



Hillsboro

INDEPENDENT SCHOOL DISTRICT

Esser III Spending Plan

The ESSER III Grant Program was authorized by the American Rescue Plan (ARP) in March 2021 to address the impact of COVID-19 on elementary and secondary schools. School districts apply for funds and are awarded an entitlement based on their Title I student population. Hillsboro ISD's entitlement is \$4,183,879. This spending plan was developed with stakeholder input. [See the June 14, 2021 School Board agenda.](#)

A minimum of 20% of the funds is required to be set aside for learning loss mitigation and the social, emotional, and mental health supports for staff and students. Hillsboro ISD has set aside at least \$836,800 for this.

The period of availability of ESSER III funding extends to September 30, 2024. After 2024 expenditures included in the plan will be discontinued or general funds will be reallocated if proposed solutions from the plan are still prioritized by stakeholders. To help determine how to use the ESSER III funds, Hillsboro ISD embarked on an extensive outreach to stakeholders, which included the following:

- Sent direct communication to staff, parents, and students to gather input
- Conducted surveys with all staff

- Conducted surveys with all students
- Conducted surveys with parents
- Reviewed and analyzed data from local and state health authorities
- Reviewed documented comprehensive needs assessment considering the pandemic to determine needs
- Consulted with local school board to determine needs

The following processes were utilized to prioritize needs with specific focus on:

- Needs serving the largest number of students
- Serving needs of identified student groups (at-risk, migrant, immigrant, students with disabilities, English Learners, Homeless, Foster, etc.)
- Strengthening infrastructure
- School operational needs
- Providing a safe learning environment for students and staff
- Technology needs

HISD will seek on-going and meaningful consultation from the stakeholders over the next two years. Plans will be adjusted as needed based on feedback obtained from stakeholders. Per State guidance, the district’s ESSER III plan will be reviewed at least every six months until September 30, 2023 and amendments made as deemed necessary.

The following areas were determined as areas of need by Hillsboro ISD stakeholders:

- Services to Address Mental Health

- Recruitment and Retention of High-Quality Staff
- Services to Provide Learning Acceleration
- Services to Provide a Safe Learning Environment

Services to Address Mental Health

Hillsboro ISD has been proactive with social, emotional, and mental health priorities establishing ourselves as a Choose Love district. Due to this commitment, Hillsboro ISD had prioritized funds for the mental health of students and staff. Esser III funds will be used to extend the work that had already been started before Covid-19 through the continuation and expansion of **Choose Love program** across the district to mitigate anxiety and trauma that some students may have experienced due to Covid-19.

Proposed Solution	Approximate 3-Year Cost
Mental health services through an employee assistance program, Alliance Work Partners , offers employees and their families solution-focused counseling, guidance, training, resources and referrals to help balance work with life and increase health and wellbeing.	\$ 18,000
Choose Love rooms on each HISD campus provides students a place practice self-regulation when needed. Counselors can hold guidance lessons focused on compassion, mindfulness, and post-traumatic growth	\$15,000
District-wide professional development on Choose Love which includes trauma-informed lessons that are infused with social and emotional wellness designed to teach students and staff how to choose love in any	\$5,000

circumstance thereby creating a safer, more connected school	
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Recruit and Retain High-Quality Staff

Proposed Solution	Approximate 3-Year Cost
Teacher retention stipend provided to Hillsboro ISD teachers and all contracted and at-will employees who were employed during the 2020-2021 school year and will be returning to serve our students in 2021-2022. HISD plans to continue this retention stipend in subsequent years	\$1,985,000
Teacher professional development stipend provided to those successfully completing the Texas Reading Academy	\$75,000
Staff appreciation /morale-building activities to provide tangible ways and experiences that develop a sense of staff unity and support	\$75,000

Services to Provide Learning Acceleration

Proposed Solution	Approximate 3-Year Cost
Accelerated learning services provided outside the school day , including Tier 1 and Tier 2 tutorials and systematic, research-based supplemental instructional support focused on Tier 3 needs	\$160,000

Additional learning opportunities and services provided during the summer months	\$150,000
Credit recovery and expanded summer programming , including the use of APEX, which provides targeted intervention in core and ancillary subject areas	\$59,400

Services to Provide Learning Acceleration(cont.)

Proposed Solution	Approximate 3-Year Cost
Learning resources to provide Tier 1 and Tier 2 academic support during the school day: Renaissance, Discovery Ed, IXL, Kami, Lexia, NearPod, mClass(Amplify), ClassLink, Flocabulary, print and digital instructional and student materials	\$260,100
Additional computers and touch interactive flat panel LEDs for student learning and access to digital instructional materials for personalized, needs-based learning	\$ 251,914
Additional un-tethered computers for staff to access and utilize data to accelerate student instruction and inform next learning steps for students	\$115,000

Services to Provide a Safe Learning Environment

Proposed Solution	Approximate 3-Year Cost
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School facility repairs and improvements to enable operation of schools to reduce risks of virus transmission	\$99,000
Inspection, testing, maintenance, repair, replacement, and upgrade projects to improve safety	\$327,000
Inspection, testing, maintenance, repair, replacement, and upgrade projects to improve parent/teacher and staff to staff communication	\$160,000