

Safe Return to In-person Instruction and Continuity of Services Plan Addendum Guidance

LEAs are required to update the Safe Return to In-Person Instruction and Continuity of Services Plan every six months through **Sept. 30, 2023**. Each time, LEAs must seek public input on the plan and any revisions and must take such input into account. The purpose of the plan is to keep stakeholders informed.

Every LEA should complete the addendum and upload in the LEA document library and post to the LEA's website (February 1 and August 27). Like the development of the plan, all revisions must be informed by community input and reviewed and approved by the governing body prior to posting on the LEA's publicly available website.

Please consider the following when completing the addendum:

- Ensure the LEA used multiple models of engagement offered to stakeholders. Examples may include surveys, in-person or virtual committee meetings, town hall meetings, or other inclusive engagement opportunities.
- LEAs should engage all applicable groups noted in meaningful consultation during the crafting of the plan.
- The number of stakeholders engaged should represent the composition of students. For example, if students with disabilities make up 15 percent of students, then 10-20 percent of respondents should represent this subgroup.
- Ensure the stakeholder engagement happened prior to the development/revision of the plan.
- The LEA must engage the health department in the development of the plan. This is not the same as providing the health department with COVID-19 numbers.
- Plans must explicitly address every bullet point in Question 3 regarding district policies and strategies.
- Plans require local board approval and public posting.
- LEAs must update the *Safe Return to In-Person Instruction and Continuity of Services Plan* at least every six months through Sept. 30, 2023, seek public input on the plan and any revisions and take such input into account. All revisions must include an explanation and rationale of why the revisions were made.
- All revisions must include an explanation and rationale, with meaningful public consultation, and in an understandable format The American Rescue Plan (ARP) Act requires LEAs to post their Health and Safety Plans online in a language that parents/caregivers can understand, or, if it is not practicable to provide written translations to an individual with limited English proficiency, be orally translated. The plan also must be provided in an alternative format accessible, upon request, by a parent who is an individual with a disability as defined by the Americans with Disabilities Act.

ESSER 3.0 Public Plan-Federal Relief Spending Addendum

The Elementary and Secondary School Emergency Relief 3.0 (ESSER 3.0) Fund under the American Rescue Plan (ARP) Act of 2021, Public Law 117-2, was enacted on March 11, 2021. Funding provided to states and local educational agencies (LEAs) help safely reopen and sustain the safe operation of schools and address the impact of the coronavirus pandemic on the nation’s students.

In the fall of 2021, LEAs developed and made publicly available a Public Plan-Federal Relief Spending. All plans were developed with meaningful public consultation with stakeholder groups. Like the development of the plan, all revisions must be informed by community input and reviewed and approved by the governing body prior to posting on the LEA’s publicly available website.

The following information is intended to update stakeholders and address the requirement.

General Information

LEA Name: Knox County Schools

Director of Schools (Name): Bob Thomas

ESSER Director (Name): Cheryl Martin

Address: Knox County Schools, 505 Summer Place – UTT, Knoxville, TN 37902

Phone #: 865-594-1800

District Website: www.knoxschools.org

Addendum Date: January 18, 2022

Total Student Enrollment:	60,590
Grades Served:	PreK - 12
Number of Schools:	92

Funding

ESSER 1.0 Allocation:	\$ 12,909,061.04
ESSER 2.0 Allocation:	\$ 50,810,033.57
ESSER 3.0 Allocation:	\$ 114,112,117.74
Total Allocation:	\$ 177,831,212.35

Budget Summary

		ESSER 1.0	ESSER 2.0	ESSER 3.0
Academics	Tutoring			20,016,676.62
	Summer Programming			
	Early Reading		2,100,000.00	982,000.00
	Interventionists			
	Other	3,625,612.06	12,360,000.00	22,429,660.37
	Sub-Total	3,625,612.06	14,460,000.00	43,428,336.99
 				
Student Readiness	AP and Dual Credit/ Enrollment Courses			
	High School Innovation			2,282,000.00
	Academic Advising		148,400.00	8,668,126.25
	Special Populations			1,233,381.00
	Mental Health			4,890,000.00
	Other	7,913.78	209,900.00	
	Sub-Total	7,913.78	358,300.00	17,073,507.25
 				
Educators	Strategic Teacher Retention			6,952,595.00
	Grow Your Own			1,783,080.37
	Class Size Reduction			
	Other	860,332.15	18,004,336.18	1,250,091.60
	Sub-Total	860,332.15	18,004,336.18	9,985,766.97
 				
Foundations	Technology	6,573,297.69	7,224,586.40	18,935,000.00
	High Speed Internet			275,000.00
	Academic Space (facilities)		5,084,469.16	10,813,153.75
	Auditing and Reporting			321,650.00
	Other	1,841,905.36	5,678,341.83	13,279,702.78
	Sub-Total	8,415,203.05	17,987,397.39	43,624,506.53
 				
Total		12,909,061.04	50,810,033.57	114,112,117.74

Academics

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

Knox County Schools has not revised their ESSER 3 budget. KCS will continue to focus specifically on K-3 foundational skills, middle grades mathematics, and Algebra I; however, there are supports for building a cohesive system across all subjects, grades, and schools. The allocations provide the following opportunities. Direct student support with high dosage tutoring in foundational skills and middle grades math, full-time tutors in elementary and middle schools. High school students will have access to the Tennessee tutoring services, credit recovery sessions, and school-specific tutoring options. Investment in teacher continuing education through tuition reimbursement obtaining Reading Specialist degree or secondary math certification. The purchase of high quality curriculum in ELA and Math for all K-12 students.

2. Describe initiatives included in the "other" category

Knox County Schools has not revised their ESSER 3 budget. KCS will continue to focus on initiatives that include working with an external partner to develop a clear vision for foundational skills proficiency and middle grades and Algebra I proficiency with a specific walk-through tool to capture baseline and set improvement goals for high-leverage pedagogy in those areas. Purchase a robust assessment system to identify skill and knowledge gaps as well as professional development on using the data to make strategic decisions to support student learning. Investments in capacity building at the school with external partners to support high-quality instructional materials and efforts to identify, diagnose, prescribe, and measure learning difficulty and the interventions and remediation strategies. Additionally, the district is investing in re-building a coherent system of evaluation, subject area support, new teacher induction and mentoring, and leadership development that focuses on data-driven decision making, and student outcomes, both academic and social emotional.

Student Readiness

1. 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:

Knox County Schools has not revised their ESSER 3 budget. KCS will continue to focus on the development and implementation of an integrated systems model of career advising and academic support based on the KCS portrait of a graduate/ready graduate, to prepare students for their post-graduation choices beyond high schools. The strategic allocations to support student readiness include a partnership with Ford Next Generation to implement district-wide plan to redesign the high school model through the development of community connected career themed academies. The development of middle school advisory course curriculum to create more intentional support for students to explore their personal interests and connect it to available academic options, elective tracks, and post-secondary career pathways. Professional development for academy staff in partnership with Ford Next Gen. Career related experiential learning, and career exploration software. Hire

college and career counselors to assist schools in identifying opportunities to meet the TN Student Milestone for College and Career Readiness. High school academy coaches to serve as liaisons working with external stakeholders to plan and develop experiential learning opportunities and work-based learning experiences. Purchase software that will enable the district to track school counseling data and assist in ensuring school counselor work aligns with district expectations. Purchase instructional materials to create Community-Based Instruction for low incident disability students in both real world and simulated experiences.

Knox County Schools will partner with Helen Ross McNabb to provide additional mental health counselors for students, as well as mobile crisis therapist assigned to KCS for immediate support and assessment. KCS will contract with IIRP and Safer Saner Schools to evaluate the strategies and programs needed to address chronic absenteeism and behavior challenges the disrupted learning has exacerbated.

2. Describe initiatives included in the "other" category

Knox County Schools has not revised their ESSER 3 budget. KCS budgeted for guidance counselors for the virtual schools (elementary, middle, and high school).

Educators

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

Knox County Schools has not revised their ESSER 3 budget. KCS will offer teachers in ATSI, TSI, and CSI schools an extended contract. KCS will pay a stipend to teachers to be content specific department chairs in elementary, middle, and high school. Knox County is going to pay stipends to approximately 17 highly effective math teachers to mentor apprentice teachers. To support the administrator pipeline, KCs will provide professional development to administrators to enhance the yearlong onboarding and mentorship for new principals. KCS proposes to offer tuition reimbursement for math tutors identified as Grow Your Own for up to 60 hours towards math teaching certification. KCS will hire apprentice math teachers to mitigate the math teacher shortage.

2. Describe initiatives included in the "other" category

Knox County Schools has not revised the ESSER 3 budget. The funds are budgeted for stipends for K-3 teachers to attend foundation reading course follow-up to earn micro-credentials. Knox County Schools will work with an external partner to develop a walk through tool to establish baseline for measuring the implementation of high-leverage math strategies in math foundational skills instruction, and work with an external partner to develop walk through tool to provide consistent feedback on instructional priorities. In combination with general-purpose funds, grant funds hired teachers, educational assistants, and coaches for KCS new virtual schools. Stipends for Knox County Department of School Culture staff to provide district training on behavior management, restorative practices, social emotional learning, and mental health needs.

Foundations

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

Knox County Schools has not revised the ESSER 3 budget. Funds are budgeted for the purchase of devices for every student and teacher. To support the one-to-one technology purchase, funds were budgeted for protective cases for the devices. For students enrolled in one of KCS virtual schools, ESSER funds are budgeted for document cameras, student headsets, and Promethean Active Panels. Knox County will be replacing outdated Promethean panels in all of their schools, as well as providing document cameras to all classrooms.

Funds have been budgeted to create additional classroom space for one of the KCS elementary schools to support social distancing in the classroom setting. HVAC repair and replacement at two high schools updated to improve air quality and circulation. Lincoln Park renovation will create the Newcomer Academy.

2. Describe initiatives included in the "other" category

Knox County Schools has not revised the ESSER 3 budget. Funds are budgeted to purchase off-site filtering software that will address connectivity issues to support online learning. A software management system to protect students, KCS equipment, and KCS servers from web-based threats. KCS will purchase software to measure the effectiveness of our educational technology investments. The software will allow staff to quantitatively measure the use of educational applications and websites.

Monitoring, Auditing and Reporting

1. Outline how the LEA is continuing to actively monitor allocations; conducting interim audits to ensure an appropriate application of funds; collecting and managing data elements required to be reported; and reporting this information to the community.

The ESSER 3 Project Manager will support the plan by creating and updating a Gantt chart outlining tasks by quarter, monitor progress toward goals, as well as measure the effectiveness of the resources requested to mitigate learning loss as related to student academic outcomes. The Federal Programs department will monitor the grant to ensure compliance with all reporting requirements. The Federal Programs department will work with the Finance Department to facilitate monitoring and auditing related to ESSER funds. The Director of Federal Programs and the Federal Programs Accountant will coordinate with the Senior Accountant and/or the Chief Financial Officer to discuss progress of spending.

2. Describe how the LEA will meet the requirements to spend 20 percent of ESSER 3.0 on direct services to students to address learning loss or indicate participation in TN ALL Corps.

Knox County schools is participating in the TN ALL Corp tutoring. Knox County Schools hosted Summer Learning Camp blended with STREM camps for rising 1st through 5th graders. All middle schools hosted summer camp for four weeks, and all high schools hosted summer bridge camps for four weeks. Knox County Schools plans to continue to offer this opportunity to students.

Family and Community Engagement

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Family and Community Engagement

1. Describe how the LEA engaged in meaningful consultation with stakeholders in development of the revised plan.

Knox County Schools has not revised the ESSER 3 plan. The LEA will continue to engage with stakeholders via updated information on the school website ESSER page, as well as district community meetings and board of education updates.

2. Describe how the LEA engaged at minimum 10% of the total stakeholders engaged vs. responses received in the development of the revised plan.

Knox County Schools has not revised the ESSER 3 plan, and will continue to engage stakeholders by providing updated information on the KCS website ESSER page, as well as district community meetings and board of education updates.

3. Describe how the LEA engaged a representation of a diverse population of stakeholders.

Knox County Schools has not revised the ESSER 3 plan, and will continue to engage stakeholders by providing updated information on the KCS website ESSER page, as well as community surveys, focus group meetings, and attend community based meetings and organizations to engage a diverse population of stakeholders.

4. Describe how the LEA used multiple modes of engagement (such as surveys, scheduled in-person or virtual meetings, town halls) to gain input from stakeholders in development of the revised plan.

Knox County Schools did not revise the ESSER 3 plan. Knox County will continue to engage stakeholders by survey, in-person and virtual meetings, networking with community organizations to attend local meetings, board of education updates, and planned focus group meetings.