

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	Timothy Watkins Director of Schools Timothy Watkins
Address	1700 N. Fifth St., Union City, TN 38261
Phone #	(731) 885-9743
District Website <i>(where plan is posted):</i>	https://www.obioncountyschools.com/Page/7641

Students & Enrollment				
Mission & Vision	The mission of the Obion County School System is to provide a safe learning environment that fosters academic success, promotes good character, and contributes to the community by preparing its students to meet the challenges of tomorrow.			
Grades Served	P3-12			
# of Schools	7			
Total Student Enrollment	3029			
Race/ Ethnicity	American Indian/Alaska Native	0 %	Asian	.42 %
	Black/African American	3.9 %	Hispanic	6.7 %
	Native Hawaiian/Pacific Islander	.07 %	White	86.7 %
	Multiracial	2.2 %		
Economically Disadvantaged	58.9 %	English learners	9.4 %	
Students with Disabilities	17.1 %	Foster	.62 %	
Students Experiencing Homelessness	1 %	Students in Military Families	1 %	
Migrant	0 %	Students with High-Speed Internet at Home	32.8 %	

Accountability	
View the District Report Card:	https://reportcard.tnedu.gov/districts/660

Funding					
ESSER 1.0 Allocation	\$ 609,721.19	ESSER 2.0 Allocation	\$ 2,599,575.01	ESSER 3.0 Allocation	\$ 5,838,276.21
ELC Allocation	\$	Students Experiencing Homelessness Allocation:	\$ 0		
TOTAL ALLOCATION:					\$ 9,047,572.41
Possible Infrastructure Allocation <i>(projected as of May 24, 2021, as 80% of ESSER 2.0*)</i> :					\$ 2,079,660.09

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."*

Obion County Schools has identified learning loss as an area of need following the pandemic and plans to use a minimum of 20% of ESSER 3.0 on direct services to students to address learning loss. Many of our students did not have access to technology to do distance learning and did not have enough in-person instruction to prevent learning loss. The district plans to address learning loss by reducing class sizes in grades K-3 and providing 1:3 tutoring for students grades 1-5. To help with this expressed need, the district will hire 10 new teachers grades K-3 to allow class sizes to be smaller and help to allow more one-on-one time with students working on learning loss. The district will provide tutoring at a 1:3 ratio for identified students in grades 1-5, two to three times per week to also address learning loss. The district will also hire a K-2 instructional coach to help in planning and implementation of high-quality instructional materials for ELA and math, as well as support to these new teachers in their work on reducing learning loss with students. The district has completed an intent to apply for TN ALL Corps.

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	\$ 412,522.35	4.56 %
Summer Programming (Supplement to State Funding)	\$ 427,236.01	4.72 %
Early Reading (Pre-K – 3rd)	\$ 211,097.21	2.33 %
Interventionists	\$ 0	0 %
Other	\$ 325,978.20	3.60 %

STUDENT READINESS		
Topic	Amount Spent	Percentage of Total
AP and Dual Credit/ Enrollment Courses	\$ 0	0 %
High School Innovation	\$ 0	0 %
Academic Advising	\$ 0	0 %
Special Populations	\$ 225,000.00	2.49 %
Mental Health	\$ 191,335.00	2.12 %
Other	\$	

EDUCATORS		
Topic	Amount Spent	Percentage of Total
Strategic Teacher Retention	\$ 590,750.00	6.53 %
Grow Your Own	\$ 165,142.00	1.83 %
Class Size Reduction	\$ 1,973,440.51	21.81 %
Other	\$ 79,000.00	.87 %

FOUNDATIONS		
Topic	Amount Spent	Percentage of Total
Technology	\$ 1,077,428.22	11.91 %
High-Speed Internet	\$ 0	0 %
Academic Space: Facilities*	\$ 2,770,539.91	30.62 %
Auditing and Reporting (1% min. recommended)	\$ 474,697.00	5.25 %
Other	\$ 123,206.00	1.36 %

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:

Obion County Schools will be adding new teachers in grades K-3 to reduce class sizes to provide additional one-on-one time with students to effectively address learning loss in the classroom. We will continue to add to our one-to-one initiative for technology to get a laptop in the hands of every student with academic programs to increase learning. We will begin a tutoring program for grades 1-5 to deal with learning loss in the areas of ELA and math. This will be in the format of a hybrid program providing tutoring during the school day and during our afterschool programs to address learning loss related to COVID-19.

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	21/202	10 %	2-3	1:3	Teachers/educational assistants will provide reading and math support for identified students.
2 nd Grade	22/214	10 %	2-3	1:3	Teachers/educational assistants will provide reading and math support for identified students.
3 rd Grade	23/221	10 %	2-3	1:3	Teachers/educational assistants will provide reading and math support for identified students.
4 th Grade	24/233	10 %	2-3	1:3	Teachers/educational assistants will provide reading and math support for identified students.
5 th Grade	21/205	10 %	2-3	1:3	Teachers/educational assistants will provide reading and math support for identified students.
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*):

Obion County Schools will use funding not covered by TN Learning Loss and Student Acceleration Act to provide classroom teachers, administrators, secretaries, food service, and additional custodial costs because of the summer activities, which are designed to address learning loss related to COVID-19. Teachers and administrators will be paid stipends and salaries; support staff will be paid hourly salaries. Materials and supplies, such as books for reading instruction, workbooks to supplement math instruction, and math manipulatives will be purchased. In Obion County, we are expanding the opportunities to include students in grades K-12. We will use state benchmark pre-tests and post-tests to assess effectiveness for K-8 students. Effectiveness for grades 9-12 will be assessed by completion of the supplemental Plato curriculum which also contains assessments.

Grade Band	# of Students Served	% of Total Students Served	Weeks per Summer	Hours per Week	Description of Services
Elementary	333	53.7 %	4	6.5	Students will receive ELA, Math, PE and STEAM support.
Middle	199	32 %	4	6.5	Students will receive ELA, Math, PE and STEAM support.
High School	40	6.4 %	4	6.5	Students will work on Plato curriculum specific to failed coursework during the school year to recover credits.
HS Transition	48	7.7 %	4	6.5	Students will receive ELA, Math, PE and STEAM support.
					Yes No
* Applied to TDOE for transportation grant?					●

Literacy

Link to TN Foundational Literacy Skills Plan: <https://www.obioncountyschools.com/cms/lib/TN02208878/Centricity/Domain/786/Obion%20County%20Approved%20FLSP.pdf>

Grade Band	Spending Amount Planned on...		Description
	Approved Instructional Materials	Professional Development	
Pre-K	\$ 0	\$ 0	Additional math and ELA curriculum will be purchased to support literacy.
Elementary	\$ 235,000.20	\$ 0	Additional math and ELA curriculum will be purchased to support literacy.
Middle	\$ 30,978.00	\$ 0	Additional math and ELA curriculum was purchased to support literacy.
High School	\$ 60,000.00	\$ 0	Additional Plato curriculum will be purchased to support student needs.
			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
	\$			
	\$			
	\$			
	\$			
	\$			
	\$			
	\$			
	\$			
	\$			
	\$			
	\$			

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:

Obion County is preparing to make strategic allocations to support Student Readiness and the School-Related Supports necessary to access high-quality instruction by continuing to expand its one-to-one initiative to include devices for all grade levels to further prevent disruption in learning due to quarantine of students. We are adding classroom technology that will enhance the ability to conduct remote learning when necessary. Our stakeholders have made it clear that one of the hinderances last year was the inability of some students to complete work or have access to virtual instruction due to lack of a device. We are committed to putting a device in the hands of all students.

Obion County has a growing English Learner population. As a result, the number of students requiring services for ESL is increasing. To address this need, we are adding an additional ESL teacher to help these students overcome academic barriers and learning loss that resulted from COVID-19 and English not being their native language.

Obion County has an increasing number of students with emotional support needs. We are adding a social worker in our system to help our current social worker to cover the schools in our county with this expressed need. With this addition, our social workers will be able to help students with some of the social/emotional issues that have manifested because of changes due to Covid-19.

Middle and High School Opportunities

Item	Spending	Description of Services
AP and Dual Credit/Enrollment Opportunities	\$ 0	
High School Innovation	\$ 0	
Academic Advising	\$ 0	

Other	\$ 0			
			Yes	No
* Received an Innovative High School Grant?			<input type="checkbox"/>	<input checked="" type="checkbox"/>
* Using or planning to use free ACT preparation courses?			<input checked="" type="checkbox"/>	<input type="checkbox"/>
* Using or planning to use free and online AP Access for All?			<input checked="" type="checkbox"/>	<input type="checkbox"/>
* Received an Early Postsecondary Expansion Grant?			<input type="checkbox"/>	<input checked="" type="checkbox"/>
* Received a Middle School STEM and CTE Grant?			<input checked="" type="checkbox"/>	<input type="checkbox"/>
* Received a STEM Designation?			<input type="checkbox"/>	<input checked="" type="checkbox"/>
* Participating in the free Work Keys program?			<input checked="" type="checkbox"/>	<input type="checkbox"/>
* Using or planning to use free STEAM Resource Hub?			<input checked="" type="checkbox"/>	<input type="checkbox"/>
* Received a Governor's Civics Seal Grant?			<input checked="" type="checkbox"/>	<input type="checkbox"/>
* Plan to participate in computer science networks and related grants?			<input checked="" type="checkbox"/>	<input type="checkbox"/>

STUDENT READINESS *(continued)*

Special Populations

Item	Spending	Expected Outcomes for Students as a Result of this Investment	Description of Services
Economically Disadvantaged	\$ 0		
Students with Disabilities	\$ 0		
Students in Foster Care	\$ 0		
Students Experiencing Homelessness	\$ 0		
Migrant	\$ 0		
Mental Health Supports	\$ 191,335.00	To have students learn better coping strategies, decreasing chronic absenteeism, and having a trained professional to go to with issues related to mental health struggles	A social worker will be added to help students with some of the social/emotional issues that have manifested because of changes due to COVID-19.
Other	\$ 225,000.00	To close the gap in learning loss due to COVID-19 and English as a second language	An ESL teacher will help students overcome academic barriers that result in English not being their native language.

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

Other: Student Readiness

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
	\$			

	\$			
	\$			
	\$			
	\$			

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:

Obion County Schools wishes to recruit, retain, and support educators and school personnel. One of the needs expressed is that teachers have had little additional monetary support because of increased work requirements and additional duties required during the pandemic. Obion County Schools will offer retention incentives for staff affected by changes in job duties or environment due to COVID-19. We will offer signing incentives for new staff in hard to staff subjects or in grade levels impacted by learning loss due to COVID-19. We hope that these staff members will continue their employment with Obion County Schools and provide quality education to our students for years to come.

Another need in Obion County is the ability to find high-quality educators that are willing to come to our area to teach. We are beginning a Grow Your Own Program to hire more qualified teachers, as well as employing two educational assistants while they complete their course work and program requirements for their teaching license through the University of TN-Martin. These educational assistants will be working with our students to help with learning loss. We hope that they will continue to work for Obion County Schools after they have finished their education program.

The district plans to address learning loss by reducing class sizes in grades K-3 and providing 1:3 tutoring for students grades 1-5. To help with this need to address student learning loss due to the pandemic, the district will hire 10 new teachers in grades K-3 to allow class sizes to be smaller and help to allow more one-on-one time with students. This will allow us to provide tutoring at a 1:3 ratio for identified students in grades 1-5, two to three times per week to also address learning loss. The district will also hire a K-2 instructional coach to help planning and implementation of high-quality instructional materials and support to these new teachers in their work on reducing learning loss with students.

To support our teachers needing to quarantine or isolate, we plan to have funds available to pay substitute teachers so that students will still be able to learn, while their regular teacher is out of the building. In some cases, with our new technology, teachers will be able to teach virtually, while they are having to quarantine.

Item	Spending	Expected Outcomes for Students as a Result of this Investment	Description of Services
Strategic Teacher Retention	\$ 590,750.00	To develop a consistency of high quality of instruction received by students	Effective teachers will remain in Obion County providing services to our students.
Establishing Sustainable Teacher Recruitment Models	\$ 165,142.00	To build relationships with students on a long-term basis as these assistants stay in Obion County Schools while completing coursework to become a teacher in Obion County Schools	Two educational assistants will be employed to work with students as they continue their education through the University of TN-Martin.
Class Size Reduction	\$ 1,973,440.51	To increase student learning due to additional teacher support	Class size reduction will lead to students having more one-on-one time with an instructor.
Other	\$		

	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
1	\$ 79,000.00	To allow students to continue in-person instruction while regular teachers are quarantined	Compare benchmark data of students that maintained in-person instruction with students that missed in person instruction due to COVID-19	COVID substitute pay for maintaining a teacher in the classroom so in-person students can continue instruction when regular teacher is quarantined. In many cases, substitutes can make sure technology is set up and functioning so regular teachers can continue instruction via remote access.
	\$			
	\$			
	\$			
	\$			
	\$			
	\$			
	\$			

FOUNDATIONS



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

To strengthen structural expectations, Obion County School stakeholders have expressed a need for improved air quality in our buildings due to the pandemic. The health and wellness of our students is vital for them to have fewer absences and less sickness. It is our desire to do everything possible to make sure that our students have clean air to breathe while learning in our buildings, as well as increase the efficiency of our buildings. Buildings in our system have HVAC and boiler systems that are original to individual buildings ranging in age from 15 to 38 years old. The Obion County School district is in the process of implementing an Energy Efficiency Program through the TRANE Corporation. Use of ESSER 2.0 and 3.0 funds, in conjunction with our energy efficiency program, will allow us to address many units at once; therefore, upgrading air quality in all buildings and save on energy costs at the same time. Funds will also be used to purchase updated equipment needed to safely serve students due to COVID-19 protocols to decrease the spread.

Obion County Schools had an immediate need for technology when we were required to close schools due to the pandemic and the resulting attempt to provide distance learning that our students were not able to do due to lack of having a device. ESSER funding will be used to provide devices and internet access for students. The ability to provide devices and internet access also will help to lessen the impact of learning loss for students who choose in person learning but are required to quarantine periodically throughout the school year, as well as for those medically at-risk students who need to participate remotely. Another need identified due to the addition of extra student devices and classroom technology is that of a technology assistant to properly manage and maintain the hardware, its respective software, and our network.

With the amount of funding received by Obion County Schools, it is necessary to have people in positions to focus on proper allocation and monitoring of funds. Obion County Schools has hired a fiscal manager to manage the State and ESSER grants that we have received, and will continue to receive, to address all areas allowable under state and federal guidelines. We have also hired a State and Federal Grants Administrator to oversee the management of the State and ESSER grants that we have received, and continue to receive, to address all areas allowable under state and federal guidelines, as well as complete required reporting and monitoring.

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	\$ 1,077,428.22	To increase availability of technology for students to prohibit disruptions in learning due to possible quarantine and/or Covid-19 diagnosis	The number of students out of school for illness should decrease because of these measures.	Students will have access to one-to-one devices to allow for no disruption in learning during a possible quarantine.
High-Speed Internet	\$			
Academic Space: Facilities*	\$ 2,770,539.91	To increase air quality to safely serve students due to COVID-19 protocols to decrease the spread	The number of students out of school for illness should decrease because of these measures.	Replacement/repair of HVAC systems in individual schools will increase efficiency and promote safe indoor air quality. Building improvements and indirect costs related to replacement/repair of HVAC systems in individual schools will increase efficiency and promote safe indoor air quality.
Monitoring, Auditing and Data Collection and Reporting	\$ 474,697. 00	To have services and programs monitored for effectiveness and quality for students throughout the years of grant implementation	The ability of students to continue with uninterrupted educational services throughout the length of the grant due to proper facilitation of grant purchases to address student learning loss.	Grant Administrator will oversee management of the State and ESSER grants that we have received and continue to receive to address all areas allowable under state and federal guidelines, as well as complete required reporting and monitoring. A Fiscal Manager will manage the State and Federal grants that we have received and will continue to receive to address all areas allowable under state and federal guidelines.
Other	\$ 123,206.00	To increase use of technology for classroom	The number of students able to use devices without disruption	The technology assistant will properly manage and maintain upkeep to hardware, its respective software, and our network for student devices.

			of service throughout the school year.	
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	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 addition of extra student devices and classroom technology requires the addition of technology personnel to properly manage and maintain upkeep to the hardware, its respective software, and our network.

If additional funds become available through a Federal Infrastructure Bill, Obion County Schools plans to continue upgrading buildings for better air quality because of COVID-19. We have no plans at this time to shift money from ESSER 1.0, 2.0 or 3.0 from the plan described on previous pages.

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
1	\$			
2	\$			
	\$			
	\$			
	\$			

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
	\$			
	\$			
	\$			
	\$			
	\$			

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.

Obion County Schools has hired a Federal and State Grants Administrators, as well as a Fiscal Grants Manager to actively monitor our allocations. We will conduct interim audits to ensure appropriate allocation of funds. We will use an ESSER Crate management system to manage data elements required to be reported. We will maintain a county school district webpage with updated plans to inform the community regarding our spending.

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.

Obion County Schools will meaningfully engage with families and communities throughout the life of ESSER and other relief funds by conducting public meetings and participating in community organization meetings to share and obtain information. Individual schools will host family engagement activities periodically throughout the school year to keep stakeholders informed of the progress of our ESSER grant plans and to receive feedback on the plans. County administrators will meet with various civic and organizational groups to share information and receive feedback to adjust plans according to expressed needs. We will also reach out via our social media platforms and local media outlets to obtain feedback and collect survey data which will help us to develop and adjust our spending plan.