



Comprehensive Needs Assessment

2021-2022

Stafford Municipal School District Safe Return to Learn Plan and Use of ESSER Funds: 2021-2022

Overview of Stakeholder Engagement

Updated: 11.16.2021

Note: Clarifications were made to the document in Feb 2022, but no programmatic changes were made.

Stafford MSD will return to traditional, in-person learning and will not offer an online option for the 2021-2022 school year.

The Elementary and Secondary School Emergency Relief (ESSER III) Fund is authorized by the American Rescue Plan (ARP) Act of 2021. The intent and purpose of this funding is to help schools safely reopen and sustain the safe operation of schools and address the impact of the coronavirus pandemic on students. Addressing the academic learning recovery of students is paramount, as well as, the return to in-person learning. This one-time only grant ends with the 2023-2024 school year.

Unified Recipe of Success: “We Are One”

On June 2, 2021, from 8:30 am – 4:30 pm, the Stafford Municipal School District and many of their stakeholders met to discuss the comprehensive needs of the district.

Smaller stakeholder sessions took place via Zoom on June 17 and June 24, 2021. Participants from these sessions included students, parents, representatives from community organizations, teachers, principals, directors, and chiefs. Zoom documentation of attendance was recorded.

Throughout the stakeholder meetings, data from various instruments was shared and analyzed for needs, root causes, and priorities. Some of the data sources included:

- Parent Surveys
- Stakeholder Input
- Staff Input
- STAAR Academic Performance
- TAPR Report
- Results Driven Accountability Performance Indicators
- Discipline Data
- Staff retention – Exit data

The Comprehensive Needs Assessment Agenda included:

- 1) My Cake Story Activity – Dr. Margaret C. Patton (15 min.)
- 2) Welcome and Norms – Marva Rasberry (5 min.)
- 3) District and Federal Priorities – Dr. Margaret C. Patton (10 min)
- 4) CNA/CIP/DIP – **ESSER Connection** - Discussion/Plan 4 Learning – Dr. Patton & Ms. Rasberry (50 min.)
- 5) What is a SMART goal? – Lakenya Perry-Allen (20 min.)
- 6) Data and Academic Priorities – Dr. Kadir Almus, Dr. Kathleen Blanco, & Dr. Jennifer Warford (60 min.)
- 7) Ranking Academic Priorities Dr. Dawn Dubose (20 min.)
- 8) Fiscal Alignment and ESSER III – Laginia Jones and Dr. Patton (90 min.)
- 9) Breakout Campus Discussion of Data, Needs, Root Causes, and Priorities (2 hrs.)
- 10) Group Share – Campus Principals & Stafford Leadership Team (30 min.)

Stakeholders who participated during either of the three sessions included:

Name	Organization	Role	Email
Clint Mendonca	Community Member	Community Member	Clint4stafford@gmail.com
Sylvia Molina	Community Organization - Baker Ripley	Early Childhood Instruction (EL Representative)	smolina@bakerripley.org
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Ilene Harper	Community Organization – FLCRC	Director, Family Life and Community Resource Center	iharper@familylifecrc.org
Janice Little	Community Organization – FLCRC	Family Life and Community Resource Center, Social Worker	drjanicelittle@gmail.com
Linda Coleman	Community Organization – NAACP	President – NAACP	Lmcol7@yahoo.com
Carlotta Allen	Stafford Adjustment Center	Principal	callen@staffordmsd.org

Name	Organization	Role	Email
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Beatrice Valdez	Stafford Elem	Parent (Special Needs Representative)	beavaldez@comcast.net
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Jamie Martino	Stafford HS	Dual Credit Teacher	jmartino@staffordmsd.org
Tricia Hensley	Stafford HS	Dual Credit Teacher	thensley@staffordmsd.org
Marissa Vanison	Stafford HS	HS Assistant Principal	mvanison@staffordmsd.org

Name	Organization	Role	Email
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Name	Organization	Role	Email
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Name	Organization	Role	Email
Danielle Young	Stafford MSD	Social Worker	dyoung@staffordmsd.org
Kristen Watson	Stafford MSD	Speech Language Pathologist	kwatson@staffordmsd.org
Lakenya Perry-Allen	Stafford MSD	STEM Director	lperry-wilson@staffordmsd.org
Ginny Liang	STEM Magnet	Principal	gliang@staffordmsd.org

ESSER Program Plan Focus Areas

Our academic program recovery will focus on learning loss and other critical areas:

1. **Address Student Learning Gaps** (Intervention/Learning Loss)
2. **Focus on Mental Health** (Student, Staff, Families)
3. Support the **Specific Learning Needs of Eco Dis, SPED, and ELL Students**
4. Provide a Districtwide **Focus on the Student Profile** (Learning Style, Student Story, *Building Relationships*, *Student Character Program* – ex. *The Leader in Me*, *7 Habits of Highly Effective Teens*)
5. **Communicate.** Uniform, Consistent, Transparent, and Timely Districtwide and Campus-wide Communication System & Calendar
6. **Retain High Quality Staff** - Intentional focus on Valuing Staff – Teacher Retention
7. **Train Staff/Teacher Mentorship** – Focus on Instruction and Intervention Best Practices
8. **Increase Technology Use** as a Learning Tool – Go Green; Support departments
9. **Accountability for all** – Align all initiatives to District's Focus/DIP/CIP.
10. **Practice Safety.** Improve indoor air quality and cleanliness

After compiling stakeholder input concerning gaps caused by the COVID 19 pandemic, SMSD has decided to focus on providing additional support to campuses in the most impacted areas of learning loss, mental health, and safety. The additional staff would include: Instructional Interventionists, SPED and ESL Staff, Counselor/Social Worker, and Custodians.

(See SMSD website at staffordmsd.org/esser for more information from Program Schedules PS3013 and PS3014.)