

2023-24 Integrated Programs Annual Report Template

This Integrated Programs Annual Report Questions template aims to help grantees organize narrative responses to questions prior to submitting their Annual Report via SmartSheet. **Please note that this template will not be submitted** to the Oregon Department of Education; rather it is a tool to support grantees in compiling the necessary information that will need to be cut and paste into Smartsheet.

Annual Report Questions	
Question	Context/Guidance
<p>1. As you review your progress markers/overall reflection responses and reflect on plan implementation, how do you see your progress contributing to the Outcomes and Strategies in your plan and your Longitudinal Performance Growth Targets (LPGT)/Local Optional Metrics (LOM)?</p> <p>Discuss at least one Outcome where you have seen progress in implementation.</p>	<p>The key outcome where we have made progress is Outcome F, which addresses mental health, social emotional, and behavioral needs. We’ve heard clearly from our community—staff, parents, and most importantly, our students—that mental health is a top priority and requires our attention. This list highlights the significant investments we’ve made to support the mental, social-emotional, and behavioral needs of our students.</p> <p>Our investments in Mental Health Therapists have been crucial in providing on-campus access to mental health care, offering students ongoing, stigma-free support.</p> <p>In our elementary schools, we have Regulation Spaces which are calming environments where students learn to manage their emotions in a safe, supportive setting. Students are taught essential coping skills that contribute to long-term emotional resilience and stability.</p> <p>Our school counselors are pivotal in supporting students academically and emotionally. Providing early mental health support, helping students address emotional concerns, which in turn boosts their overall engagement and well-being. They also step in during times of conflict or crisis, mediating issues and maintaining a positive, safe school culture. They guide students in planning their academic journeys, setting career goals, and navigating the college application</p>

process—critical efforts that lead to higher graduation rates and future success.

Student and Community Engagement

Specialists further strengthen the connection between home and school, ensuring that students’ needs are met both in and out of the classroom. These individuals have deep cultural connections and understanding, allowing them to build strong relationships with families. By fostering increased parental involvement and support, they significantly enhance student success.

Our **Restorative Justice Specialists** play a vital role in resolving conflicts constructively, fostering accountability, and reinforcing a positive school climate.

District Social Workers are another critical element of our support system. They help students navigate challenges such as poverty, homelessness, and family instability, and connect families with necessary resources so that students can stay focused on their education.

Finally, the **Wichita Center** and McKinney-Vento staff continue to be a cornerstone in supporting our families by providing food, clothing, and housing assistance. By maintaining staff at the center, we help reduce external stressors for our families and students, which in turn improves their outcomes in the classroom.

Each of these investments are important as stand alone supports but working together they create a comprehensive support system, ensuring our students have the resources they need to thrive both academically and emotionally.

2. Where have you experienced barriers, challenges, or impediments to progress toward your Outcomes and Strategies in your plan that you could use support with?

Discuss at least one Outcome where you have seen challenges or barriers to implementation.

At the start of the 2023-2024 school year, we continued to face challenges due to a persistent shortage of substitutes. This shortage directly impacted the day-to-day operations of our schools and the educational opportunities available to our students. Research consistently shows that educator shortages disproportionately affect students of color, students from low-income backgrounds, and students with disabilities. Our Human Resources department has worked diligently to expand recruitment and retention strategies, significantly reducing this issue.

Another ongoing barrier has been the difficulty in hiring and retaining staff, particularly staff of color. Despite our efforts, staffing shortages remained an issue throughout 2023-24, reflecting a broader statewide problem. This challenge directly affects our ability to meet the diverse needs of our students and to promote an inclusive school environment that reflects the diversity of our community.

Additionally, rising insurance costs and inflation continue to drive up staff-related expenses, which poses a challenge to maintaining a grant that is primarily people-focused. Compounding this is the uncertainty of adequate state funding. Oregon’s Student Investment Account (SIA), designed to reduce disparities and improve student outcomes, has been instrumental in providing critical funding for initiatives such as adding mental health specialists and reducing class/caseload sizes. However, fluctuations in state funding levels make it difficult to plan for long-term staffing commitments. While we recognize the urgent need for things like mental health professionals, it is difficult to commit to new hires and contracts when there is a risk of needing to reduce existing staff if funding decreases.

These barriers divert significant time and energy towards reacting to operational challenges, which

	<p>detracts from our primary goal: providing a safe, supportive, and effective learning environment for every student. At the same time, mental health concerns have only increased among children, families, and the broader community in recent years, further intensifying the need for stable and consistent staffing.</p>
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