

## 2021-22 Student Investment Act grant 4th Quarter report

	Total Spent 2021-22	FTE
<b>Total grant award with charters</b>	<b>\$950,649.21</b>	
Mountain View Academy	\$85,647.67	
Bridge Charter Academy	\$492,133.70	
<b>Lowell School District</b>	<b>\$372,867.84</b>	
Lowell High School additional Language Arts/Social Studies Teacher salary	\$47,913.24	1.00
Lowell High School additional Language Arts/Social Studies Teacher benefits	\$25,767.68	
Lundy Elementary additional Teacher salary	\$31,935.54	1.00
Lundy Elementary additional Teacher benefits	\$21,453.00	
Charter SpEd Compliance Coordinator salary	\$72,646.88	1.00
Charter SpEd Compliance Coordinator benefits	\$36,667.77	
Lowell High School Spanish Teacher salary	\$21,644.00	0.50
Lowell High School Spanish Teacher benefits	\$24,289.74	
Lundy Elementary additional Music Teacher salary	\$10,797.24	0.13
Lundy Elementary additional Music Teacher benefits	\$4,572.71	
Lundy Elementary additional Educational Assistant salary	\$17,835.33	0.75
Lundy Elementary additional Educational Assistant benefits	\$4,852.77	
Addition of building security doors	\$23,458.00	
Healthy Moves (elementary Physical Education teacher training)	\$810.45	
Administrative Indirect Costs	\$8,903.71	
K-12 Guidance Counselor salary	\$11,816.44	0.25
K-12 Guidance Counselor benefits	\$7,503.34	

## SIA 2021-22 Quarterly Progress Notes

### Question

What has been the impact of the implementation of the activities in your SIA plan so far on the behavior, actions, policies, or practices in your school community? Reflect on the Progress Markers as you develop your response.

### First Quarter

The impact has been wonderful for our students. The ability to have more course offerings as well as additional staff allows for more one-on-one time with the students. Also, the ability to split Kindergarten has led to lower class sizes, which in turn allows for the students to have smaller groups and build a stronger foundation for their learning.

### Second Quarter

The impact has been extremely positive. The ability to have extra resources at our disposal allows us to spend more time educating the whole child. Student behavior overall has improved in regard to adults and peers alike.

### Third Quarter

The increased staffing for Kinder is allowing us to support a large class of students (30) and build a strong foundation as they begin their school careers. Increased staffing across the board has allowed us to build stronger connections with students and families, which has allowed us to better meet each student's needs. Our music program has grown, the increased staffing is allowing us to provide more differentiated supports as well as increased our flexibility with scheduling at the 7-12 levels. We have connected our Family Resource Center and Guidance Counseling services in order to better serve everyone, especially at the elementary level.

What evidence can you point to that supports the impact you have described occurring?

We have a higher attendance rate and less behavioral issues than we have had in the past. With the help of an additional counselor it allows us to flag kids and prevent disturbances from happening rather than intervening later in the process.

Our discipline referrals have decreased and our attendance has increased. Participation has also increased. Students seem much more engaged in learning than in years past.

Discipline referrals continue to decrease and attendance is strong. Our Guidance Counselor is working with families to provide resources and counseling that addresses student behaviors/mental health in and out of the school. Our failure rates at the HS have decreased and students are earning more credits, while this is partly due to a more normal school year we believe it is also a product of increased staffing. Our teachers are reporting that the increased staffing has reduced the number of preps they teach during the school year, increasing their time for planning for more engaging curriculum and more differentiated opportunities.

Share any stories or anecdotes about who is contributing to your SIA activities and how they are making significant contributions.

All students are feeling the positive effects of more staffing overall. In addition, they are allowed to take more courses that may better suit their needs and interest level. Also, the impact of our counselors have been positive affecting student outcomes, as we are able to identify students that need extra help earlier in the process.

The additional positions have lightened the load on all the teachers collectively. The ability to focus on mental health, rather than just academics, has been a huge positive in our district.

We have a full-time SPED Director for the first time in 12 years. This increases capacity for each of our administrators to support all students and focus on building systems, while also increasing capacity to support our students with disabilities. By serving students at the elementary, secondary, and charters, we are better able to align our services and ensure best practices are in place.

What lessons, constructive or critical, have you learned throughout this reporting period of SIA implementation?

We are still in the beginning of the plan. Steps are needed to accomplish these goals as it takes time to create these practices and align them to our students' needs. The downfall is that when trying to hire additional staff, it has been difficult as all districts are competing for the same positions. As a small district, we are not able to pay what the larger districts do. Therefore, we seem to be getting the second and third round picks. With the government mandates tying in cohesion with trying to staff these areas, it has made it extremely difficult to ensure we are getting the right employees in the right seat on the bus.

The lower class sizes have enabled our teachers to spend more time one-on-one with their students, and build more meaningful relationships. In turn this has allowed the kids to thrive as they feel supported in knowing their needs will be met on a daily basis.

Our hiring practices have shifted, we are posting positions much earlier as we know there is increased competition - as demand outpaces supply for many education positions.

## SIA 2021-22 4th Quarter Report Final Questions

### Questions

What changes in behavior, actions, policies or practices have you observed related to SIA implementation during the 2021-22 school year? How do you see these changes contributing to the goals and outcomes in your SIA plan?

What barriers or challenges to SIA implementation have you experienced that are helpful for your community and/or state leaders to be aware of? What adjustments, if any, did you make to your SIA plan as a result of these challenges?

SIA implementation includes ongoing engagement with all students, focal students, families, staff, and community partners. How have relationships with or between those groups changed and/or been maintained throughout this academic year?

As you think about what guided your choices and prioritization efforts in this year of SIA implementation, what stands out? How will what you've learned this year impact future SIA implementation efforts?

### 2021-22 Annual Reporting Response

The utilization of the SIA funds has made significant impacts on several key areas in the District. The additional staffing has enabled the district to address the challenges of students' social, emotional and academic needs.

The hiring of an additional Instructional Assistant has assisted the school in accelerating students' learning and maintaining a safer environment on the playground. Although our students still have learning deficits due to the pandemic, our data analysis indicates we are in a good position to reach pre-pandemic levels in the coming years. The hiring of the Elementary music teacher provided additional resources for all K-5 students.

The main issue has been coming off COVID restrictions and returning to normal while having this funding. This funding was supposed to help with learning issues, but just when we were provided the funds to deal with the normal issues that face our schools, the Pandemic happened. These funds have allowed us to get "back to normal" faster. One of the biggest barriers we have been facing is the transition to a return to normalcy. We have had to do a lot of expectation reteaching, as well as dealing with the social emotional side of the child that we haven't had to approach with this amount of depth before. Lowell School District experienced some barriers in getting family resource meetings up and running. Other than that, we have not experienced any barriers and are very pleased with the outcomes. The activities selected to support SIA outcomes and strategies are embedded in the Continuous Improvement Plans of the District and Buildings. Due to this alignment, The District typically has high fidelity of implementation.

Ongoing engagement with stakeholders has helped with understanding what the community wants from the schools. I also believe that both parents and students saw firsthand the importance of schools during the pandemic. It has allowed us to create a better partnership with the community and gain a mutual respect that may have been lacking in the past. The District has a well-established continuous improvement process that gathers input and data from key district stakeholders. The District intends to use the information gathered to target further engagement activities with families. Due to the specificity of the data, the District can easily set priority areas to further engage our families. By utilizing the information in this manner and consistently reporting back to parents, we hope to create a consistent dialogue with families and track growth and improvement.

The implemented choices this year are centered around two priority areas, social and emotional health, and curriculum and instruction. We have confirmed that these areas are correctly identified and continue to be top priorities for our stakeholders. Analysis of multiple district data sources has determined that the activities funded in SIA are making a significant impact.