**Response Summary:** Montana ARP ESSER Plan Update

Ronan School District 30, last update December 11, 2023

Q33. Please provide the top priorities the school district has determined as the most pressing needs for students and schools within the school district as a result or in response to the COVID-19 pandemic. You may elect between 1-3 priorities by checking the box and providing the text response.

* Priority 1:

Upgrading facilities, HVC systems, air quality, technology, roof repairs and maintenance in response to prevent, prepare, and respond to COVID. Increase communication with the buildings to keep cohorts separate and maintain efficient schedules (reader boards, Tyler software, speakers and intercom systems). Get rid of the old carpet/countertops and install tile or laminate flooring to help reduce the risk of virus transmission. Purchase floor sweepers, commercial vacuums, sinks that turn on automatically or with a push of a foot bar. Update the middle and high school smart labs and create new smart labs at the elementary level to increase student innovations and technology awareness. The school facility repairs and improvements will enable operations of schools to reduce the risk of virus transmissions and exposure to environmental hazards, and to support student health needs.

* Priority 2:

Loss of instructional time is a top priority. We will focus on accelerated learning opportunities/interventions, extended learning opportunities, summer school, implementing rigorous curriculum, guidance/supporting programs and software. Hire a reading intervention specialist/reading coaches to address the learning loss at the high school. Hire a full-time counselor for mental health purposes at the middle and high school level. Hire a science teacher, math teacher and paraprofessionals for better staff to student ratio within the classrooms.

* Priority 3:

It has become increasingly difficult to hire highly qualified teachers due to the poor housing and rental market in Ronan. The housing market in Ronan is very competitive and expensive. The housing market has increased over $125,000 per home. The rental market in our area is at zero. We are having a hard time retaining quality teachers due to lack of rentals. Employees are having to look at rentals in Missoula which is 50 - 60 commute depending on dangerous road conditions. It is understandable that people don't want to commute the distance, especially with bad roads. We would like to have rental vacancies available for our employees at fair market value.

Q42.

Goal Action Plan, Part 2:

Identify what strategies/action steps will be used to support the achievement of the goals.

Describe a realistic and achievable timeline to achieve the goals.

Identify who is responsible to ensure the strategies/action steps are achieved.

Click the box and provide the text response for each applicable box.

* Math Goal Strategies, Actions, Timelines, and Assignments:

September: STAR Assessment (Kindergarten – 12 grade).

Mid-Year: STAR Assessment (Kindergarten – 12grade).

Spring: STAR Assessment (Kindergarten – 12grade).

The School Leadership Teams (SLT), District Leadership Team (DLT) and the math consultant will review student data regularly according to the calendar of testing. Adjustments will be made to curriculum, interventions, and student grouping when needed.

* ELA Goal Strategies, Actions, Timelines, and Assignments:

September: STAR Assessment (Kindergarten – 12 grade).

Mid-Year: STAR Assessment (Kindergarten – 12grade).

Spring: STAR Assessment (Kindergarten – 12grade).

The School Leadership Teams (SLT), District Leadership Team (DLT) and the ELA consultant will review student data regularly according to the calendar of testing. Adjustments will be made to curriculum, interventions and student grouping when needed.

* Other Goal (For example, SEL, Mental Health, Graduation Rates, Recruitment/Retention, Professional Development, Community and Family Engagement, etc.) Strategies, Actions, Timelines, and Assignments:

Goal is to increase student and staff mental health. Hire a counselor and offer P.D. opportunities to staff and students. Provide teachers with highly qualified math, ELA and science consultants to help support and address the learning loss that has taken place.

Duplex Construction:

Fall 2022, purchase a lot of land to build the duplexes.

Spring 2023, start construction

Fall 2023, construction is completed.

Q71.

Goal Action Plan:

Please define your Math goal, English Language Arts (ELA) goal, and other goal, based on the priorities you identified.

Explain what instruments or methods will be used to monitor the progress of the goals and determine if the goals are met. Click the box and provide the text response for each applicable box.

* Math Goal:

Goals is to move 10% of non-benchmarks students to proficiency using STAR Assessment. A comparison will be made between Fall to Spring data.

* ELA Goal:

Goals is to move 10% of non-benchmarks students to proficiency using STAR Assessment. A comparison will be made between Fall to Spring data.

* Other Goal (For example, SEL, Mental Health, Graduation Rates, Recruitment/Retention, Professional Development, Community and Family Engagement, etc.):

Goal is to increase student and staff mental health through hiring another school counselor and offering PD opportunities. To increase staff professional development opportunities. Provide teachers with highly qualified math, ELA and science consultants. Purchase software programs to close the learning gap that has been created and to address the learning loss. To recruit and retain highly qualified staff by offering them affordable rentals.

Q34. When you identified each of your district's priorities, what data points did you use? Please list any and all data sources, such as attendance, interim assessments, surveys, etc.

The priorities’ have been identified through public meetings and discussions with administrations, the school board, as well as the teacher’s union. The data points being used are SBAC and STAR Assessment. A survey will be going out to the community to illicit their feedback.

Q8. What is your school district phone number?

4066763390

Q53. How will the District monitor the impact of the ARP ESSER funded interventions or strategies, including but not limited to the 20% set-aside, to respond effectively to the academic, social, emotional, and mental health needs of all students, and particularly those students disproportionately impacted?

The Ronan School District will monitor the impact of the ARP ESSER funded interventions and strategies by analyzing student data three times a year using STAR, DIBELS and SBAC Interims.

Q48. How do you plan to use the remaining 80% for the allowable uses of funds related to preventing, preparing for, and responding to COVID-19 as required by ESSER I, II, and III? See page 5 of the ARP ESSER Fact Sheet for more information. Choose all evidence-based practices that apply.

* Extended learning time
* Tribal/community engagement
* Wraparound academic/health/social services
* SEL learning supports
* Evidenced-based curriculum
* Accelerating learning through instructional approaches: In-school acceleration-Certified educators provide support for students within the classroom and grade-level work, using high-quality instructional materials, instructional strategies, and formative assessments.
* Accelerating learning through instructional approaches: Out-of-school time programs-Identified students, needing additional support before, and after the regular school days, as well as on weekends, and during school breaks.
* Accelerating learning through instructional approaches: Summer learning and enrichment: Summer learning programs, camps, community partnerships, work-based learning or community service that provide high-quality instructional and are designed to meet the social and emotional needs of student through engaging and enriching experiences.
* Access to and effective use of technology
* Engaging families in digital learning training and effectively using technology and platforms
* Administering and using high-quality assessments that are valid and reliable, to accurately assess students’ academic progress and assist educators in meeting students’ academic needs, including through differentiating instruction
* Providing information and assistance to parents and families on how they can effectively support students
* Tracking student attendance and improving student engagement provided by the school
* Using data about students opportunity to learn indicators to help target resources and support
* Access to advanced coursework, dual enrollment, work-place learning, and/or internships
* Career, Technical, and Agricultural Education expenses (approved under Perkins Act)
* Distance/Remote Learning: connectivity (hot spots, outfitting buildings/buses with WiFi, other wireless, internet service, etc.), devices (laptops, tablets, etc.), printing costs for learning packets, instructional resources/tools, hardware, software, subscriptions, licenses, assistive technology or adaptive equipment, online learning platforms/learning management systems, other distance/remote learning costs
* Other (please identify in the box below):

Build duplex units for employees who need housing. To hire and retain qualified

* Mental health supports
* Hiring new staff and avoiding layoffs
* Meeting the nutritional needs of underserved students
* Locating absent students and re-engaging disconnected youth
* Providing safe, healthy, inclusive learning environments
* Activities to address the unique needs of at-risk populations
* Developing and implementing procedures and systems to improve the preparedness and response efforts
* Training and professional development for staff of the local educational agency on sanitation and minimizing the spread of infectious diseases
* Purchasing supplies to sanitize and clean the facilities
* Planning for, coordinating, and implementing activities during long-term closures, including providing meals to eligible students, providing technology for online learning to all students, providing guidance for carrying out requirements under the Individuals with Disabilities Education Act and ensuring other educational services can continue to be provided consistent with all Federal, State, and local requirements.
* Purchasing educational technology (including hardware, software, and connectivity) that aids in regular and substantive educational interaction between students and their classroom instructors including low-income students and children with disabilities, which may include assistive technology or adaptive equipment.
* School facility repairs and improvements to enable operation of schools to reduce risk of virus transmission and exposure to environmental health hazards, and to support student health needs.
* Inspection, testing, maintenance, repair, replacement, and upgrade projects to improve the indoor air quality in school facilities, including mechanical and nonmechanical heating, ventilation, and air conditioning systems, filtering, purification and other air cleaning, fans, control systems, and window and door repair and replacement.

Q11. Please indicate your role in the district.

* District-level Administrator

Q25. ARP ESSER requires school districts to consult with a wide variety of stakeholders when developing a plan. Please select all of the following groups of stakeholders your district consulted and/or plans to consult.

* Teachers
* Staff
* Tribal governments
* Local bargaining units
* Other (please identify in the box below):

Administrative Team, school board and email to staff.

Q58.

Please provide the estimated number of jobs (FTEs) that have been or will be **created**by the school district through the district’s planned use of ESSER III Funds.

8

Q15. Describe your Math goal for each identified student group.

The goal is to move 10% of non-benchmark students to proficiency using STAR Math Assessment.

Q68. If you are planning to develop or use approaches that are novel to implement prevention and mitigation strategies, would you be willing to have the OPI share your approaches with state and federal entities? If so, please briefly describe your innovation below.

It has become increasingly difficult to find highly qualified teachers due to the poor housing and rental market in Ronan. The housing market in Ronan is very competitive and expensive. The housing market has increased over $125,000 per home. The rental market in our area is at zero. We are having a hard time retaining quality teachers due to lack of rentals. Employees are having to look at rentals in Missoula which is 50 - 60 commute depending on dangerous road conditions. It is understandable that people don't want to commute the distance, especially with bad roads. We would like to have rental vacancies available for our employees at fair market value.

Q21. How do you plan to spend the required 20% set-aside to address lost instructional time? Choose all evidence-based practices that apply.

* Extended learning time
* Tribal/community engagement
* Wraparound academic/health/social services
* SEL learning supports
* Evidenced-based curriculum
* Accelerating learning through instructional approaches: In-school acceleration-Certified educators provide support for students within the classroom and grade-level work, using high-quality instructional materials, instructional strategies, and formative assessments.
* Accelerating learning through instructional approaches: Tutoring program-High-dosage tutoring provided consistently by well-trained tutors or educators at least 3 days per week for at least 30 minutes at a time in groups of five or fewer students.
* Accelerating learning through instructional approaches:Out-of-school time programs-Identified students, needing additional support before, and after the regular school days, as well as on weekends, and during school breaks.
* Accelerating learning through instructional approaches: Summer learning and enrichment: Summer learning programs, camps, community partnerships, work-based learning or community service that provide high-quality instructional and are designed to meet the social and emotional needs of student through engaging and enriching experiences.
* Access to and effective use of technology
* Engaging families in digital learning training and effectively using technology and platforms
* Administering and using high-quality assessments that are valid and reliable, to accurately assess students’ academic progress and assist educators in meeting students’ academic needs, including through differentiating instruction
* Providing information and assistance to parents and families on how they can effectively support students
* Tracking student attendance and improving student engagement provided by the school
* Using data about students opportunity to learn indicators to help target resources and support
* Access to advanced coursework, dual enrollment, work-place learning, and/or internships
* Career, Technical, and Agricultural Education expenses (approved under Perkins Act)
* Distance/Remote Learning: connectivity (hot spots, outfitting buildings/buses with WiFi, other wireless, internet service, etc.), devices (laptops, tablets, etc.), printing costs for learning packets, instructional resources/tools, hardware, software, subscriptions, licenses, assistive technology or adaptive equipment, online learning platforms/learning management systems, other distance/remote learning costs
* Other (please identify in the box below):

Build duplex units for employees who need housing. To hire and retain qualified employees

Q14. For which of the following student groups do you have a distinct Math goal? Choose all that apply.

* American Indian or Alaska Native
* Hispanic
* Students with Disabilities
* Free and Reduced Lunch
* Homeless
* Black or African American
* White
* MultiRacial

Q57. Please select each type of federal funding you are coordinating with ARP ESSER funds to most effectively use funds to address student needs.

* Title I, Part A of the ESEA (Improving Basic Programs Operated by LEAs)
* McKinney-Vento Education for Homeless Children and Youth Program and section 2001(b)(1) of the ARP Act
* Carl D. Perkins Act Career and Technical Education Act

Q12. If you are planning to use ARP ESSER funds for prevention and/or mitigation strategies, please select the evidence-based practices below and/or describe an additional practice in the Other box.

* Mental health supports
* Social emotional learning
* Academic support
* Extended learning/enrichment
* Hiring new staff and avoiding layoffs
* Meeting the nutritional needs of underserved students.
* Other (please identify in the box below):

Build duplex units for employees who need housing. To hire and retain qualified employees

* Locating absent students and re-engaging disconnected youth
* Providing safe, healthy, inclusive learning environments.
* Activities to address the unique needs of at-risk populations.
* Developing and implementing procedures and systems to improve the preparedness and response efforts
* Training and professional development for staff of the local educational agency on sanitation and minimizing the spread of infectious diseases
* Purchasing supplies to sanitize and clean the facilities
* Planning for, coordinating, and implementing activities during long-term closures, including providing meals to eligible students, providing technology for online learning to all students, providing guidance for carrying out requirements under the Individuals with Disabilities Education Act and ensuring other educational services can continue to be provided consistent with all Federal, State, and local requirements.
* Purchasing educational technology (including hardware, software, and connectivity) that aids in regular and substantive educational interaction between students and their classroom instructors including low-income students and children with disabilities, which may include assistive technology or adaptive equipment.
* School facility repairs and improvements to enable operation of schools to reduce risk of virus transmission and exposure to environmental health hazards, and to support student health needs.
* Inspection, testing, maintenance, repair, replacement, and upgrade projects to improve the indoor air quality in school facilities, including mechanical and nonmechanical heating, ventilation, and air conditioning systems, filtering, purification and other air cleaning, fans, control systems, and window and door repair and replacement

Q59.

Please provide the estimated number of jobs (FTEs) that have been or will be **retained** by the LEA through the LEA’s planned use of ESSER III Funds.

2

Q51. How do you plan to use ARP funds to support and stabilize the educator workforce? Choose all that apply.

* Cover costs of bonuses for recruiting and retaining educators and support personnel
* Additional pay for additional work
* Class-size reduction
* Technology to support learning: enable students to learn anywhere and teachers to teach essential standards
* Additional professional development for school leaders, teachers, and staff (trainings, extended professional development days, programs, etc.)
* Staffing additional physical and mental health support staff (counselors, social workers)

Q5. Please choose your county and district from the dropdown.

|  |  |
| --- | --- |
| County | Lake |
| District | Lake ~ Ronan H S, LE1200 |
|  |  |

Q26. What method(s) did you use to seek stakeholder input? Choose all that apply.

* Public meetings
* Email
* Other (please identify in the box below):

Weekly Administrative Meetings, August School Board Meeting, Flathead Reservation Regional Indian Education Summit, and other state conference.

Q60. Did you coordinate ARP ESSER funds with other federal funds to address student needs?

* Yes

Q16. Describe your ELA goal for each identified student group.

All students across all demographics who test at a below proficiency level in STAR Reading Assessment will be placed in a Tier 2 or 3 group (K-8). They will receive extra support and interventions. The goal is to move 10% of non-benchmark students to proficiency.

Q65. Describe your Other goal for each identified student group.

All students at the middle and high school will have the opportunity to visit with the new counselor and schedule sessions. A support program called Links at the high school level will be implemented to support Freshman students. All students learning will be impacted with the hiring of math, reading and science consultants and intervention programs put into place.

Q6. Who is submitting this form?

Sandra Beal

Q9. What is your official school district email address?

sandra.beal@ronank12.edu

Q24. Please indicate which of the following student groups specifically referenced in ARP ESSER were more affected than others in your district. Choose all that apply.

* Economically Disadvantaged (Free and Reduced Lunch)
* White
* Black or African American
* American Indian or Alaska Native
* Multi-Racial
* Migrant
* Homeless
* Foster Youth
* Male
* Children with Disabilities
* Female
* English Language Learners

Q23.  Please indicate the type of data you are obtaining and using to monitor outcomes.

* Early Warning System
* Interim Formative Assessment
* Opportunities to Learn surveys
* Summative assessments
* Chronic absenteeism
* Student engagement
* Advanced coursework
* Access to technology
* Educator PD on technology
* Access to and preparation of high-quality educators
* Access to mental health and nursing staff
* Student, parent, or educator surveys
* Classified and certified staff (numbers of positions or people)
* Summer, Afterschool, and ESY enrollment
* Health protocols

Q64. For which of the following student groups do you have a distinct goal other than Math or ELA? Choose all that apply.

* American Indian or Alaska Native
* Hispanic
* Students with Disabilities
* Free and Reduced Lunch
* Homeless
* Black or African American
* White
* MultiRacial

Q63. For which of the following student groups do you have a distinct English Language Arts (ELA) goal? Choose all that apply.

* American Indian or Alaska Native
* Hispanic
* Students with Disabilities
* Free and Reduced Lunch
* Homeless
* Black or African American
* White
* MultiRacial

**Montana School District ARP ESSER Plan Update**

This tool allows districts to update their ARP ESSER plans at any point.  Updates must be completed at least once every six months.

***Federal Requirement***

The US Department of Education (USED) required the OPI to establish a process for district plans consistent with the ARP ESSER requirements for the use of ARP ESSER funds and ensure plans be made available to the public, within no later than 90 days after a district received its ARP ESSER allocation (August 24, 2021). The requirements for the school district plans include, at a minimum, how districts will:

 1. use funds to implement prevention and mitigation strategies;

 2. use the funds totaling not less than 20% to address lost instructional time;

 3. spend its remaining 80% of ARP ESSER funds;

 4. respond to needs of student disproportionately affected by the pandemic; and

 5. meaningfully engage with and consult stakeholders in crafting their plans.

Each of these federally required components are embedded into this school district ARP ESSER plan.

In addition, the USED requires the OPI to support and monitor each school district's use of ARP ESSER funds, including:

i. implementation of evidence-based interventions;

ii. address the student groups specifically that were disproportionately impacted by the pandemic; and

iii. identify, reengage, and support students who have experienced the impact of lost instructional time.

The plan will provide the information necessary for the OPI to support and monitor school districts as they move forward.

***State Components***

Throughout this school district ARP ESSER plan, the OPI has emphasized local control and coordination of state initiatives and requirements so that school districts can identify and innovate solutions for unique local needs and priorities. These components are embedded in the school district ARP ESSER plan. Additionally, the OPI will seek flexibility from the Board of Public Education to use the Goals section of this plan in place of the Continuous School Improvement Plan (CSIP).

Initial ARP-ESSER plans were developed through the use of a template.  This plan update tool will provide districts with their most recent plan submission presented with the same fields and sections as their initial plan.

The sections of this tool match the sections of the template provided for districts to use for the creation of their plans.

The template sections are as follows:

1. School District-Identified Priorities

2. Meaningful Consultation

3. Goals

4. Coordinating Funds

5. Creating Safe and Healthy Learning Environment

6. Addressing Lost Instructional Time

7. Supporting the Educator Workforce

8. Monitoring and Measuring Impact of ARP ESSER funds

**Prior to updating your school district ARP ESSER plan, consider the following:**

What data do you have available to you to measure the impact of your work and guide plan adjustments?

What feedback have you received from stakeholders around your plan and/or your plan implementation?

What steps have you taken to engage stakeholders in your update process?

**Instructions for updating your school district ARP ESSER plan**

* Review the information in each field to verify that it matches the information you have at the local level.  In the event that there is a difference please update any impacted fields during your update process.
* It is recommended that you complete your plan revision in a single sitting.  If you are unable to do this please click through to the end of the survey and note on the final page that this submission represents an unfinished update draft.
* After you hit submit you will receive an email that contains a link that you can use for your next update.  If you were submitting a draft update please be sure to return to complete your draft before the deadline.

**Resources to help with completing your plan**

* [**Curriculum Selection**](http://opi.mt.gov/Educators/Teaching-Learning/K-12-Standards-Revision#97903727-evidenced-based-instructional-material-selection)
* [**Acceleration Guidance**](https://documentcloud.adobe.com/link/review?uri=urn:aaid:scds:US:a5729d7b-890e-4dc5-b709-453156107ce7)
* [**ESSA Tiers of Evidence**](https://docs.google.com/document/d/14Zc2HI--jyJP9_I_Lghxrtylebs0BMrzxAP5QiB_u70/edit?usp=sharing)
* [**Gap Analysis Tool**](https://docs.google.com/document/d/1JLLbzn6rgtdY10QHXxkyO5ny_H7tA6ho/edit)
* [**U.S. Department of Education FAQ - ESSER/GEERS**](https://oese.ed.gov/files/2021/05/ESSER.GEER_.FAQs_5.26.21_745AM_FINALb0cd6833f6f46e03ba2d97d30aff953260028045f9ef3b18ea602db4b32b1d99.pdf)
* [**FAQ’s of Maintenance of Equity Requirements**](https://mtgov.sharepoint.com/%3Aw%3A/r/sites/OPIOPIARPESSERTEAM/_layouts/15/doc2.aspx?sourcedoc=%7BC64E336F-B03C-440E-A2F1-E3E4DF79F102%7D&file=21-0099-MOEq-FAQs.-final%20(002).docx&action=edit&mobileredirect=true&wdPreviousSession=745c8785-3138-4362-bbf5-40ebb34acfad&wdOrigin=TEAMS-ELECTRON.teams.undefined)
* [**Montana Office of Public Instruction ESSER website**](http://opi.mt.gov/COVID-19-Information/ESSER)
* [SEL Priorities](https://casel.org/wp-content/uploads/2021/05/SEL-Policy-Brief-on-ARP.pdf)

**Next Steps:**

* When you submit your update you will receive a confirmation email that contains a link to access a PDF of your plan submission and a link to complete your next update.

Please review the information in these fields and verify that it reflects the submission of this update.

Q74. Describe the stakeholder consultation that was completed to inform this update.  Include dates, locations, and links where relevant.

Monthly School Board Meeting on every 2nd Monday of the month. Mission West Regional Meeting in Paradise, MT on March 16, 2022, Flathead Reservation Regional Education Summit November 4, 2022

Q75. Please write a summary statement describing this update.  Example: "This submission reflects our first update of our plan in November of 2021"

The submission reflects our update of our plan in August 2022.

**1. School District-Identified Priorities**

**2. Meaningful Consultation**

**3. Goals**

**4. Coordinating Funds**

Identify other federal funding that you are coordinating with ARP ESSER funds to most effectively use funds to address student needs.

**5. Creating Safe and Healthy Learning Environments**

Determine if ARP funds will be used to **implement prevention and mitigation strategies,** to the greatest extent practicable, in order to continuously operate schools for in-person learning.

**6. Addressing Lost Instructional Time**

Describe how the school district will use ARP ESSER funds it reserves under Section 2001(e)(1) of the ARP Act to **address lost instruction time** through the implementation of evidence-based interventions.  The district must spend a minimum of 20% of ARP ESSER funds.  The full implementation of the evidence-based interventions should be considered including personnel, materials, equipment, professional development, and expenses needed to meet the needs of students.  Other evidenced-based practices may be utilized if the intervention meets one of the four tiers of evidence.  Evidence-based practices may be found at [OPI's Multi-Tiered Systems of Support](http://opi.mt.gov/Educators/Teaching-Learning/Multi-Tiered-Systems-of-Support/MTSS-Essential-Components) page.

**7. Supporting the Educator Workforce**

Determine if ARP funds will be used to support and stabilize the educator workforce consistent with Section 2001 (e) (2) of the ARP Act.

**8. Monitoring and Measuring Impact of ARP ESSER funds**

**You have reached the end of the LEA ARP ESSER Plan Update Tool.**

Please take a moment to verify that your plan is fully updated. This is your last opportunity to use the back buttons to update or edit your responses before submitting.

 When you are ready to submit please respond to the items below to ensure that the OPI is able to process your submission.

Q77. **Please select the statement below that accurately describes your role:**

* I am submitting this data on behalf of the Authorized Representative for this district.

Q78. **Please select the statement below that accurately describes this submission:**

* This is the first time we are submitting this plan update

Q79. Please Sign Here

[[Click here](https://montanaopi.sjc1.qualtrics.com/WRQualtricsControlPanel/File.php?F=F_5tJk9RzjPfYs8R0&download=true)]

Q67. If you are planning to develop or use approaches that are novel to achieve your Math, ELA, or other goal, would you be willing to have the OPI share your approaches with state and federal entities? If so, please briefly describe your innovation below.

N/A

Q70. If you are planning to develop or use approaches that are novel to address lost instructional time, would you be willing to have the OPI share your approaches with state and federal entities? If so, please briefly describe your innovation below.

N/A

Q69. If you are planning to develop or use approaches that are novel to support and stabilize the educator workforce, would you be willing to have the OPI share your approaches with state and federal entities? If so, please briefly describe your innovation below.

N/A