federal law.

General Information

LEA Name	Jackson-Madison County	Director of Schools	Dr. Marlon D. King
Address	310 North Parkway Jackson, TN 38305		
Phone #	(731) 664-2500		
District Website (where plan is posted):	www.jmcass.org		

Students & Enrollment

Mission & Vision	Mission Statement: Providing equitable options and opportunities in a safe, caring environ				
Grades Served	PK-12	# of Schools	27	Total Student Enrollment	12,724
Race/ Ethnicity	American Indian/Alaska Native	0.3	%	Asian	1.5 %
	Black/African American	60.7	%	Hispanic	9 %
	Native Hawaiian/Pacific Islander	0.1	%	White	28.3 %
	Multiracial	1.6	%		
Economically Disadvantaged		40.3	%	English learners	3.5 %
Students with Disabilities		14.6	%	Foster	0.8 %
Students Experiencing Homelessness		2	%	Students in Military Families	0.2 %
Migrant		0	%	Students with High-Speed Internet at Home	79 %

Accountability

View the District Report Card:	https://reportcard.tnedu.gov/districts/570
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Funding

ESSER 1.0 Allocation	\$ 3,897,423.21	ESSER 2.0 Allocation	\$ 16,781,246.49	ESSER 3.0 Allocation	\$ 37,688,295.80
ELC Allocation	\$	Students Experiencing Homelessness Allocation:			\$
TOTAL ALLOCATION:					\$ 58,366,965.50
Possible Infrastructure Allocation (projected as of May 24, 2021 as 80% of ESSER 2.0*):					\$ 13,424,997.19

Summary of Requirements

	Yes	No
District Applied for TDOE Planning Grant to meet federal requirements (\$125,000 - \$200,000)?		●
Community Engagement Template submitted and posted on website?	●	
Health and Safety Plan submitted and posted on website?	●	
Needs Assessment submitted and posted on website?	●	
Translations of Health and Safety Plan, Needs Assessment, and Public ESSER Plans posted?	●	
Spending Plan submitted in ePlan and available to public?	●	

How will the district plan to meet the requirement to spend 20% of ESSER 3.0 on direct services to students to address learning loss? Note: If the district is fully participating in TN ALL Corps, then just write "TN ALL Corps Tutoring Program."

The district plans to meet the requirement to spend 20% on ESSER 3.0 by providing summer camps, tutoring, credit recovery, and extended learning opportunities (before school, after school, Saturdays) for K-12 students through the summer of 2024. Activities will address learning loss and recovering credits for high school students. ESSER 3.0 will fund content teachers who will provide direct instruction, individually and in small groups to help students progress academically and recover credits toward graduation requirements. Additionally, the district plans to fund teachers and educational assistants during summer camp and after-school hours to work directly with K-8 students who need intervention to access grade level content in ELA and math. Transportation for students attending summer camps and extended

learning opportunities will be provided. Evidence-based interventions will include personnel, equipment, professional learning, purchasing high quality instructional materials, extended learning opportunities, aligned assessments, and other expenses needed to meet the needs of all students.

Introduction

The federal relief funding is a significant opportunity for school districts in the state to **accelerate student achievement**. Outcomes achieved over these four years can set a policy and investment foundation for years to come. Tennessee is fortunate that public education did not face state budgetary cuts during the pandemic, instead experiencing a significant amount of additional state investment during the same time period. As such, we have a collective responsibility to invest strategically, monitor implementation, and report on quantifiable outcomes transparently.

The department believes that in order to demonstrate strong growth at the state and local levels, it remains important to **invest in a small number of high-impact items**, within a cohesive and aligned strategy. These investments should be rooted in research and best practice as the most critical for long-term student success.

The department's strategic plan, **Best For All**, outlines the critical and researched areas that must continue to be strengthened if all students are to continue to grow and thrive.¹ The department strongly encourages all LEAs to capitalize on this moment to create generational impact, lasting legacy, and a roadmap for investments that can and should be made in the future.



BEST FOR ALL
We will set all students on a path to success.

ACADEMICS
ALL TENNESSEE STUDENTS WILL HAVE ACCESS TO A HIGH QUALITY EDUCATION NO MATTER WHERE THEY LIVE.

STUDENT READINESS
TENNESSEE PUBLIC SCHOOLS WILL BE EQUIPPED TO SERVE THE ACADEMIC AND NON ACADEMIC NEEDS OF ALL STUDENTS IN THEIR CAREER PATHWAYS.

EDUCATORS
TENNESSEE WILL SET A NEW PATH FOR THE EDUCATION PROFESSION AND BE THE TOP STATE TO BECOME AND REMAIN A TEACHER AND LEADER FOR ALL.

1 LEAs have the responsibility to allocate funds within the policies and rules set forth by the U.S. Department of Education.

Summary

ACADEMICS

Topic	Amount Spent	Percentage of Total
Tutoring Programs	\$264,600.00	0.45%
Summer Programming (Supplement to State Funding)	\$2,680,220.00	4.56%
Personnel to Support Early Reading (K)	\$1,600,000.00	2.74%
In School and After School Learning Acceleration Opportunities	\$236,040.00	0.40%
High Quality Pre-K-12 Instructional Materials for Literacy and Math	\$915,000.00	1.57%
Personnel to Support Learning Loss	\$316,800.00	0.54%
Learning Huddle Hubs	\$45,000.00	0.08%
K-12 Universal Screeners and Benchmark Assessments	\$350,000.00	0.60%
Literacy Stations (K-5)	\$160,000.00	0.27%
Fine Arts Equipment	\$60,000.00	0.60%
Personnel for Additional Pre-K Classes	\$408,000.00	0.70%

STUDENT READINESS

Topic	Amount Spent	Percentage of Total
Mental Health Curriculum	\$134,900.00	0.23%
Tele-therapy	\$3,276.00	0.01%
Personnel to Support Families	\$173,550.00	0.30%
Alternative Instruction Contract	\$728,000.00	1.25%
Tuition Payments for Dual Enrollment/Dual Credit	\$30,000.00	0.05%
Textbooks (Bound and Electronic)	\$1,995,000.00	3.42%
Support for ELL, Reading and Math Intervention and Behavior Support	\$76,000.00	0.13%
Personnel to Support Mental Health	\$1,306,400.00	2.24%
Personnel to Support Student Readiness	\$497,800.00	0.85%
CTE Industry Certification Tests	\$10,000.00	0.02%
CTE Equipment	\$165,000.00	0.28%

EDUCATORS

Topic	Amount Spent	Percentage of Total
Employee Bonuses	\$4,534,089.00	7.77%
Additional School Nurses (5 FTEs)	\$175,000.00	0.30%
Professional Development	\$175,500.00	0.30%
Stipends for Technology Teacher Leaders	\$156,000.00	0.27%
"Think Tank" Stipends	\$60,000.00	0.10%
Partnership to Create a More Diverse Educator Pipeline (Union University and Lane College)	\$155,500.00	0.27%
Stipend for Coordinated School Health Director	\$10,000.00	0.02%
Personnel to Support Alternative Learning K-12	\$1,148,600.00	1.97%
Additional Personnel to Support the District's Cyber School (JASA)	\$762,200.00	0.79%
FFCRA Leave	\$155,047.00	0.27%
Unemployment Compensation due to Covid-19	\$96,760.84	0.17%

FOUNDATIONS

Topic	Amount Spent	Percentage of Total
Technology	\$5,209,797.25	8.93%
Bags for Devices	\$60,648.49	0.10%
Software	\$4,065,536.84	6.97%
Personnel to Support Technology Department	\$497,400.00	0.85%
Building Improvements	\$17,910,100.00	30.69%
Program/Project Director	\$330,800.00	0.57%
Program Compliance Consultant	\$110,710.00	0.19%
Program Bookkeeper	\$82,300.00	0.14%
Supplies for Program/Project Director	\$500.00	0.001%
PPE	\$158,726.44	0.27%
Covid Response Team Stipends	\$28,930.00	0.05%
Van for Covid Response Team	\$11,926.50	0.02%
Covid Response Sanitizer	\$54,000.00	0.09%
Sanitizing and Cleaning Chemicals	\$104,610.65	0.18%

Sanitizing Equipment	\$43,600.00	0.07%
Additional Custodial Personnel	\$240,000.00	0.41%
Rental Fees for Tele-health Equipment	\$10,800.00	0.02%
Health Equipment	\$3,425.00	0.01%
Equipment for Nurses	\$19,000.00	0.03%
School Health Office Supplies	\$6,600.00	0.01%
HR Learning Management System	\$40,000.00	0.07%
Lawn care Equipment	\$300,000.00	0.51%
Maintenance Supplies and Materials	\$4000,000.00	0.69%
Stipends for Additional Bus Routes due to Driver Shortage	\$380,000.00	0.65%
Tires and Tubes for Additional Routes	\$67,500.00	0.12%
Vehicle Parts for Additional Routes	\$205,000.00	0.35%
Cleaning Supplies to Disinfect Buses Daily	\$100,000.00	0.17%
Reimbursement to Food Service Fund due to Declining Revenue	\$1,257,280.00	2.15%
Social Security Benefits	\$1,245,946.00	2.13%
State Retirement Benefits	\$1,37,186.00	2.35%
Life Insurance	\$13,724.00	0.02%
Medical Insurance	\$1,049,706.00	1.80%
Dental Insurance	\$30,078.00	0.05%
Local Retirement	\$169,965.00	0.29%
Local Travel	\$1,500.00	0.26%
Indirect Cost	\$3,365,686.49	5.77%
Grand Total of ESSER 1.0, ESSER 2.0, and ESSER 3.0	\$58,366,965.50	100%

ACADEMICS



All Tennessee students will have access to a high-quality education by learning to read and reading to learn with high-quality materials. This includes investments in Reading 360 (literacy) and TN ALL Corps (tutoring).

Description of strategic allocations to accelerate **Academic Achievement**, including how allocations support the investments identified in the district's needs assessment:

Jackson-Madison County Schools will utilize ESSER 3.0 to strategically support acceleration through in-school activities, summer camps, specific after-school clubs, out-of-school time programs, and Saturday clubs focused on STREAM activities and Foreign Language Exploration for K-8 students. Additional activities will focus on Freshman Boot Camps, ACT Prep Camps, CTE Certifications, and Dual Enrollment to support accelerating students to college and career readiness.

The district will purchase additional high quality instructional materials to support reading instruction; particularly early literacy where the largest learning loss occurred. The district will also utilize ESSER 3.0 funds to purchase standards-aligned math textbooks and digital resources that will support teachers with academic recovery, remediation, and acceleration, digital curriculum for virtual programs, credit recovery, and reading/math intervention resources. Additionally, the district will use funds to provide high students with an opportunity to engage in EPSOs and CTE certifications, that were limited due to closure of schools at the end of 2019-2020, and virtual and hybrid district schedules throughout the 2020-2021 school year.

Funds will be used to purchase curriculum to address mental health interventions designed to meet the social and emotional needs of students through engaging and enriching experiences.

Additional positions of K-2 paraprofessionals to support early foundations, an RTI Coordinator to address multitiered systems of academic support, and a Coordinator to support ATSI and Priority Schools will be funded with ESSER 3.0 to address increased learning loss, intervention, and to strengthen Tier I core instruction.

High Dosage, Low Ratio Tutoring

Definition: Maximum ratios of 1:3 in elementary and 1:4 in high school, with at least 3 sessions per week

Grade Band	Number of Students	Percent of Students	Frequency per Week	Ratio Provided	Description of Services
Kindergarten		%			
1 st Grade		%			
2 nd Grade		%			
3 rd Grade		%			
4 th Grade		%			
5 th Grade		%			
6 th Grade		%			
7 th Grade		%			
8 th Grade		%			
9 th Grade		%			
10 th Grade		%			
11 th Grade		%			
12 th Grade		%			

	Yes	No
* Participating in TN ALL Corps?		●
* Plan to use free high school tutoring services through TDOE?		●

ACADEMICS (continued)

Summer Programming

Brief Description of Summer Programming (*Differentiate between [TN Learning Loss and Student Acceleration Act](#) and additional resources provided by the district*):

JMCSS Summer Camp 2021 served approximately 1,880 K-8 students. Teachers provided four weeks of direct explicit reading and math instruction as well as intervention to reinforce learning from the previous year and to prepare students to be ready for the upcoming 2021-2022 school year. High-quality research-based materials were used as the center of teaching and learning. Multiple forms of assessment data points were used to determine target areas of need. Students who were known to have incomplete learning and skills deficits were targeted for support. Transportation, meals, and snacks were provided to all students who were in attendance. The JMCSS Summer Camp will continue through the summer of 2024. Students with identified learning loss and skill deficits will be targeted for support and all students are invited to attend.

Grade Band	# of Students Served	% of Total Students Served	Weeks per Summer	Hours per Week	Description of Services
Elementary	1,546	82.23%	4	28	Teachers provided four weeks of direct explicit reading and math instruction as well as intervention. High-quality research-based materials were used as the center of teaching and learning. Multiple forms of assessment data were used to determine target areas of need. Students who were known to have incomplete learning and skills deficits were targeted for support. However, all students were welcome to attend.
Middle	334	17.76%	4	24	Teachers provided four weeks of direct explicit reading and math instruction as well as intervention. High-quality research-based materials were used as the center of teaching and learning. Multiple forms of assessment data were used to determine target areas of need. Students who were known to have incomplete learning and skills deficits were targeted for support. However, all students were welcome to attend.
Total	1,880				

	Yes	No
* Applied to TDOE for transportation grant?	●	

Link to TN Foundational Literacy Skills Plan:

<https://www.imcss.org/cms/lib/TN01917090/Centricity/Domain/1132/plan%20pg%201.pdf>

Grade Band	Spending Amount Planned on...		Description
	Approved Instructional Materials	Professional Development	
Pre-K	\$184,680.00	\$9,477.00	Pre-K teachers participated in the early foundations training, Early Childhood Curriculum, School based professional development, New Teacher Summer Orientation Training
Elementary	\$1,539,684.00	\$79,010.10	Summer Camp, CKLA, iReady, school based professional development, New Teacher Summer Orientation Training, professional development for teachers and leaders on curriculum platforms, implementation, and customization of courseware, Edmentum Curriculum customization, Proximity Learning online courses and learning management system to track attendance/assignments, etc. for virtual learner, iReady diagnostics and personal learning features to address unfinished learning and learning loss, training current Montessori Teachers to deliver engaging project-based learning in a remote/virtual setting and creative ways to launch a new learning platform to address learning loss due to Covid-19. Instructional supplies and materials, including, but not limited to, makers, pens, paper clue, notebooks, pencils, paper, chart pater, etc.
Middle	\$730,170.00	\$37,469.25	Summer Camp, CKLA, iReady1, school based professional development, New Teacher Summer Orientation Training, professional development for teachers and leaders on curriculum platforms, implementation, and customization of courseware, Edmentum Curriculum customization, Proximity Learning online courses and learning management system to track attendance/assignments, etc. for virtual learner, iReady diagnostics and personal learning features to address unfinished learning and learning loss, training current Montessori Teachers to deliver engaging project-based learning in a remote/virtual setting and creative ways to launch a new learning platform to address learning loss due to Covid-19. Instructional supplies and materials, including, but not limited to, makers, pens, paper clue, notebooks, pencils, paper, chart pater, etc.
High School	\$965,124.00	\$49,526.10	Summer Camp, CKLA, iReady, school based professional development, New Teacher Summer Orientation Training, professional development for teachers and leaders on curriculum platforms, implementation, and customization of courseware, Edmentum Curriculum customization, Proximity Learning online courses and learning management system to track attendance/assignments, etc. for virtual learner, iReady diagnostics and personal learning features to address unfinished learning and learning loss, training current Montessori Teachers to deliver engaging project-based learning in a remote/virtual setting and creative ways to launch a new learning platform to address learning loss due to Covid-19. Instructional supplies and materials, including, but not limited to, makers, pens, paper clue, notebooks, pencils, paper, chart pater, etc.

	Yes	No
* Participating in Reading 360 Summer Teacher PD (elementary)?	●	
* Planning to participate in Reading 360 Advanced Literacy PD in Summer 2022 (secondary)?	●	
* Participating in Reading 360 PK-12 Literacy Implementation Networks?	●	
* Participating in Reading 360 Early Reading Implementation Networks?	●	
* Participating in Ready4K with TDOE and the Governor's Early Literacy Foundation?	●	
* Using the Reading 360 Foundational Literacy Skills Curriculum Supplement and supports?	●	
* Provided families with information on FREE at-home decodables?	●	

* Using the free universal screener provided to districts?		•
* Considering use of free TDOE supplemental instructional materials for math (elementary)?	•	
* Considering use of free TDOE math professional development, implementation support and networks?	•	

ACADEMICS *(continued)*

Other: Academics

Item	Spending Amount	Expected Outcomes for Students as a Result of this Investment	How Student Outcomes and/or Success will be Quantifiably Measured	Description of Services
Personnel to Support Early Reading (K-2)	\$1,600,000.00	Increased growth and proficiency in literacy	Benchmark and State Assessments	Highly qualified educational assistants dedicated to assisting Kindergarten Teachers in the area of literacy in order to increase proficiency in literacy and close learning loss gaps
In School and After School Learning Acceleration Opportunities	\$236,040.00	Increased growth and achievement due to additional support, increase in dual enrollment and CTE Certifications and ACT Scores	Benchmark and State Assessments	In-School acceleration, summer camps, specific after-school clubs, out-of-school time programs and Saturday clubs focused on STREAM activities and foreign language exploration for K-8 Students. Additionally, for high school students, activities will focus on Freshman Boot Camps, ACT Prep Camps, CTE Certifications, and Dual Enrollment to support acceleration through instructional approaches, enrichment camps, community partnerships, work-based learning, high quality instruction, and activities designed to meet the social and emotional needs of students through engaging and enriching experiences.
Pre-K-12 Instructional Materials for Literacy and Math	\$915,000.00	Increased growth and achievement outcomes as a result of using high quality instructional materials and effective teaching methods.	Benchmark and State Assessments	High quality instructional materials to support literacy and math instruction, to address Tiers I, II, and III to increase growth and achievement outcomes
Personnel to Support Learning Loss	\$316,800.00	Increased growth and achievement in all content areas	Benchmark and State Assessments	Director of Priority School Instructional Support (1 FTE) and Director of RTI2 (1 FTE) to assist schools with data and strategies to combat learning loss

Learning Huddle Hubs	\$45,000.00	Recovering learning loss due to students attending the Learning Huddle Hubs	Benchmark and State Assessments	Hubs planted throughout the community and partnered with faith-based and non-profit organizations who employ certified teachers to provide instruction to students and provide additional instructional support to families
K-12 Universal Screeners and Benchmark Assessments	\$350,000.00	Receiving consistent data to inform instructional decisions to improve learning for all students	Benchmark and State Assessments	District-wide universal screeners and benchmark assessments that will minimize over testing, while determining student academic needs to provide a baseline on where students are academically that will inform instruction and intervention due to learning loss
K-5 Literacy Stations	\$160,000.00	Increased growth and achievement in literacy	Benchmark and State Assessments	Literacy stations that will allow students to engage in high quality instructional materials and advanced technology that support the science of reading
Fine Arts Equipment	\$60,000.00	Increased participation in fine arts	Comparison of fine arts participation to previous years	To increase the opportunities for students to participate in extracurricular enrichment activities through the arts, and to provide ample equipment and supplies to prevent the spread of Covid-19
Personnel for Additional Pre-K Classes	\$408,000.00	Close the learning loss gap by providing Pre-K intervention prior to kindergarten	Universal Screener	Pre-K Teachers (3 FTEs) and Pre-K Assistants (3 FTEs) to provide high quality instruction to the district's youngest learners in preparation for kindergarten for an additional 60 students

STUDENT READINESS



Tennessee schools will be equipped to serve the academic and non-academic needs of all students by developing robust career pathway opportunities and connecting students to real-time support. This includes investments in articulated pathways for all students, innovative high schools linked to career opportunities and advanced coursework, and specialized supports for students who need them.

Description of strategic allocations to support **Student Readiness** and the **School-Related Supports** necessary to access high-quality instruction, including how allocations support the investments identified in the district's needs assessment:

To fully support learning loss and acceleration, the district is purchasing fully aligned ELA and math curriculum, as well as mental health resources. Jackson-Madison County will utilize ESSER 3.0 funds to provide more options and opportunities for career pathways for students in grades 6-12.

Funds allocated towards student readiness were focused on supporting the whole child, special populations, students in grades 6-12, and their families. These strategic allocations support student readiness and the school-related supports necessary to access high-quality instruction through providing each high school with multiple areas of focused pathways and CTE options, Dual Enrollment/Credit, CTE Certifications, and Advance Placement options. Each high school will have a career-themed focus that aligns with high need jobs in our region and allows students to learn more about areas of interest. Innovation Impact Institutes challenge the traditional approach to education in high schools with the goal for students to clearly understand why a lesson is important and how the knowledge can be used in the future in a college classroom or a career. Academic teachers will work with career instructors to connect what is learned in the classroom with skills needed for success after graduation. Utilizing funds from our Innovation High School Grant and ESSER 3.0, the creation of Innovative Impact Institutes will provide students with small learning cohorts with career, theme-based teaching and learning beginning in 9th grade. To introduce students to the skills and concepts in the Innovation Impact Institutes, JMCSS will develop middle school Innovation Impact Summits. Middle Schools will extend traditional learning into the summer and after traditional school hours. The summits will prepare students for the Innovation Impact Institute at their zoned high school.

Middle and High School Opportunities

Item	Spending	Description of Services
Tuition Payments for Dual Enrollment/Dual Credit	\$30,000.00	Covering the cost of dual enrollment classes in order to expand dual enrollment opportunities to more students
Payment of CTE Industry Certification Tests	\$10,000.00	Covering the cost of CTE industry certification tests in order to expand industry certification opportunities to more students

	Yes	No
* Received an Innovative High School Grant?	●	
* Using or planning to use free ACT preparation courses?	●	
* Using or planning to use free and online AP Access for All?	●	
* Received an Early Postsecondary Expansion Grant?		●
* Received a Middle School STEM and CTE Grant?		●
* Received a STEM Designation?		●
* Participating in the free Work Keys program?		●
* Using or planning to use free STEAM Resource Hub?	●	
* Received a Governor's Civics Seal Grant?		●
* Plan to participate in computer science networks and related grants?		●

STUDENT READINESS *(continued)*

Special Populations

Item	Spending	Expected Outcomes for Students as a Result of this Investment	Description of Services
Mental Health Curriculum	\$134,900.00	Support to meet the social and emotional needs of all learners	We will provide mental health support through a curriculum to meet the social and emotional needs of our students, families, and staff.
Tele-therapy	\$3,276.00.00	Improved results from therapy sessions	Licenses for Special Education for tele-therapy services for students not attending in-person
Personnel to Support Families	\$173,550.00	Increased family and community engagement with the schools.	Family Support Specialists (2 FTEs) will provide intensive parent services and assist in the engagement of parents and the community in the education and academic success of all children and serve as a liaison between families, schools, and the community.
Alternative Instruction Contract	\$728,000.00	Improved career opportunities for students and improved high school graduation rate	Alternative learning setting and contracted services which build on the blending approach to student learning to receive in-person and individual or paired intensive tutoring, self-paced modules, blended learning, and also supports motivation for learning.
Textbooks (bound and electronic)	\$1,995,000.00	Improved growth and achievement in reading and math	High quality instructional materials to assist in the teaching of reading and math
Support for ELL, Reading and Math Intervention, and Behavior Support	\$76,000.00	Improved growth and achievement in reading and math	The district will offer curriculum support and intervention for English Language Learners in literacy and math. Additionally, behavior support will be offered to students with disabilities.
Personnel to Support Mental Health	\$1,306,400.00	Increased support provided for the needs of the whole child with services and curriculum to support a safe and healthy school community	Social and Behavior Services Teams will consist of Chief of Social and Behavioral Services (1 FTE), Administrative Assistant to the Chief of Social and Behavioral Services (1 FTE), Behavioral Interventionist (1FTE), Crisis Counselor (2 FTEs), Social Worker (1 FTE), and Director of Extended Learning (1FTE) who will provide individual and group counseling for social, emotional, and mental health needs of all students through partnerships with local mental health providers, social-emotional curriculum resources purchased, and professional learning/collaboration.

Personnel to Support Student Readiness	\$497,800.00	Improved career opportunities for students and improved high school graduation rate	Post-Secondary Consulting Teachers (4 FTEs) to equitably provide higher education access and success services to students making the transition from high school by creating partnerships with both higher education institutions to align expectations and build college aspirations, and with business and industry to increase workforce development opportunities.
CTE Equipment	\$165,000.00	Increased opportunities for hands-on practice which will lead to more industry certifications earned by students	Additional equipment to assist students with obtaining industry certifications and to allow for social distancing while working in hands-on CTE classes

	Yes	No
* Applied for and received a TDOE trauma informed school grant?	<input checked="" type="radio"/>	<input type="radio"/>
* Will receive a supplemental grant for serving students experiencing homelessness?	<input type="radio"/>	<input checked="" type="radio"/>
* Applied for and received the ELC grant to support health and wellness activities?	<input type="radio"/>	<input checked="" type="radio"/>
* Planning to apply for mental health grants (\$100,000 - \$200,000)?	<input checked="" type="radio"/>	<input type="radio"/>
* Applied for an IDEA Partnership Grant to support students with disabilities?	<input checked="" type="radio"/>	<input type="radio"/>
* Plan to use attendance support to identify and re-engage missing students?	<input checked="" type="radio"/>	<input type="radio"/>

EDUCATORS



Tennessee will set a new path for the education profession. This includes investments in Grow Your Own programs, educator networks and pathways, and strategic compensation and recruitment efforts.

Description of strategic allocations to **Recruit, Retain and Support Educators and School Personnel**, including how allocations support the investments identified in the district's needs assessment:

One of Jackson-Madison County Schools Belief Statements is "Invest in employees by providing financial and professional support." The district allocated funds from the Differentiated Pay Plan to retaining teachers by providing mentors to new teachers, teachers teaching on a Job-embedded License, and/or educators who are on emergency permits to teach due to a shortage of certified teachers. In addition, JMCSS will partner with Union University who will work with Lane College to produce a teacher pipeline. The partnership with Lane College will provide the system with an avenue for recruiting for diversity, thus creating a teacher pipeline for recruiting high quality teachers and teachers of color for the district. Teachers will earn a master's degree from the program and commit to work in the district for several years. Additionally, through strategic mentoring and high-quality professional development, the district will reach our goal of investing in our employees and providing all students with an effective teacher.

Item	Spending	Expected Outcomes for Students as a Result of this Investment	Description of Services
Strategic Teacher Retention-Partnership to Create a More Diverse Educator Pool (union University and Lane College)	\$155,500.00	A more diverse educator pool of certified teachers to instruct our students	Partnership contract with local universities to create innovative opportunities for mentoring and supporting teachers in-training for state licensures. The teacher partnership will support staffing due to resignations, retirements, and health risks as a result of Covid-19.

	Yes	No
* Participating in Grow Your Own?		●
* Participating in Aspiring Assistant Principal Network?		●
* Participating in Diverse Leaders Network?		●
* Participating in Rural Principal Network?		●
* Participating in Turnaround Principal Network?	●	
* Participating in Principal Supervisor Network?		●
* Participating in TASL Academies?	●	
* Participating in TDOE Special Education and ESL additional endorsement grants?	●	
* Using the TN Teacher, Substitute and/or Teacher Job Connect and Job Board?	●	
* Encouraged participation in or actively utilized Best For All Central?	●	

EDUCATORS (continued)

Other: Educators

Item	Spending Amount	Expected Outcomes for Students as a Result of this Investment	How Student Outcomes and/or Success will be Quantifiably Measured	Description of Services
Employee Bonuses	\$4,534,089.00	Increased opportunity for students to have access to their teacher of record	Benchmark and state assessment data	Bonus 1- Employees went over and beyond their duties to ensure students were educated in a safe and orderly environment while adhering to the system's protocol and CDC guidance. Bonus 2- Employees will receive a bonus for completed professional development and opportunities to better serve our students
Additional School Nurses	\$175,000.00	Access to school nurse at all school locations	Reduction of spread of Covid-19	Additional nurses were added to ensure that all schools have access to a school nurse that supports a safe and healthy school environment.
Professional Development	\$175,500.00	Well trained teacher providing instruction to all students; increase in growth and achievement in all subjects	Benchmark and state assessments	Professional development for teachers and administrators to support the delivery of instruction and intervention.
Stipends for Technology Teacher Leaders	\$156,000.00	Students will receive instruction where technology is integrated	Benchmark and state assessments	The district will implement and train a technology teacher leader at each school to support their colleagues as they learn to effectively utilize and integrate technology for teaching and learning the classroom and virtually.
"Think Tank" Stipends for Educators	\$60,000.00	Students will receive high quality instruction from teachers who have access to a menu of best practices developed by teachers with a proven background for improving student outcomes	Benchmark and state assessments	The "Think Tank" is comprised of well-informed teachers based on their background and results in improving outcomes for students. Stipends will be given to these teachers who will develop a menu of best practices to support learning loss for students.
Stipend for Coordinated School Health Director	\$10,000.00	Students received support from the Coordinated School Health Department that helped provide a more safe and healthy school environment.	Increased attendance, reduction of spread of Covid-19, fewer needs to quarantine	The Coordinated School Health Director went over and beyond her required duties to ensure all school locations were as safe as possible. Taking the lead in assisting the local health department with contact tracing, she trained all school nurses, and hired replacements in a timely manner when vacancies arose. Additionally, she keeps the district informed of all CDC guidance and recommendations as they continue to be revised.
Personnel to Support Alternative Learning	\$1,148,600.00	Needs of students who need alternative learning will be addressed	More opportunities for work-based learning, increased use of soft-skills, increased attendance, increased graduation rate	Principal (1 FTE), Consulting Teacher (1 FTE), Teachers (7.6 FTEs), Behavior Assessment Clerk (2 FTEs), Educational Assistant (2 FTEs) in conjunction with contracted services through Ombudsman and Walker-Wise Group will build on the blended approach by providing alternative programming that allows for the continuation of teaching and learning for the targeted group of students, delivered through alternative learning methods.
Additional Personnel to Support the District's Cyber School (JASA)	\$762,200.00	Students will have option to attend a year-round virtual school to meet their academic needs.	Increased attendance, more opportunities for schools to social distance with fewer students and staff in buildings	In order to respond to, prepare for, and prevent the spread of Covid-19, the district will fully implement a year-round K-12 Cyber School (Jackson Academic STEAM Academy or JASA) to address the learning needs of students and families who do not want to participate in the traditional in-person school setting.

FFCRA Leave	\$155,047.00	Access to the teacher of record so that students could receive quality instruction, even virtually.	Benchmark and state assessments	FFCRA was used to cover employee leave for qualifying reasons under the law. This allowed for employees who were able to work remotely until they were able to safely return to school. Thus, reducing the spread of Covid-19, but still allowing for instruction to occur for the teacher of record.
Unemployment Compensation due to Covid-19	\$96,760.84.00	Relief from GP fund that was impacted by the reduction of funding due to the pandemic	Reduction of number of claims district pays out by competing paperwork in timely manner	Covid-19 greatly impacted the workforce for JMCSS. At the end of the 2019-2020, and through the entire 2020-2021 school year, unemployment claims were at an all time high. These funds helped to cover these increased expenses the district incurred.

Item	Spending Amount	Expected Outcomes for Students as a Result of this Investment	How Student Outcomes and/or Success will be Quantifiably Measured	Description of Services
Technology	\$5,209,797.25	This technology will allow teachers an opportunity to foster engaging lessons and support virtual learning options should the need arise, and further advance student learning. Teachers and leaders will be able to engage in learning opportunities around the use of technology	Increased use in technology to increase growth and achievement in all subjects	Technology devices for teachers and students, interactive boards, technology support contract to help protect the district's network due to the increased use of technology for instruction and research, laptop lease agreement, district-wide phone upgrade equipment
Bags for Devices	\$60,648.49	Technology devices will have a longer life span due to being protected	Increased life span of devices as compared to previous years	Bags for devices to safeguard devices when students go back and forth from in-person learning to remote learning due to quarantine and/or isolation
Software	\$4,065,536.84	Increased use of technology while instructing and increased growth and achievement in all subjects	District benchmark and state assessments	Software will consist of a digital online library, diagnostic and on-line instructional program for K-8 students, and on-line digital curriculum. Tele-therapy licenses will also be purchased. Device tracking software will also be purchased to support the effective and efficient accounting of student and staff devices and technology equipment. Additionally, software will be purchased to upgrade the district's phone system so that communication can take place between the school, parents, and all community stakeholders
Personnel to Support Technology Department	\$497,400.00	Schools receive better response time to their issues with technology	Increased use in technology to increase growth and achievement in all subjects	Service Desk Supervisor (1 FTE), Tech Support Officer (2 FTEs), Tech Support Specialist (2FTEs) to support schools with technology devices and software.
Academic Space: Facilities	\$17,910,100.00	Healthy and safe learning environment for students and staff	Improved indoor air quality and improved air circulation, reduce transmission of disease and germs, greater ability to social distance	Building improvements to include replacing traditional water fountains, updated windows and doors for five (5) schools, playground equipment and surfacing for 10 schools, multi-purpose locker rooms for two (2) schools, additional classrooms and restrooms for one (1) school, and HVAC, roofing and tile replacement, wiring for connectivity, and adding low voltage equipment/cameras/access control, and building upgrades and renovations for one (1) previously closed school to house the district's cyber school (JASA). While the district is renovating the previously closed school that will house its cyber school (JASA) which was created due to the Covid-19 Pandemic, JASA is operating on the campus of Union University, and rental fees are required until the renovations are complete. These projects will improve air quality, safety, social distancing, and provide students and staff cleaner spaces.
Monitoring, Auditing, and Data Collection and Reporting	\$524,310.00	Remain compliant through the duration of each grant	Funds used according to approval, organization remains in good standing proper procedures are followed from requisitioning, purchasing, and paying invoices	Program/Project Director (1 FTE), Program Bookkeeper (1 FTE), and Program Compliance Consultant (0.6 FTE) to initiate and set department goals, plan projects, monitor projects to stay within budget, generate progress reports, complete required paperwork to ensure organization stays in good standing, office supplies (ex. copy paper, ink, pens, file folders) for staff

FOUNDATIONS



Description of strategic allocations to **Strengthen Structural Expectations**, including how allocations support the investments identified in the district's needs assessment:

Jackson-Madison County Schools is committed to improving all facilities over a long-term period of time. While responding to, preparing for, and aiming to prevent Covid-19, with ESSER funds, the district is able to improve our facilities more speedily in order to realize one of our Belief Statements to "Educate all students in a safe, nurturing school environment that promotes healthy choices and opportunities for optimal learning." ESSER Funds will support replacing outdated HVAC, windows, doors, traditional water fountains, outdated carpet, and bring locations up to code for additional space to allow for social distancing. The district will also be able to expand technology in schools providing individual devices to students and teachers, as well as interactive boards in classrooms to further support teaching and learning. This technology will allow teachers an opportunity to foster engaging lessons and support virtual learning options should the need arise, and further advance student learning. Teachers and leaders will be able to engage in learning opportunities around the use of technology. Technology support and maintenance for the system's network and equipment to support on-line learning will also be provided. The district also partnered with T-Mobile, United Way, Jackson Housing Authority, and through an Amerigroup Grant, provided Wi-Fi hot spots to all families that expressed the need for internet connectivity. Funding will also be used for device tracking software to support effective and efficient accounting of student and staff devices and technology equipment.

	Yes	No
* Participated in the TDOE device grant program?	●	
* Participated in the TDOE connectivity grant?	●	
* Participating in the TDOE-T-Mobile partnership to increase high-speed internet?		●

OTHER

Description of **Additional Strategies** designed to accelerate academic achievement:

The additional strategies listed will assist the district in maintaining safe and healthy schools in preparation for, response to, and recovery from the Covid-19 pandemic.

Item	Spending	Expected Outcomes for Students as a Result of this Investment	How Student Outcomes and/or Success will be Quantifiably Measured	Description of Services
PPE for Schools	\$158,726.44	Decrease spread of disease and germs	Increased student/staff attendance, increased in-person instructional time for each student	Gloves, masks, sanitizing wipes, sneeze and face shields, thermometers, temperature kiosks
Covid-19 Response Team Stipends	\$28,930.00	Decrease spread of disease and germs	Increased student/staff attendance, increased in-person instructional time for each student	To clean, sanitize and disinfect areas that have been exposed to Covid-19
Van for Covid Response Team	\$11,926.50	Decrease spread of disease and germs	Increased student/staff attendance, increased in-person instructional time for each student	To assist the Covid Response Team with cleaning, sanitizing and disinfecting areas that have been exposed to Covid-19 and carry all needed supplies
Covid Response Sanitizer	\$54,000.00	Decrease spread of disease and germs	Increased student/staff attendance, increased in-person instructional time for each student	1 FTE to lead the cleaning, sanitizing and disinfecting efforts across the district
Sanitizing and Cleaning Chemicals	\$104,610.65	Decrease spread of disease and germs	Increased student/staff attendance, increased in-person instructional time for each student	To clean, sanitize and disinfect areas that have been exposed to Covid-19
Sanitizing Equipment	\$43,600.00	Decrease spread of disease and germs	Increased student/staff attendance, increased in-person instructional time for each student	To clean, sanitize and disinfect areas that have been exposed to Covid-19
Additional Custodial Staff	\$240,000.00	Decrease spread of disease and germs	Increased student/staff attendance, increased in-person instructional time for each student	4 FTEs clean, sanitize and disinfect school locations to help prevent the spread of Covid-19
Rental Fees for Tele-Health Equipment	\$10,800.00	Decrease spread of disease and germs	Reduction of spread of Covid-19; Increased student/staff attendance, increased in-person instructional time for each student	Rental agreement fee for equipment used by school health clinic nurses through a partnership with a local healthcare facility.

Equipment for Nurses	\$19,000.00	Decrease spread of disease and germs	Reduction of spread of Covid-19; Increased student/staff attendance, increased in-person instructional time for each student	Technology devices for nurses data collection and for tele-medicine
Health Equipment	\$3,425.00	Decrease spread of disease and germs	Reduction of spread of Covid-19; Increased student/staff attendance, increased in-person instructional time for each student	School health equipment (ex. Thermometers, otoscopes, blood pressure cuffs)
School Health Office Supplies	\$6,600.00	Decrease spread of disease and germs	Reduction of spread of Covid-19; Increased student/staff attendance, increased in-person instructional time for each student	School health office supplies for clinical assessments (ex. Pulse oximeter, convertible stethoscope, first aid supplies, temperature probes, disinfectant, cleaning supplies)
HR Learning Management System	\$40,000.00	Decrease spread of disease and germs	Minimize risk exposure and reduce the transmission of the virus and the need to deliver paper documents in person.	A LMS to provide a one-stop shop to streamline our personnel processes and professional development for important documents and state licensure recertifications
Lawn care Equipment	\$300,000.00	Promote social distancing and allow students and staff more opportunities to be outside in fresh air	Increased ability to socialize during outside play in small groups in a safe environment	Lawn care equipment to assist grounds crew in keeping the playground and outside areas safe for student and staff access
Maintenance Supplies and Materials	\$400,000.00	Decrease spread of disease and germs	Increased number of deferred maintenance projects completed	Supplies and materials to assist with reducing the spread of Covid-19, and with deferred maintenance projects
Stipends for Additional Bus Routes due to Driver Shortage	\$380,000.00	Increased number of students getting to and from school and activities in a timely and safe manner	Compare timeliness of arrival to timeliness of arrival prior to increased routes	Stipends for bus drivers who run additional routes due to spacing on the buses and bus driver shortage
Tires and Tubes for Additional Routes	\$67,500.00	Increased number of students getting to and from school and activities in a timely and safe manner	Compare timeliness of arrival to timeliness of arrival prior to increased routes	Replacing worn tires and tubes for buses due to the extra routes being run for spacing on the bus and bus driver shortage
Vehicle Parts for Additional Routes	\$205,000.00	Increased number of students getting to and from school and activities in a timely and safe manner	Compare timeliness of arrival to timeliness of arrival prior to increased routes	Replacement of various vehicle parts for buses due to the extra routes being run for spacing on the bus and bus driver shortage
Cleaning Supplies to Disinfect Buses Daily	\$100,000.00	Increased number of students getting to and from school and activities in a timely and safe manner	Compare timeliness of arrival to timeliness of arrival prior to increased routes	Additional cleaning supplies for buses due to the extra routes being run for spacing on the bus and bus driver shortage
Reimbursement to Food Service Fund due to Declining Revenue	\$1,257,280.00	Students were able to continue receiving meals and staff was able to be supported.	Food Service maintained their required fund balance and was able to support their program.	Support to meet the needs of the Food Service Department due to declining Revenue

Benefits	\$3,879,605.00	Increased proficiency in all areas	Benchmark and state assessments, attendance rate, graduation rate, increasing and maintaining number of in-person learning days	Social Security Benefits State Retirement Benefits Life Insurance Medical Insurance Dental Insurance Local Retirement
Local Travel	\$1,500.00	Increased proficiency in all areas	Benchmark and state assessments, attendance rate, graduation rate, increasing and maintaining number of in-person learning days	Local Travel for staff funded through the ESSER grants
Indirect Cost	\$3,365,686.49	Increased proficiency in all areas	Benchmark and state assessments, attendance rate, graduation rate, increasing and maintaining number of in-person learning days	Indirect cost to administer grants

Contingency Plans: Infrastructure Bill Passes and/or Initiatives with Remaining Funds

If a federal infrastructure bill passes, LEAs could receive an amount similar to that received under ESSER 2.0. Should this pass, districts may need to shift funds previously budgeted for infrastructure in ESSER 1.0, 2.0, and/or 3.0 to this new funding source. Therefore, LEAs should have contingency plans for how they would spend the balance remaining in ESSER funds. This will provide transparency for decision-making and allow for LEAs to make changes quickly, having already communicated intent, and limit concerns related to reversion of funds. This could also be used as contingency funding for projects that are unspent or underspent.

Item	Spending	Expected Outcomes for Students as a Result of this Investment	How Student Outcomes and/or Success will be Quantifiably Measured	Description of Services
Learning Loss	\$6,500,000.00	Students meet or exceed their individual academic growth projection in literacy and math.	Benchmark and state assessments	Expand summer camp and high-quality tutoring opportunities to more students, including transportation
Learning Acceleration	\$2,000,000.00	Students meet or exceed their individual academic growth projection in literacy and math.	Benchmark and state assessments	Expand after school/extended learning acceleration opportunities for more students, including transportation
Retention and Sign-on Bonuses for current and new staff	\$3,000,000.00	Increased staff retention and continuation of educational services for all students	Decreased attrition rate	Continue to invest in our staff who are working during the pandemic, and going above and beyond and taking on additional responsibilities
Assistance with Passing Required Tests for Full Licensure	\$500,000.00	Students receive quality instruction from a fully certified teacher	Benchmark and state assessments	Assist educators with passing required Praxis Test to either become fully certified (permits/waivers) and/or to become certified in a high need endorsement area
Bonuses for Hard to Staff Subjects	\$500,000.00	Increase retention rate forward to staff subjects	Decreased attrition rate in hard to staff subjects	Provide retention and recruitment bonuses for hard to staff subjects

Monitoring, Auditing and Reporting

The LEA should outline how they will actively monitor their allocations; how they will conduct interim audits to ensure an appropriate application of funds; how they will collect and manage data elements required to be reported; and how they will report this information to the community. As a note, the department will be releasing guidance for required elements at the state and federal levels once clarified by the U.S. Department of Education. The department recognizes that this will be a significant requirement and strongly encourages districts to allocate at least 1% of their funding capacity toward monitoring, auditing, and reporting. LEAs should outline their plans for this work in the space below.

The Deputy Superintendents of Academics and Operations will meet regularly with the ESSER Program Director to assess progress on the use of ESSER funds, implementation, and the effectiveness of the supports. ESSER 3.0 agenda items will be integrated into weekly meetings with the Director of Schools. The Deputy Superintendents and ESSER Program Director will collaborate monthly with department heads and principals on projects to gather immediate and continuous feedback. The Director of Schools will provide monthly updates to the School Board.

The Program Director will work to actively monitor the use of ESSER funds. In collaboration with the Fiscal Services and Federal Programs Departments, budgets and amendments will be prepared to ensure statutory requirements and compliance are met. In addition, the Program Director will collaborate on a regular basis with schools and relevant department heads in order to collect and record the necessary data for appropriate record keeping, reporting, monitoring, and auditing purposes. Before requisitions are entered and approved, the Program Director will audit each request to ensure funds are expended per the approved ESSER grant allocations. District policies, protocols, and procedures for purchasing and inventorying items will be applied in the oversight, administration, and execution of all ESSER funds by using all available sources of data and by working in conjunction with all schools and departments to monitor the effectiveness of the allocated funds and to track student progress. This information will be made available to the community through school-based meetings, community meetings, school board meetings, and through all district communication outlets.

Family and Community Engagement

The LEA should outline how they plan to meaningfully engage with families and communities throughout the life of the ESSER and other relief funds.

As we serve the Jackson-Madison County community, the work that we do every day will reflect the needs and priorities of our community. One of our system's goals is "Improving community engagement and the parental experience." JMCSS will continue to engage with the community to build stronger collaborations through a shared decision-making process by:

- Engaging community stake holders regularly through the Social and Behavioral Services and Family and Community Engagement Departments,
- Coordinating resources for students and families through our External Affairs Department, and
- Identifying needed support structures in all schools and district departments to promote equity for the purpose of improving student outcomes.

The district will continue to keep the community engaged and informed by maintaining a page specific to ESSER, keeping stakeholders informed on the progress of ESSER funding plans and programs. We will continue to share ESSER Information with all community stakeholder through all district communication outlets (website, Twitter, Facebook, Superintendent Chronicle, For the District Videos, Press Releases.) ESSER updates will be on school board agendas throughout the duration of funding. Through school and community meetings, the district will gather data and feedback that will inform any needed revisions/updates to our plan. Our schools will each have family and community engagement plans which can include meaningful reporting on the implementation of ESSER funded programs and services and gathering of family input.

