

Northside ISD Family Engagement Program

Strategic Plan
2020-2022

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Introduction:

When schools, families, and communities work together to support learning, children do better in school, stay in school longer, and enjoy their educational experience. Title 1, Part A provides for parent and family engagement at every level of the program, such as in the development and implementation of district and school plans as well as carrying out the district and school improvement provisions. Section 1116 of the Every Student Succeeds Act (ESSA) contains the primary Title 1, Part A requirements for school and school systems to engage parents and family members in their children's education. Consistent with Section 1116, the district will work to ensure that the Family Engagement Strategic plan meet the requirements of Section 1116(b) and (d) of the ESSA.

Input and suggestions from parents, family members, and staff were solicited as an essential component of the Family Engagement Strategic plan through the Family Engagement Focus team. The Commissioner's Rule 102.1003 (f) established that family engagement strategies should be based on empirical research that is proven to demonstrate positive short-term and long-term goals. This plan expresses what is contained in the Commissioner's Rule as the Family Engagement Focus Team also explored all recommendations for Northside Family Engagement that have been provided by outside evaluators, district evaluations, Texas Education Agency (TEA) guidance, and research-based best practices.

Definition of Family Engagement

Family Engagement means the participation of parents and families in regular and meaningful, two-way communication. Generally, communication involves student academic learning and other school activities which ensures that:

- I. Parents and families play an integral role in assisting their child's learning.
- II. Parents and families are encouraged to be actively involved in their child's education at the school.

- III. Parents and families are full partners in their child's education and are included, as appropriate, in decision-making and on advisory committees to assist in the education of their child.
- IV. Other activities, such as those described in Section 1116 of the ESSA, are implemented.

Purpose:

In support of strengthening student academic achievement, Northside Independent School District's (NISD) Family Engagement Program has developed this Family and Community Engagement Strategic Plan. This plan establishes the district's expectations for meaningful and effective family engagement and guides the strategies and resources that strengthen school, family, and community partnerships in Northside's campuses. This plan will explain the district's commitment to engage families in the education of their children and to build capacity of our campuses to implement family engagement strategies and activities designed to reach the district's goals for increased student academic achievement.

The Texas Continuous Improvement Framework names Family and Community Engagement as a critical success factor for thoughtful and collaborative school/district improvement. The Family Engagement Strategic Plan has been developed with this in mind and addresses increased opportunities for input from parents and the community. This plan also focuses on the necessity for effective communication and opportunities to partner with community resources.

Mission and Vision

The mission and vision of the Family Engagement program was developed from the larger mission/vision of Northside Independent School District in an effort to be in accordance with each other.

Mission: Northside Family Engagement will provide support to our staff, families, and community partners to create meaningful relationships that facilitate student success.

Vision: Northside Family Engagement will connect schools, families, and the community through partnerships that are accountable, support student success, and empower families.

Strategic Anchors and Beliefs

The strategic anchors are the lenses through which all decisions that are made about Family Engagement must be filtered. Every program, decision, or outcome should be tied to one of the three anchors decided and agreed upon by the Family Engagement Focus Team. Every strategic anchor is bolstered by a belief statement that is shared by the Northside Family Engagement Program.

I. Strategic Anchor: Student Learning and Success

- Belief Statement: We believe families, school, and community organizations can connect in meaningful relationships that serve in the best interest of student's overall success and education.

II. Strategic Anchor: Efficient and Effective Practices

- Belief Statement: We believe in efficient and effective practices that are diverse, innovative, and focus on results.

III. Strategic Anchor: Engaging Families

- Belief Statement: We believe a culture of collaboration between families and schools can build relationships that positively and powerfully impact student success.

II. Northside's Family Engagement Standards

NISD Family Engagement will build parents’ and schools’ capacity for strong family engagement in order to support a partnership among the campuses, families, and the community to improve academic learning of students by implementing the following standards of engagement. These standards span across six areas to coincide with Joyce Epstein’s six types of family engagement and will be addressed through individual action steps the district will take to ensure fidelity of implementation. The action steps will include research based models and recommendations from the Texas Education Agency as well as best practices from leaders in the field of Family Engagement and Education. The standards are broken into four service areas that will be the course of the academic school year through the Family Engagement Strategic Plan.

Standard 1: A Clear Vision for Services (V)

Number	Action Step
V:1	Re-conceptualize the vision of family engagement in accordance with the belief statements expressed by the district’s mission and vision linking family and community partnerships to student success in all schools.
V:2	Family and community engagement is a key component of whole – school reform and better outcomes for all students.
V:3	Reinforce family partnerships by putting them at the forefront of principal meetings, leadership academies, and advisory groups.
V:4	Implement a three year strategic plan that will build awareness, program conceptualization/development, program implementation, and evaluation.
V:5	Build capacity at the campus level by transferring the district’s vision for family engagement to individual school improvement plans.

V:6	Build a common vocabulary for family engagement by providing staff development on the characteristics of effective family-school partnerships.
V:7	Build capacity by creating a culture of learning and support to push campuses beyond activities and workshops.
V:8	Engage with the Partnerships department to support schools in finding greater opportunities to form partnerships with the community.
V:9	Work with Communications to market the district's vision for family-school partnerships for all stakeholders.
V:10	Create a family engagement advisory committee that will meet on a regular basis and provide continuous input regarding district family engagement and demonstrate a collaborative commitment to a shared vision of effective partnerships.

Standard 2: Building a Climate of Respect and Trust (T)

Number	Action Step
T:1	Reinforce through district policy, publications, presentations, and other means of communication the belief that all parents impact their child's learning and want their child to do well in school.
T:2	Provide professional development on culturally responsive environments as well as community awareness to build and maintain effective partnerships.
T:3	Be intentional and consistent in efforts to develop trusting and respectful relationships that engage families and community members with a special emphasis at the secondary level.

T:4	Build a climate of respect for cultural and class differences by ensuring educators make every attempt to learn about families and communities in order to relate to their needs.
T:5	Develop a plan that ensures equitable distribution of family engagement practices across all schools within the district.
T:6	Use the suggestions offered by families in focus groups and surveys as a means to increase their awareness and participation at the campus level as well as meet their needs.
T:7	Build capacity by including families as an integral part of the family engagement program evaluation and development of action steps to implement recommendations.
T:8	Invite and involve families in future professional development and information sessions that promote positive climate.
T:9	Work with Communications to positively package family engagement initiatives.

Standard 3: Meaningful Two-Way Communication (C)

Number	Action Step
C:1	Provide meaningful staff development to schools on a regular basis that include ways to improve two-way communication.
C:2	Work with Communications Department to provide campus/district wide network to assist in disseminating information to families.
C:3	Formally address issues associated with translation of communication with Parents who do not speak English and remove barriers to create two-way communication between all families who are Limited English Proficient and the school/district.

C:4	Work with Communications Department to improve how family engagement is packaged and marketed making sure to address parents as equal and valuable partners in the educational process.
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Standard 4: Multiple and Varied Opportunities for Engagement (O)

Number	Action Step
O:1	Balance engagement opportunities to include some conducted at school, at home, and in community settings.
O:2	Commit to engaging families and community members in planning, establishing policy, and making decisions that expand beyond compliance.
O:3	Reinforce family partnerships and community partnerships by creating a schedule for continued, consistent collaboration between the departments of Family Engagement and Community Partnerships.
O:4	Create action steps towards building two-way communication, providing off-campus outreach, providing non-threatening fun activities focused on student achievement, and building a positive school climate at the campus/district level in an effort to build relationships with families and schools.
O:5	Package all Family Engagement activities from a family strengths perspective using inclusive language of “our, us, together, etc.” and move away from methods that inference families as needing to be fixed.
O:6	Use family feedback to create opportunities and times that work with their schedules as well as provide options for parents that might not be able to attend in person at a campus/district event.

O:7	Recognize and celebrate the contributions of families for all types of involvement and not just showing up to events.
O:8	Involve students in encouraging family engagement through active participation in school programs, events, and parent communication.
O:9	Consider expanding liaison staff to more Title schools to encourage robust family engagement and a dedicated human resource for multiple options for families.
O:10	Increase programs that support transitions for families and students (PK to Kinder, 5th to 6th, 12th to beyond).

Standard 5: Collaboration for Efficient and Effective Use of Resources (R)

Number	Action Step
R:1	Utilize campus data, needs assessments, and principal buy-in as indicators to consider possible expansion of family engagement personnel in phases, using feeder patterns, and careful monitoring of results to maximize staff.
R:2	Create opportunities for increased collaboration between departments to send the message that connecting families and schools is a shared responsibility for all of Northside ISD.
R:3	Continuously refine/or redefine the district's current organizational structure to assure it is aligned with the district's beliefs, vision, and mission in regards to family partnerships and providing maximum opportunities for collaboration and the efficient use of resources.
R:4	Increase opportunities for professional development to principals that include role clarity, schedules that match needs, opportunities for collaboration, and effective communication strategies to increase quality family-school partnership and efficient and effective use of staff.

R:5	Provide ongoing training to family engagement staff to include but not be limited to home visits, community outreach, two-way communication, and any other components of family engagement.
R:6	Establish a Family Resource Center that provides connection to community services for families.
R:7	Provide opportunities for staff to visit other schools in Northside or other districts to view effective family, community, and school partnerships and share best practices with school staff and other staff in the district.
R:8	Work with the Partnerships department to build strong connections between school and community organizations to expand resources available to all Title schools and families.
R:9	Create a forum for sharing innovative and effective partnership ideas among principals and schools.
R:10	Allocate additional resources, as needed, to support family and community partnerships that are consistent with the district's goals for student success.

Standard 6: Evaluation and Accountability (E)

Number	Action Step
E.1	Create an evaluation and accountability system and include it as a key component in the district's family and community engagement efforts.
E.2	Link family and community engagement efforts to student learning with measurable results.
E.3	Family engagement staff will support campuses in conducting a self-assessment of what's working and what's not working by engaging a task force.

E.4	Family engagement staff will support campuses in translating the results of their individual task force evaluations into future actions steps reflected in the schools improvement plans with benchmarks of success, timeline, and accountability mechanisms.
E.5	Ensure that emerging data guides program development.
E:6	Create opportunities for collaboration between programs by sharing data to build collective knowledge about what’s working and what is not.
E:7	Family engagement staff will meet with assigned campuses as early as possible in the school year to develop a simple plan of action and support that is individualized to each school. Staff will then assist in scheduling and implementing the activities to support each school.
E:8	Monitor progress through an annual family engagement evaluation and report findings to the school board as part of the annual report.

III. Strategic Plan

The three year strategic plan addresses each of the identified Family Engagement standards to ensure fidelity of implementation. Each of the standards has been grouped into four domains that will be carried out accordingly:

Program Conceptualization and Development: January 2020 – December 2020

Program Awareness and Implementation: August 2020-August 2021

Program Evaluation: August 2021- May 2022

This strategic plan cannot exist in isolation just as students, families, faculty, and staff cannot exist alone. Northside Independent School District must be in unison as a community in taking the next step towards engaging families in the educational process.

Program Conceptualization and Development: January 2020 - December 2020 Year One					
Family Engagement Standard	Action Step	Primary Person Responsible	Supporting District Programs/Staff	Supporting Documents	Update
<p>V:10) Create a family engagement advisory committee that will meet on a regular basis and provide continuous input regarding district family engagement and demonstrate a collaborative commitment to a shared vision of effective partnerships.</p> <p>O:2) Commit to engaging families and community members in planning,</p>	<p>The district will create a Family Engagement Advisory Team that will meet monthly and discuss current efforts and practices in family engagement.</p> <p>The team will be made up of staff, teachers, administrators, family members, and community members.</p> <p>The team will be renewed annually and include all who wish to be involved in providing guidance and support regarding family engagement practices, policy, evaluations, and decisions.</p>	Family Engagement Coordinator	Family Engagement Specialists, State and Federal Programs, Title 1 campuses, Non-Title campuses, PTA	Agendas, Sign-In Sheets, Recruitment Flyers	<p>Monthly Meeting starting January 2020-Ongoing.</p> <p>Goal met August 2020.</p>

establishing policy, and making decisions beyond compliance.					
V:1) Re-conceptualize the vision of family engagement in accordance with the belief statements expressed by the district's mission and vision linking family and community partnerships to student success in all schools.	The Family Engagement Advisory Team will meet monthly to review district policies, goals, and provide feedback towards the re-conceptualized vision, mission, and belief of family engagement to student success.	Family Engagement Coordinator, Family Engagement Advisory Team	State and Federal Programs, Title 1	Agendas, Sign In Sheets, Recruitment Flyers	Monthly meetings starting January 2020-June 2020 Completed on May 30, 2020
V:4) Implement a three year strategic plan that will build awareness, program conceptualization and development, program implementation, and evaluation. R:2) Create opportunities for increased collaboration between departments to send the message that connecting families and schools is a shared responsibility for all of Northside ISD.	The vision, mission, and beliefs will be included in the larger three year strategic plan that is devised by the Family Engagement Advisory Team. This plan will support family engagement efforts that go beyond compliance and will be re-visited annually by the advisory team in order to ensure relevance. The plan will focus the efforts of the Family Engagement program with other district programs by providing an increased opportunity to work and collaborate with each other to ensure student achievement.	Family Engagement Coordinator	Family Engagement Advisory Team, Family Engagement Specialists, State and Federal Programs	Agendas, Sign In Sheets, Recruitment Flyers, Strategic Plan	Monthly meeting starting January 2020-June 2020. Draft completed June 11, 2020 Completed 6/15/2020
V:6) Build a common vocabulary for family	The Family Engagement Advisory Team will work together to create a working definition of Family	Family Engagement	Family Engagement	Strategic Plan, Dated	Monthly meeting starting January

<p>engagement by providing staff development on the characteristics of effective family-school partnerships.</p>	<p>Engagement.</p> <p>This definition will be utilized in the strategic plan, published on the NISD program website and in the Family Engagement Program Manual.</p> <p>The Family Engagement program will refer to the working definition of Family Engagement in all trainings that refer to family engagement for parents and staff.</p>	<p>Coordinator</p>	<p>Advisory Team</p>	<p>Website Print Out, Family Engagement Program Manual, Training Slides</p>	<p>2020-June 28, 2021. Definition completed 5/30/20. Definition in Strategic Plan June 11, 2020. Complete on Website 8/1/20 Included in training material and team agenda starting 8/1/20</p>
<p>V:5) Build capacity at the campus level by transferring the district's vision for Family Engagement to the individual school improvement plans.</p>	<p>The Family Engagement program will reach out to Continuous Improvement and Accountability to start a conversation about Family Engagement as a critical success factor in the Continuous Improvement Framework.</p> <p>The two programs will meet quarterly and work together to transfer the district's vision for family engagement into school improvement plans.</p>	<p>Family Engagement Coordinator</p>	<p>Continuous Improvement and Accountability, State and Federal Programs</p>	<p>Sign – In Sheets, Agendas, School Improvement Plans, Plan for Learning database</p>	<p>Starting May 20-December 30, 2021 COMPLETE August, 28, 2020</p>

<p>R:4) Provide professional development to principals that include role clarity, schedules that match needs, opportunities for collaboration, and effective communication strategies to increase quality family – school partnership and efficient /effective use of staff.</p> <p>O:1) Balance engagement opportunities to include some conducted at school, home, and in community settings.</p> <p>O:4) Create action steps towards building two-way communication, providing off-campus outreach, providing non-threatening fun activities focused on student-achievement, and building a positive school climate at the campus/district level in an effort to build relationships with families and schools.</p>	<p>The Family Engagement program will create a Family Engagement Training for campus staff. This training will include:</p> <ul style="list-style-type: none"> ● Family Engagement Definitions ● State and Federal program mandates ● Roles and Responsibilities of district and campus staff ● Research based Family Engagement resources ● Strategies to balance engagement opportunities to include families engaged at school, home, and in the community ● Strategies/activities towards building two-way communication ● Strategies/activities for off-campus outreach ● Strategies/activities for fun activities focused on student achievement ● Strategies/resources for building a positive school climate as well as relationships with families 	<p>Family Engagement Coordinator</p>	<p>Family Engagement Specialists, Title 1 Compliance, State and Federal Programs</p>	<p>Family Engagement Training Power Point, Unified talent sign-in sheets or attendance google form, schedule of training dates for campuses</p>	<p>Starting May 2021 COMPLETE Staff from every T1 School received training on how to Engage Every Family. Completed November 2021</p>
<p>O:7) Recognize and</p>	<p>The Family Engagement Training will also include:</p>	<p>Family Engagement</p>	<p>Family Engagement</p>	<p>Family Engagement</p>	<p>Starting May 2021 COMPLETE</p>

<p>celebrate the contributions of families for all types of involvement and not just showing up to events.</p> <p>V:7) Build capacity by creating a culture of learning and support to push campuses beyond activities and workshops.</p> <p>O:10) Increase programs that support transitions for families and students.</p>	<ul style="list-style-type: none"> Strategies to recognize various types of engagement and not just families that show up to events. Strategies to assist families and support students transitioning from PK to Kinder, Elementary to Middle School, Middle School to High School, High School to career/college. 	<p>Coordinator</p>	<p>Specialist, State and Federal Programs</p>	<p>Training Power Point, Unified talent sign-in sheets or attendance google form, schedule of training dates for campuses</p>	<p>Staff from every T1 School received training on how to Engage Every Family. Completed November 2021</p>
<p>C:3) Address issues associated with translation of communication with parents who do not speak English and remove barriers to create two-way communication between all families who are LEP and the school/district</p>	<p>Family Engagement will seek solutions to provide live “in person” translation for families and staff to have immediate access to each other and increase communication at the campus level.</p> <p>The Family Engagement program will also provide translation services for families to attend any workshops or campus events in an effort to eliminate barriers for families.</p>	<p>Family Engagement Coordinator</p>	<p>Family Engagement Specialist, Family and Community Liaisons, Newcomer Liaisons, State and Federal Programs, Title 3</p>	<p>Reports, translation requests</p>	<p>Completed - Updated service August 2021 all campuses have access to Propio mobile interpretation services and in person translation through Catholic Charities.</p>

<p>R:5) Provide ongoing training to family engagement staff to include but not be limited to home visits, community outreach, two-way communication, and any other components of family engagement.</p>	<p>The Family Engagement program will create an annual training plan that will be implemented for family engagement staff. The plan will include but not be limited to:</p> <ul style="list-style-type: none"> • Home Visits • Academic Achievement • Communication • Community Resources • Building Relationships • Other identified needs <p>The Family Engagement program will survey staff annually regarding training to garnish feedback on topics, times, and effectiveness of the previous year training plan.</p>	<p>Family Engagement Coordinator</p>	<p>Family Engagement Specialists, Family and Community Liaisons, Newcomer Liaisons, Title 1 Compliance, State and Federal Programs, any other department/program identified in the training plan</p>	<p>Family Engagement Training Plan, Sign-In Sheets, Conference Registration, Region 20 Registration, Google Form, Unified Talent</p>	<p>Completed annually for the academic school year.</p>
<p>R:6) Establish a Family Resource Center that provides connection to community services for families.</p> <p>T:8) Invite and involve families in future professional development and information sessions that promote positive climate.</p>	<p>Northside ISD will provide the Family Engagement program with a space that will be utilized as a Family Resource Center. The center will provide services and resources to families that include but are not limited to:</p> <ul style="list-style-type: none"> • Classes that support personal empowerment • Resources/services that build health, wellness, and personal care • Resources/services for financial empowerment • Resources/services to assist with daily living needs • Any other services as identified by the Family Engagement Advisory Team 	<p>Family Engagement Coordinator</p>	<p>Family Engagement Specialist, Family Engagement Advisory Team, PK Liaisons</p>	<p>Sign-In Sheets, Flyers, Master Class List, PK Monthly Newsletter</p>	<p>Moved into Building September 2017.</p> <p>Family Engagement Advisory Team established January 2018.</p> <p>Schedule of classes to community provided annually</p> <p>Clothes Closet completed 9/15/18 and open to all August 2018</p>

	The Family Engagement Advisory Team will provide feedback and guidance as to what services and resources will be continuously provided at the center to include co-teaching with families on topics at campuses that support a positive climate.				<p>PK Liasons serve Early Childhood families and staff annually.</p> <p>Currently creating Foodie Box to help families with food insecurity. To be open September 2022.</p>
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Program Awareness and Implementation: August 2020 - August 2021 Year Two					
Family Engagement Standard	Action Step	Primary Person Responsible	Supporting District Programs/Staff	Supporting Documents	Updates/Time Frame
R:9) Create a forum for sharing innovative and effective partnership ideas among principals and schools.	The Family Engagement program will work with Continuous Improvement and Accountability to create a Google Classroom that will support, inform, and provide a platform to share innovative partnership ideas as well as best practices and guidance for family engagement.	Family Engagement Coordinator	Continuous Improvement and Accountability, State and Federal Programs, Title 1	Google Classroom Site	<p>Google classroom creation completed 5/30/2018.</p> <p>Information uploaded annually</p>
R:7) Provide opportunities for staff to visit other schools in Northside or other districts to view effective family, community, and school partnerships and share best practices with school	<p>The Family Engagement program will work to create a learning platform that is filled with best practices for staff to access and learn from at any time through the Google Classroom. This classroom will include but not be limited to:</p> <ul style="list-style-type: none"> Access to research about family engagement and how it increases 	Family Engagement Coordinator	Continuous Improvement and Accountability, State and Federal Programs, Family Engagement Specialists	Google Classroom Site	<p>Google classroom creation completed 5/30/2018.</p> <p>Information uploaded annually</p>

<p>staff and other staff in the district.</p> <p>T:5) Develop a plan that ensures equitable distribution of family engagement practices across all schools within the district.</p> <p>C:1) Provide meaningful staff development on a regular basis that includes ways to improve two way communication.</p> <p>T1) Reinforce through district policy, publications, presentations, and other means of communication the belief that all parents impact their child's learning and want their child to do well in school.</p>	<p>student achievement.</p> <ul style="list-style-type: none"> ● Virtual site visits to other schools, districts, or programs that are utilizing innovative practices that are effective. ● Program updates and resources to build family engagement at their campus regardless of Title status. ● Updates to policies regarding family engagement that are provided both locally through the State and Federally through ESSA. ● Virtual trainings on Family Engagement that can be utilized by staff at the campus level. ● Campus Engagement Services and Support that can be offered by the Family Engagement department for schools to deepen family engagement. ● A blog space to share best practices with other staff on the campus and around the district. ● Strategies/resources to improve two-way communication at the campus level. 				
<p>R:4) Provide professional development to principals that include role clarity, schedules that match needs, opportunities for collaboration, and effective communication strategies</p>	<p>The Family Engagement program will create a training for principals and campus staff on how to Engage Every Family.</p> <p>It is the districts desire for principals to understand the role and complexity of family engagement in creating a school environment</p>	<p>Family Engagement Coordinator</p>	<p>State and Federal Programs, Whole Child Development Director, T1&3 Specialists, PK Liaisons</p>	<p>Engage Every Family Power Point, Unified Talent or google form sign-in sheets, Schedule of</p>	<p>April, 2021- Started conversations with other departments and explore what pieces overlay each other.</p> <p>May 2021 created</p>

<p>to increase quality family – school partnerships and efficient /effective use of staff.</p> <p>V:3) Reinforce family partnerships by putting them at the forefront of principal meetings, leadership academies, and advisory groups.</p>	<p>where every day, in every classroom, every child has access to high quality instruction. Family engagement encompasses:</p> <ul style="list-style-type: none"> • School Culture • School Climate • Accountability • Data Driven Instruction and Reporting • Sharing Student Results • Working Together to Create Smart Goal • Increased Attendance <p>Family Engagement is not a separate criterion that stands alone for schools to meet but rather is a supplement that can be embedded into any academic campus goal and a support to overall school success and student achievement.</p>			<p>campus training dates</p>	<p>Family Engagement training for campus staff on how to engage every family.</p> <p>Rolled out training September 2021-November 2021.</p> <p>This training will be reviewed and updated annually.</p>
<p>T:2) Provide professional development in culturally responsive environments as well as community awareness to build and maintain effective partnerships.</p> <p>T:3) Become intentional and consistent in efforts to develop trusting and respectful relationships that engage families and community members with an emphasis at the secondary level.</p>	<p>The Family Engagement Program will create training on how to Engage Every Family.</p> <p>This training will provide information to campuses on different services, resources, and partners the Family Engagement program can utilize to support the school improvement plan, academic achievement goals, and family engagement goals.</p> <p>The Campus Engagement Training will provide information towards:</p> <ul style="list-style-type: none"> • How to conduct a campus self-assessment through a family engagement task force. 	<p>Family Engagement Coordinator</p>	<p>Family Engagement Specialists, Family and Community Liaisons, PK Liaisons, T3 Newcomer and Refugee Liaisons</p>	<p>Engage Every Family Power Point, Unified Talent or google form sign-in sheets, Schedule of campus training dates</p>	<p>May 2021 created Family Engagement training for campus staff on how to engage every family.</p> <p>Rolled out training September 2021-November 2021.</p> <p>This training will be reviewed and updated annually.</p>

<p>T:4) Build a climate of respect for cultural differences by ensuring educators make every attempt to learn about families and communities in order to relate to their needs.</p>	<ul style="list-style-type: none"> ● Academic Parent Teacher Teams (APTT) and how they support student achievement and PLC practices. ● Family Engagement training for staff professional development. ● How to build trusting relationships with families. ● Positive Home Visits. ● Relating to students and families at the secondary level. ● Any additional strategies, resources, or training that might be identified by district staff annually. <p>The Family Engagement program will work in tandem with other programs that share similar content to ensure leveraging resources in a more efficient manner.</p>				
<p>R:8) Work with the Partnerships department to build strong connections between school and community organizations to expand resources available to all Title schools and families.</p>	<p>The Family Engagement Program will meet quarterly with the Partnerships department to discuss new initiatives, campus needs, program needs and how we can better share resources for all Title campuses.</p> <p>Family Engagement will also participate in Community Mapping with campuses to provide a better idea of community assets in the campus boundaries that can support students and families.</p>	<p>Family Engagement Coordinator</p>	<p>Partnerships Department, T1&3 Specialists</p>	<p>Sign-In Sheets, Minutes, Partner Portal</p>	<p>August 2020 – Ongoing</p>
<p>V:8) Engage with the</p>	<p>The Partnerships department will give Family</p>	<p>Family</p>	<p>Family Engagement</p>	<p>Partner</p>	<p>Access to Partner</p>

<p>district's Partnerships department in supporting schools in finding greater opportunities to form partnerships with the community.</p>	<p>Engagement Specialists access to the Partner Portal. As Family Engagement Specialists support each Title Campus they will annually update the Partner Portal for that campus based off the campus Family Engagement Survey results. This collaboration between the two programs ensures accurate information is updated in a timely manner for campuses in an effort to increase individual campus partnership opportunities within the community.</p>	<p>Engagement Specialists</p>	<p>Coordinator, Partnerships Department, PFE Committee Chairs, Campus Administration</p>	<p>Portal, Campus Family Engagement Survey Results, Specialist Campus Support form</p>	<p>Portal was granted May 2020. Begin trial support 8/2020-12/2020. Finalize the procedure for future implementation by 5/30/2021. Created dual access to partner portal and updates are continued annually.</p>
<p>C:4) Work with Communications to improve how family engagement is packaged and marketed making sure to address parents as equal and valuable partners in the educational process</p> <p>T:9) Work with Communications to positively package family engagement initiatives.</p> <p>V:9) Work with Communications to market the districts vision for family-school partnerships for all stakeholders.</p>	<p>Family Engagement will meet with Communications quarterly to discuss how the program is accessible, packaged, and marketed. Family Engagement will explore the following topics with communications:</p> <ul style="list-style-type: none"> ● Website presence ● Positive packaging of initiatives that share the district's vision for family-school partnerships ● Ease of access for families of all languages ● How the district plans to streamline communication with families ● Results of Family Engagement Surveys and needs families have or are requesting in district access/communication ● Communication platforms to support technology and ever expanding requests 	<p>Family Engagement Coordinator</p>	<p>Communications Department, State and Federal Programs</p>	<p>Woods Weekly, Threads Clothesline, YouTube of special segments, Inside Northside</p>	<p>August 2020-Ongoing</p>

<p>C:4) Work with Communications to provide campus/district wide network to assist in disseminating information to families.</p>	<p>from families to utilize text, email, or digital platforms</p> <ul style="list-style-type: none"> Using a strengths based perspective and inclusive language for Family Engagement initiatives 				
<p>E:7) Family Engagement staff will meet with their assigned campuses as early as possible in the school year to develop a simple plan of action and support that is individualized to each school. Staff will then assist in scheduling and implementing the activities that support each school.</p>	<p>Family Engagement staff will increase their presence on campuses and work to create independence in the Family Engagement Program classes that are offered. While on campus the Family Engagement staff may support but not be limited to:</p> <ul style="list-style-type: none"> School Improvement Plan goals Attendance initiatives Home visits Suggesting strategies from the Campus Engagement Support Guide Complete the Campus Support Google Form Reporting results from the Family Engagement Survey Sharing data from results with campus staff Creating strategies and support to meet the needs on the survey Supporting Partnerships for that campus by updating the Partner Portal Build relationships with campus staff and families 	<p>Family Engagement Specialists</p>	<p>Family Engagement Coordinator, Campus Administrators, PFE Committee Chairs, PK Liaisons</p>	<p>Calendars, Campus Support Google Form, T1&3 Monthly Report, PK Liaison Monthly Reports, Home visit logs</p>	<p>Create Campus Support Form by June 2020. <i>Created 12/2020</i></p> <p>Support campuses with Liaisons <i>Ongoing Annually</i></p> <p>Make adjustments to program and form based on feedback from use <i>May – June.</i></p> <p>Ready for implementation across all schools for new academic school year</p>

<p>E:3) District Family Engagement staff will support campuses in conducting a self-assessment of what's working and what is not working by engaging a task force.</p> <p>E:4) Family Engagement staff will assist campuses in translating results from the task force into future action steps reflected in the school improvement plan.</p> <p>O:8) Campuses will involve students in encouraging family engagement through active participation in school programs, events, and parent communication.</p> <p>E:2) Campuses will link family and community engagement efforts to student learning with measurable results.</p> <p>T:6) Campuses will use</p>	<p>Family Engagement Specialists will support campuses that seek to better understand their community and families by engaging a task force. This will be offered in the Campus Engagement Support Guide as one of the services the Family Engagement Program can assist campuses with.</p> <p>The task force will be inclusive of students, families, community partners, and district staff.</p> <p>Once the task force is completed the Family Engagement Specialist will assist the campus in translating the results into action steps that are included in the schools improvement plan. These action steps will have measurable goals, success benchmarks, and a timeline. Family Engagement Specialists will also link family and community engagement efforts to student learning with measurable results as part of integrating information from the task force into the school improvement plan.</p> <p>PK Liaisons will provide monthly newsletters that will go out to every parent enrolled in PK with information on kinder-readiness, how to collaborate with their child's teacher, activities that can be done at home to build on learning in the classroom, and where families can turn for support and resources.</p>	<p>Family Engagement Specialists</p>	<p>Family Engagement Coordinator, PFE Committee Chair, Campus Administration, PK Liaisons, PK teachers</p>	<p>Campus Support Google Form, Sign-In Sheets, PK Monthly Newsletters</p>	<p>Completed Annually</p>
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<p>suggestions offered by families in focus groups as a means to increase their awareness and participation at the campus level as well as meet their needs.</p>					
<p>O:6) Campuses will use family feedback to create opportunities and times that work for their schedules as well as provide options for parents that might not be able to attend in person at campus/district events.</p>	<p>Family Engagement Specialists will support campuses in getting feedback through the Family Engagement Survey form.</p> <p>Family Engagement Specialists will support campuses in reporting the data out to the staff as well as families so the campus can create engagement opportunities at times that best support the community that campus serves.</p> <p>Family Engagement Specialists will assist campuses with strategies for families that may not be able to attend on a given night to include digital options, home visits, or meeting at a later date with a small group for one on one.</p>	<p>Family Engagement Specialists</p>	<p>Family Engagement Coordinator, PFE Committee Chair, Campus Administration, PK Liaisons</p>	<p>Campus Support Google Form, Sign-In Sheets, Survey</p>	<p>August 2020 - Ongoing Family Feedback forms are completed and turned in annually.</p> <p>Update: 1/2022 district is piloting Family Engagement Survey from Panorama</p>

**Program Evaluation: August 2021 - May 2022
Year Three**

Family Engagement Standards	Action Step	Primary Person Responsible	Supporting District Programs/Staff	Supporting Documents	Updates/Time Frame
<p>E:1) The district will create an evaluation and accountability system and include it as a key component in the district's family and community engagement efforts.</p> <p>E:8) Family Engagement will monitor progress through an annual family engagement evaluation and report findings to the school board as part of the annual report.</p>	<p>The Family Engagement program will work with Continuous Improvement and Accountability as well as with Testing and Evaluation to determine a valid and reliable method for conducting an annual program evaluation that includes perception data and measure all types of family engagement - not just counting names on sign in sheets.</p> <p>The evaluation will include feedback from families, staff, and students. The findings from the evaluation will be reported to the school board as part of the annual report.</p>	<p align="center">Family Engagement Coordinator</p>	<p>State and Federal Programs, Continuous Improvement and Accountability, Testing and Evaluation, School Board</p>	<p>Sign-In Sheets, Agenda</p>	<p>January 2022 - District has meet all year 9/2021-5/2022 to look at creating this evaluation system. The district is currently piloting Panorama and will continue evaluating the effectiveness of this tool before making a decision.</p>
<p>R:3) Continuously refine/or redefine the district's current organizational structure to ensure it is aligned with the district's vision, beliefs, and mission in regards to family partnerships and providing maximum opportunities for collaboration and the</p>	<p>The Family Engagement program will partake in annual evaluations of the Title 1 Family Engagement Program. This evaluation will make recommendations based on outcomes of the evaluations to include organizational structure, efficient use of resources, and program collaboration. Results will be shared with State and Federal programs, Title 1 Compliance, Office of Continuous Improvement and Accountability, Families,</p>	<p align="center">Family Engagement Coordinator</p>	<p>Family Engagement Advisory Team, State and Federal Programs, Continuous Improvement and Accountability, Curriculum Instruction, Title 1 Compliance</p>	<p>Title 1 Evaluation binder, Sign-In Sheets</p>	<p>August 2020 – Ongoing</p>

<p>efficient use of resources.</p> <p>E:6) Family Engagement staff will create opportunities for collaboration between programs by sharing data to build collective knowledge about what's working and what is not.</p>	<p>and Curriculum Instructions.</p>				
<p>E:5) Family Engagement will ensure emerging data guides program development.</p> <p>R:1) The Testing and Evaluation will utilize data, needs assessments, and principal buy-in as indicators to consider possible expansion of family engagement personnel in phases, using feeder patterns, and careful monitoring of results to maximize staff.</p> <p>O:9) The district will consider expanding liaison staff to more Title schools to encourage robust family</p>	<p>All decisions for the Family Engagement program will be made based on data driven results and efficient/effective practices. The district will continue to monitor the effectiveness of the Campus Family Liaison before making a decision to allocate funds towards this position at each Title campus. The Title 1 Family Engagement Program Evaluation will include but not be limited to:</p> <ul style="list-style-type: none"> ● Family Engagement attendance data ● Family satisfaction surveys ● Principal support and perceptions ● District/campus needs ● Any other data points that will help to inform a sound decision. 	<p>Family Engagement Coordinator</p>	<p>Testing and Evaluation, State and Federal Programs, Continuous Improvement and Evaluation</p>	<p>Data, Title 1 Program Evaluation binder</p>	<p>Ongoing</p>

engagement and dedicated human resources for multiple options for families.					
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