



District/LEA: 096-089 FERGUSON-FLORISSANT R-II **Year:** 2025-2026
Funding Application: Plan - Title II.A **Version:** Initial **Status:** Returned to LEA

All check boxes and/or radio buttons marked in this plan and policies indicate an assurance on the part of the LEA and school.

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Title II.A

INTRODUCTION

The Title II.A LEA Plan is developed for the purpose of:

- (1) increasing student achievement consistent with the Missouri Learning Standards;
- (2) improving the quality and effectiveness of teachers, principals, and other school leaders;
- (3) increasing the number of teachers, principals, and other school leaders who are effective in improving student academic achievement in schools; and
- (4) providing low-income and minority students greater access to effective teachers, principals, and other school leaders. *Section 2001*

When accepted by the Department of Elementary and Secondary Education (DESE), the plan meets the requirement of the Elementary and Secondary Education Act (ESEA), as amended by the Every Student Succeeds Act (ESSA), Section 2102, which states that a local educational agency (LEA) may receive funds under Title II of ESEA/ESSA for any fiscal year only if the LEA has submitted an application to the Department. *Section 2102 (b)*

ACTIVITIES

- After consultation with teachers, principals, other school leaders, paraprofessionals, specialized instructional support personnel, charter school leaders (in an LEA that has charter schools), nonpublic school leaders (in an LEA that has nonpublic schools), parents, community partners, and other organizations or partners with relevant and demonstrated expertise in programs and activities designed to meet the purpose of Title II.A the LEA will transfer or REAP Flex ALL Title II.A funds.
- The LEA will fund and carry out activities to achieve the purposes of Title II. *Section 2102 (b)(2)(A)*

Describe activities:

Ferguson Florissant School District utilizes Title II funds to support ongoing development for district staff to focus on areas which improve student achievement including Literacy, numeracy, SEL, restorative practices and coaching.

LTERS Science of Reading training will be provided to all K-2 staff during the Summer and available for grade 3-6 during the Fall. Stipends will be available for out of school time training/planning and substitutes for during the day.

ELL strategies training will assist core and ELL teachers in supporting ELL students.

Instructional and Teaching Methods Coaches will work collaboratively with teachers to provide ongoing professional development.

Substitutes will provide opportunities for classroom teachers to utilize the Guided Visit protocol to identify a focus, observe, gather/analyze evidence, and share key observations from collegiate classroom walks thereby improving instruction.

Subs and stipends will be available for teachers and aides who participate in after-school collaboration, training, and data meetings.

Consultants, training, and professional literature texts in the areas of feedback, ELA, MATH, and SCIENCE content/standards, PLC, leadership, unwrapping standards, SEL, parent engagement, classroom management and instructional strategies will be funded for both teachers and instructional aides.

Cohort of teachers receiving Math Specialist credentials in partnership with a university.

Cohort of support staff receiving Frontline substitute training to increase skills and increase number of subs. Provide stipends for completion and fund courses.

Supporting "grow your own" educator programs (aides to teacher and high school to teacher)

PD and stipends so instructional aides have deeper understanding of our instructional core/focus

Advertising job openings through specialized education job boards and social media

Developing recruitment materials that reflect district mission

Hosting or participating in educator recruitment fairs

Producing videos or other digital content

Offering paid internships, residencies in district schools

Professional development for HR staff on effective, equitable recruitment practices

Training principals in research-based frameworks
Hiring experienced leadership coaches to work 1:1 or in small groups with principals.

Providing mentors for early-career or newly assigned principals.

- These activities will be aligned with the Missouri Learning Standards. *Sections 2102 (b)(2)(A)*

Describe alignment activities:

All proposed development activities are planned by district content coordinators and are aligned to the Missouri Learning Standards prior to approval.

Instructional and Teaching Methods Coaches will provide direct support and strategies training.

Our collegial guided visits/walks will focus mainly on Reading and Writing standards coupled with a review of Ci3T and feedback protocol.

Social Emotional, Equity, and technology training will support both teachers and students.

Training to engage parents in learning

Provide greater access to effective educators and aides for low-income and minority students.

Increase understanding of Missouri Math Standards and concepts through additional Math coursework at the university level

Advertisements to recruit certified staff

SYSTEMS OF PROFESSIONAL GROWTH AND IMPROVEMENT

- The LEA has systems of professional growth and improvement (e.g. induction for teachers, principals, or other school leaders and opportunities for building the capacity of teachers and opportunities to develop meaningful teacher leadership).

Describe systems of professional growth and improvement:

The Professional Learning Plan (PLP) is created in collaboration with staff and their supervisors.

The LEA has systems of professional growth and improvement for all staff. Teachers and principals receive induction materials and training at the beginning of the year and monthly. Teachers, principals, and Central Office staff who supervise and support them receive ongoing distributive leadership strategies, practices and training to improve teaching and learning.

Professional Learning Communities and Data Teams have been established at each site to support our belief that data will drive instruction. Additional training will be provided, as needed.

Advertisements to recruit certified staff

PRIORITIZING FUNDS

- The LEA will prioritize funds for comprehensive support and improvement schools and/or targeted support and improvement schools.

Describe how the LEA will prioritize funds to these schools:

Teachers from Targeted and Comprehensive schools will receive additional PD support. In addition, the district is implementing improved instructional processes and school structures for students at-risk of failure (alternative programs) through a multi-tiered system of support (MTSS).

- Not applicable (no targeted/comprehensive schools)

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- The LEA will prioritize funds to schools that have the highest percentage of economic deprivation.

Describe how the LEA will prioritize funds to schools with highest percentage of economic deprivation:

Our schools with the highest percentage of economic deprivation participate in Comprehensive Integrated 3-Tiered (Ci3T) Model of prevention which provides Academic, Behavioral, and Social strategies/interventions of support to prevent, reverse, or reduce harm.

USING DATA AND ONGOING CONSULTATION

- The LEA will use data and ongoing consultation to continually update and improve Title II activities.

Describe how the LEA will use data and ongoing consultation:

Staff professional development surveys and student data is analyzed by the PDC committee to determine staff needs on a quarterly basis. The Cabinet will, in consultation with teachers, annually review data and requests to determine the professional development plan.

PROVIDING EQUITABLE SERVICES TO NONPUBLICS

- The LEA will, after timely and meaningful consultation with appropriate nonpublic schools, provide services on an equitable basis to nonpublic school students, teachers, and other educational personnel in nonpublic schools.
- Not applicable

COORDINATING ACTIVITIES WITH OTHER PROGRAMS

- The LEA will coordinate professional development activities with professional development activities provided through other Federal, State, and local programs.

District/LEA Comments

DESE Comments