

**Putting Montana's Students First**

Montana's  
Consolidated State Plan  
Under the Every Student Succeeds Act



Montana Office of Public Instruction

January 2018  
Updated June 14, 2022

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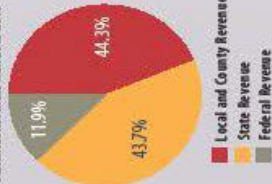
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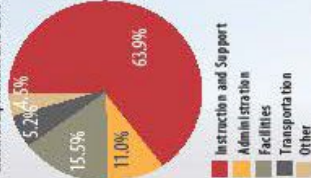
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## Montana Public School Districts Statwide Revenue and Expenditures

Montana Public School Districts  
Statwide Revenue with 2015-2016



Montana Public School Districts  
Statwide Expenditures 2015-2016



## About the Big Sky State

- Population: 1,042,520 (2016 Estimate)
- Size: 147,046 square miles (fourth largest state)
- Population density: 7.0 per square mile
- State racial makeup: White 89.4%, American Indian 6.3%, Hispanic 2.9%, Asian 0.8%, Black 0.4%, Pacific Islander 0.2% (2010 Census)
- Seven Indian Reservations and 12 Tribal Nations, including one in each of the four corners of the state
- School racial makeup: White 79.0%, American Indian 11.2%, Hispanic 4.5%, Asian 0.8%, Black 0.9%, Pacific Islander 0.2% and more than one race 3.4%
- 570 miles long, 315 miles wide
- Elevation range: 1,820 to 12,799 feet above sea level
- Border with three Canadian provinces and four states
- Headwaters for two major rivers—Missouri and Columbia
- Primary industries: agriculture, services, government (including education) and retail trade

## For more information about Montana, contact:

- [www.mt.gov](http://www.mt.gov)
- Travel Montana 1-800-847-4668
- <http://oic.mt.gov>
- The Census & Economic Information Center (406) 841-2740

## For more school data:

- <http://opi.mt.gov/Reports/Data/Measurement/Index.html>
- <http://GEM6.opi.mt.gov>

## Message from the Superintendent

"It is my honor to serve our communities, families, and most of all, our next generation of students as Montana's Superintendent of Public Instruction. I have positive determination and a fresh approach to problem solving that has served me well, both as a public school teacher for 23 years and a state legislator for 12 years. My commitment to improving opportunities for students comes from a fourth generation Montana work ethic instilled in me by my parents, who were both longtime public school teachers in Billings. Thank you for partnering and investing in our state's future. Together we will make Montana proud!"

Placing Montana Students First will be the benchmark from which all decisions will be made in the Office of Public Instruction.

Chris Arntzen  
Montana Superintendent  
Montana Office of Public Instruction

# Facts About Montana Education 2017

The OPI is committed to providing accessible accommodations to people with disabilities. If you need a reasonable accommodation, please use an alternate format, or have questions concerning accessibility, contact the OPI A.D.A. Coordinator, 405-444-3161, [opidada@opi.mt.gov](mailto:opidada@opi.mt.gov), TTY: 405-444-0235.

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# Facts About Montana Education 2017

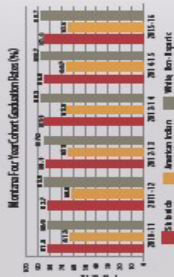
## High School Graduates

High School Graduates  
HS/ET recipients (ages 16 to 19)

2016  
9,316  
1,036

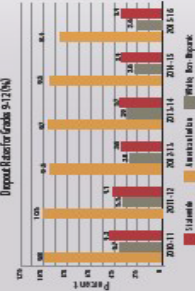
## Public and State-Funded Only Montana Four Year Cohort Graduation Rates

Overall high school graduation rates have improved over the past five years. The gap between American Indian students and all students combined is 2.0 percentage points. The gap between white students and American Indian students is 2.3 percentage points.



## Dropout Rates for Grades 9-12, 2010-11 to 2015-16

Dropout rates improved for most subgroups in 2015-16.



## Licensed K-12 Staff and Paraprofessionals

Teachers - Classroom, Title I, Special Ed.  
Superintendents and Assistant Superintendents  
Principals and Assistant Principals  
Other Administrative Staff  
Education Specialists (Library, Guidance Counselors)  
Licensed Professional (Noneducator)  
Paraprofessionals

2016-17  
10,646  
157  
516  
118  
964  
369  
2,662  
15,432

## Student/Teacher Ratio

Montana average  
National average  
Data from Common Core of Data, U.S. Department of Education

2011-12  
14  
16

2012-13  
14  
16

2013-14  
14  
16

## Montana Public School Enrollment

% Change  
2016 to 2017

| Elementary       | 2015-16 | 2016-17 | % Change<br>2016 to 2017 |
|------------------|---------|---------|--------------------------|
| Prekindergarten  | 1,155   | 1,066   |                          |
| Kindergarten     | 11,502  | 11,618  |                          |
| Grades 1-6       | 68,883  | 69,312  |                          |
| Grades 7-8       | 21,993  | 22,261  |                          |
| Total Elementary | 103,533 | 104,257 | 0.8%                     |

High School

| Grades 9-12       | 2015-16 | 2016-17 | % Change<br>2016 to 2017 |
|-------------------|---------|---------|--------------------------|
| Total High School | 41,764  | 41,985  | 0.5%                     |

## State-Funded Schools\*

| Elementary (Pre-K-8)       | 2015-16 | 2016-17 | % Change<br>2016 to 2017 |
|----------------------------|---------|---------|--------------------------|
| High School (9-12)         | 21      | 20      |                          |
| Total State-Funded Schools | 58      | 53      | -7.4%                    |

Total Public School Enrollment  
146,275  
146,275  
0.7%

\*The state-funded schools are the HHS School and the Montana School for the Deaf and Blind. Over 96 Schools closed during the summer of 2006.

Montana (PK-12) showed an increase in enrollment of 0.8%. High school enrollment increased by 0.5%.

## School Size and Enrollment

| School Size  | # of Schools | Percent of Schools | Enrollment     | Percent of Enrollment | 2016-17 Rank |
|--------------|--------------|--------------------|----------------|-----------------------|--------------|
| 500 or more  | 51           | 6%                 | 45,270         | 31%                   |              |
| 250 to 499   | 168          | 20%                | 59,569         | 41%                   |              |
| 100 to 249   | 168          | 20%                | 26,296         | 18%                   |              |
| 50 to 99     | 112          | 14%                | 7,777          | 5%                    |              |
| <50          | 330          | 40%                | 7,263          | 5%                    |              |
| <b>Total</b> | <b>819</b>   | <b>100%</b>        | <b>146,275</b> | <b>100%</b>           | <b>17th</b>  |

## Poverty Indicators

| Poverty Indicators                        | MT     | National | Rank |
|---|--------|----------|------|
| Age 5-17 in Families                      | 16.80% | 19.50%   | 22nd |
| Percent Eligible for Free/Reduced Lunch** | 43.60% | 52.20%   | 17th |

\*\* US Census Bureau 2015  
\*\* Common Core of Data, 2014-15 School Year

## Public School Districts

| Public School Districts            | 2016-17    | Rank |
|------------------------------------|------------|------|
| K-12 districts                     | 58         |      |
| Combined elementary (joint board)  | 98         |      |
| Combined high school (joint board) | 98         |      |
| Single districts (146 of 415)      | 150        |      |
| State-funded districts             | 2          |      |
| Nonoperating districts             | 3          |      |
| <b>Total School Districts</b>      | <b>409</b> |      |

School Data

| Elementary Schools   | 2016-17    |
|----------------------|------------|
| Middle, 708          | 436        |
| High Schools         | 214        |
| <b>Total Schools</b> | <b>171</b> |

## Nonpublic School Enrollment (Self-Reported)

| Private      | 2016-17       | % of Total Enrollment |
|--------------|---------------|-----------------------|
| Home school  | 8,448         | 5.2%                  |
| <b>Total</b> | <b>13,073</b> | <b>8.3%</b>           |

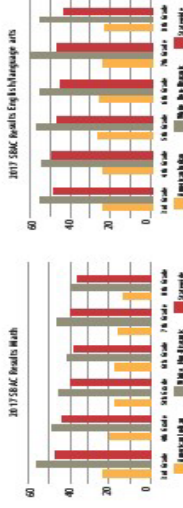
## College Readiness Tests

| Test Scores      | 2014 | 2015 | 2016 |
|------------------|------|------|------|
| ACT**            | 20.5 | 20.5 | 20.1 |
| SAT*             | 555  | 557  | 565  |
| VERBAL (writing) | 552  | 557  | 564  |
| MATH             | 530  | 545  | 537  |
| WRITING          |      |      |      |

\*\* American College Testing Program - High Scores. In 2016, 100% of Montana graduating seniors took the ACT.  
\* Nationally 29 percent of graduating seniors took the SAT.  
• Statewide average for high score. In 2016, 100% of Montana graduating seniors took the SAT.  
\* Nationally 45 percent of graduating seniors took the SAT.

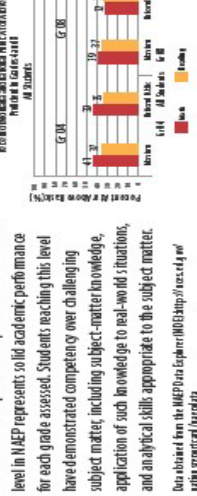
## 2017 Smarter Balanced Assessment Consortium (SBAC) Results Math and English/Language Arts.

In Spring 2017, Montana students took the SBAC test in the 3rd through 8th grade, measuring progress toward state standards in math and English/language arts.



## 2015 National Assessment of Educational Progress (NAEP)

This chart shows the percent of the "All Students" category in Montana and the National Public who scored at or above proficient. A proficient achievement level in NAEP represents solid academic performance for each grade assessed. Students reaching this level have demonstrated competency over challenging subject matter, including subject-matter knowledge, application of such knowledge to real-world situations, and analytical skills appropriate to the subject matter.



Data obtained from the NAEP Program in Education Report, 2015, U.S. Department of Education

Dear Montanans,

I am pleased to introduce Montana's state plan under the 2015 federal Every Student Succeeds Act (ESSA). This plan is the result of strong collaboration between the Montana Office of Public Instruction (OPI), education stakeholders, policymakers, tribal leaders, and our diverse schools, businesses, and communities across the state. Montana's plan will **put Montana students first** by creating a comprehensive system of individual school accountability, promoting long-term student growth, and moving beyond the strict federal mandates of the previous federal No Child Left Behind Act.

As State Superintendent, I know that student success comes from a bottom-up approach to education rather than heavy-handed federal mandates. Under ESSA, Montana has additional flexibility to promote local control while showing how our state is meeting federal requirements. Montana is a large, rural state with unique challenges and diverse student populations in our public school system. A one-size-fits-all approach does not promote success for all Montana students.

The long-term goals and accountability indicators in Montana's plan close long-standing achievement gaps and provide educational opportunities for all Montana students. **ALL means ALL in Montana.** Numerous community conversations reflect that school strength is defined in many ways and varies from community to community. Schools in Montana will take innovative approaches to invest in student success through college and career readiness.

Through this plan we will:

- A+** Serve ALL of Montana's diverse student populations
- A+** Support family and community engagement
- A+** Promote local control and flexibility
- A+** Raise mental health and suicide prevention awareness
- A+** Focus on Science, Technology, Engineering, and Math (STEM) education beginning in middle school
- A+** Increase student awareness of opportunities to be college and career ready
- A+** Recruit and retain high-quality teachers, especially in our rural communities
- A+** Support academic growth towards more realistic goals

Thank you for **Putting Montana Students First**,



Elsie Arntzen  
State Superintendent

ELSIE ARNTZEN,  
STATE SUPERINTENDENT  
[opi.mt.gov](http://opi.mt.gov)

PUTTING MONTANA STUDENTS FIRST  
+  
A  
MONTANA OFFICE OF PUBLIC INSTRUCTION



## Introduction

*Section 8302 of the Elementary and Secondary Education Act of 1965 (ESEA), as amended by the Every Student Succeeds Act (ESSA),<sup>1</sup> requires the Secretary to establish procedures and criteria under which, after consultation with the Governor, a State educational agency (SEA) may submit a consolidated State plan designed to simplify the application requirements and reduce burden for SEAs. ESEA section 8302 also requires the Secretary to establish the descriptions, information, assurances, and other material required to be included in a consolidated State plan. Even though an SEA submits only the required information in its consolidated State plan, an SEA must still meet all ESEA requirements for each included program. In its consolidated State plan, each SEA may, but is not required to, include supplemental information such as its overall vision for improving outcomes for all students and its efforts to consult with and engage stakeholders when developing its consolidated State plan.*

## Completing and Submitting a Consolidated State Plan

*Each SEA must address all of the requirements identified below for the programs that it chooses to include in its consolidated State plan. An SEA must use this template or a format that includes the required elements and that the State has developed working with the Council of Chief State School Officers (CCSSO).*

*Each SEA must submit to the U.S. Department of Education (Department) its consolidated State plan by one of the following two deadlines of the SEA's choice:*

- **April 3, 2017;** or
- September 18, 2017.

*Any plan that is received after April 3, but on or before September 18, 2017, will be considered to be submitted on September 18, 2017. In order to ensure transparency consistent with ESEA section 1111(a)(5), the Department intends to post each State plan on the Department's website.*

## Alternative Template

*If an SEA does not use this template, it must:*

2. *Include the information on the Cover Sheet;*
3. *Include a table of contents or guide that clearly indicates where the SEA has addressed each requirement in its consolidated State plan;*
4. *Indicate that the SEA worked through CCSSO in developing its own template; and*
5. *Include the required information regarding equitable access to, and participation in, the programs included in its consolidated State plan as required by section 427 of the General Education Provisions Act. See Appendix B.*

## Individual Program State Plan

*An SEA may submit an individual program State plan that meets all applicable statutory and regulatory requirements for any program that it chooses not to include in a consolidated State*

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<sup>1</sup> Unless otherwise indicated, citations to the ESEA refer to the ESEA, as amended by the ESSA.



*plan. If an SEA intends to submit an individual program plan for any program, the SEA must submit the individual program plan by one of the dates above, in concert with its consolidated State plan, if applicable.*

## **Consultation**






*Under ESEA section 8540, each SEA must consult in a timely and meaningful manner with the Governor, or appropriate officials from the Governor's office, including during the development and prior to submission of its consolidated State plan to the Department. A Governor shall have 30 days prior to the SEA submitting the consolidated State plan to the Secretary to sign the consolidated State plan. If the Governor has not signed the plan within 30 days of delivery by the SEA, the SEA shall submit the plan to the Department without such signature.*

## **Assurances**

*In order to receive fiscal year (FY) 2017 ESEA funds on July 1, 2017, for the programs that may be included in a consolidated State plan, and consistent with ESEA section 8302, each SEA must also submit a comprehensive set of assurances to the Department at a date and time established by the Secretary. In the near future, the Department will publish an information collection request that details these assurances.*

*For Further Information: If you have any questions, please contact your Program Officer at [OSS.\[State\]@ed.gov](mailto:OSS.[State]@ed.gov) (e.g., [OSS.Alabama@ed.gov](mailto:OSS.Alabama@ed.gov)).*

**Cover Page**

| <b>Contact Information and Signatures</b>   |  |
|---|--|
| <b>SEA Contact (Name and Position):</b><br><br><b>Susie Hedalen</b><br><b>Director of Educational Services &amp; ESSA</b>   | <b>Telephone:</b><br><br>406-444-3449  |
| <b>Mailing Address:</b><br><br>MT OPI<br>PO Box 202501<br>Helena, MT 59620  | <b>Email Address:</b><br><br><b>susie.hedalen@mt.gov</b>   |
| <p>By signing this document, I assure that:<br/>           To the best of my knowledge and belief, all information and data included in this plan are true and correct.<br/>           The SEA will submit a comprehensive set of assurances at a date and time established by the Secretary, including the assurances in ESEA section 8304.<br/>           Consistent with ESEA section 8302(b)(3), the SEA will meet the requirements of ESEA sections 1117 and 8501 regarding the participation of private school children and teachers.</p> |  |
| <b>Authorized SEA Representative (Printed Name)</b><br><br>  | <b>Telephone:</b><br><br>406-444-5644  |
| <b>Signature of Authorized SEA Representative</b><br><br>  | <b>Date:</b> Jan 19, 2018<br><del>September 14, 2017</del>  |
| <b>Governor (Printed Name)</b><br><br>   | <b>Date SEA provided plan to the Governor under ESEA section 8540:</b><br>Aug. 16, 2017  |
| <b>Signature of Governor</b><br><br>   | <b>Date:</b><br>Sept. 5, 2017  |

## Programs Included in the Consolidated State Plan

*Instructions: Indicate below by checking the appropriate box(es) which programs the SEA included in its consolidated State plan. If an SEA elected not to include one or more of the programs below in its consolidated State plan, but is eligible and wishes to receive funds under the program(s), it must submit individual program plans for those programs that meet all statutory and regulatory requirements with its consolidated State plan in a single submission.*

Check this box if the SEA has included all of the following programs in its consolidated State plan.

**or**

If all programs are not included, check each program listed below that the SEA includes in its consolidated State plan:

- Title I, Part A: Improving Basic Programs Operated by Local Educational Agencies
- Title I, Part C: Education of Migratory Children
- Title I, Part D: Prevention and Intervention Programs for Children and Youth Who Are Neglected, Delinquent, or At-Risk
- Title II, Part A: Supporting Effective Instruction
- Title III, Part A: English Language Acquisition, Language Enhancement, and Academic Achievement
- Title IV, Part A: Student Support and Academic Enrichment Grants
- Title IV, Part B: 21st Century Community Learning Centers
- Title V, Part B, Subpart 2: Rural and Low-Income School Program
- Title VII, Subpart B of the McKinney-Vento Homeless Assistance Act: Education for Homeless Children and Youth Program (McKinney-Vento Act)

### Instructions

- a. *Each SEA must provide descriptions and other information that address each requirement listed below for the programs included in its consolidated State plan. Consistent with ESEA section 8302, the Secretary has determined that the following requirements are absolutely necessary for consideration of a consolidated State plan. An SEA may add descriptions or other information, but may not omit any of the required descriptions or information for each included program.*

## **A. Title I, Part A: Improving Basic Programs Operated by Local Educational Agencies (LEAs)**

### **1. Challenging State Academic Standards and Assessments**

(ESEA section 1111(b)(1) and (2) and 34 CFR §§ 200.1–200.8.)

The Board of Public Education (BPE) is responsible for adopting standards of accreditation for Montana schools. See [§20-2-121](#) and [§20-7-101](#), Montana Code Annotated (MCA), and [Art. X, sec. 9\(3\)\(a\)](#) of the Montana Constitution.

Among the accreditation standards are content standards. The BPE adopts a schedule, process, and criteria for standards revision to assure Montana citizens that their public schools are providing all the children of Montana with a well-rounded education founded on challenging academic expectations.

The following list shows the adoption dates for the most recent content standards in each content area:

- Arts standards adopted 2016
- Health Enhancement standards adopted 2016
- Science standards adopted 2016
- Early Childhood Education standards 2015
- English Language Arts standards adopted 2011
- Mathematics standards adopted 2011
- English Language Proficiency standards adopted 2011
- Information Literacy-Library Media standards adopted 2008
- Technology standards adopted 2008
- Social Studies standards adopted 2000
- Workplace Competencies standards adopted 2000
- World Languages Career and Technology Education standards adopted 2000
- World Languages standards adopted 1999

The standards revision process supports Montana’s longstanding commitment to equality of opportunity for all students and ensures that the Montana education system prepares every child to graduate from high school with the capability to succeed and excel in college, careers, civic engagement, and lifelong learning.

The BPE’s schedule for revision of standards complies with Administrative Rules of Montana [\(ARM\) 10.53.104](#), which states:

1. Montana’s content standards shall be reviewed and revised on a recurring schedule.
2. A schedule for review of content standards shall be established as a collaborative process with the Office of Public Instruction and the Board of Public Education with input from representatives of accredited schools. The schedule shall ensure that each program area is reviewed and revised at regular intervals.
3. The standards review process shall use context information, guidelines, processes, and procedures identified by the Office of Public Instruction with input from representatives of accredited schools.

The Montana Office of Public Instruction (OPI) has proposed the following schedule for the BPE to consider.

| <b>Table A</b>                                 |   |                           |                     |                                 |                   |                             |
|--|---|---------------------------|---------------------|---------------------------------|-------------------|-----------------------------|
| <b>Cycle</b>                                   | <b>Content Standards</b>  | <b>Research/Review</b>    | <b>Revision</b>     | <b>Negotiated Rulemaking</b>    | <b>Adoption</b>   | <b>Begin Implementation</b> |
| <b>Cycle I</b><br>August 2017-<br>July 2021    | Social Studies<br><br>Career and<br>Technical Education<br><br>Digital Literacy/<br>Computer<br>Science/Technology<br><br>Library Media | August 2017-April<br>2019 | May-October<br>2019 | November<br>2019-<br>March 2020 | September<br>2020 | <b>July 1, 2021</b>         |
| <b>Cycle II</b><br>January 2021-<br>July 2023  | Mathematics<br><br>World Languages  | January–April 2021        | May–October<br>2021 | November<br>2021–<br>March 2022 | September<br>2022 | <b>July 1, 2023</b>         |
| <b>Cycle III</b><br>January 2023-<br>July 2025 | English Language<br>Arts/Literacy and<br>English Learners<br><br>Health & Physical<br>Education   | January–April 2023        | May–October<br>2023 | November<br>2023–<br>March 2024 | September<br>2024 | <b>July 1, 2025</b>         |
| <b>Cycle IV</b><br>January 2025-<br>July 2027  | Arts<br><br>Science   | January–April 2025        | May–October<br>2025 | November<br>2025–<br>March 2026 | September<br>2026 | <b>July 1, 2027</b>         |

This schedule may change based on resource availability or other factors.

In accordance with [§20-7-101, MCA](#), the Montana Superintendent of Public Instruction will recommend proposed content standards to the BPE that are consistent with the processes, guidelines, and considerations outlined by the Board.

## **2. Eighth Grade Math Exception**

(ESEA section 1111(b)(2)(C) and 34 CFR § 200.5(b)(4)):

*i. Does the State administer an end-of-course mathematics assessment to meet the requirements under section 1111(b)(2)(B)(v)(I)(bb) of the ESEA?*

Yes

No

*ii. If a State responds “yes” to question 2(i), does the State wish to exempt an eighth-grade student who takes the high school mathematics course associated with the end-of-course assessment from the mathematics assessment typically administered in eighth grade under section 1111(b)(2)(B)(v)(I)(aa) of the ESEA and ensure that:*

- a. The student instead takes the end-of-course mathematics assessment the State administers to high school students under section 1111(b)(2)(B)(v)(I)(bb) of the ESEA; The student’s performance on the high school assessment is used in the year in which the student takes the assessment for purposes of measuring academic achievement under section 1111(c)(4)(B)(i) of the ESEA and participation in assessments under section 1111(c)(4)(E) of the ESEA;*
- b. The student’s performance on the high school assessment is used in the year in which the student takes the assessment for purposes of measuring academic achievement under*

section 1111(c)(4)(B)(i) of the ESEA and participation in assessments under section 1111(c)(4)(E) of the ESEA;

c. In high school:

a. The student takes a State-administered end-of-course assessment or nationally recognized high school academic assessment as defined in 34 CFR § 200.3(d) in mathematics that is more advanced than the assessment the State administers under section 1111(b)(2)(B)(v)(I)(bb) of the ESEA;

b. The State provides for appropriate accommodations consistent with 34 CFR § 200.6(b) and (f); and

c. The student's performance on the more advanced mathematics assessment is used for purposes of measuring academic achievement under section 1111(c)(4)(B)(i) of the ESEA and participation in assessments under section 1111(c)(4)(E) of the ESEA.

Yes

No

iii. If a State responds "yes" to question 2(ii), consistent with 34 CFR § 200.5(b)(4), describe, with regard to this exception, its strategies to provide all students in the State the opportunity to be prepared for and to take advanced mathematics coursework in middle school.

### **3. Native Language Assessments**

(ESEA section 1111(b)(2)(F) and 34 CFR § 200.6(f)(2)(ii) ) and (f)(4):

i. Provide its definition for "languages other than English that are present to a significant extent in the participating student population," and identify the specific languages that meet that definition.

The OPI identifies languages other than English that are present in the student population in Montana through the Home Language Survey (HLS). The most significant languages represented by the HLS, by number and percentage of students, are as follows:

| Home Language | Number of Students | Percentage of all Montana students |
|---------------|--------------------|------------------------------------|
| German        | 500                | .34%                               |
| Spanish       | 302                | .21%                               |

Currently, less than 1 percent of all Montana students speak a Home Primary Language other than English. Montana's OPI definition of the most common languages in Montana, other than English, are German, Spanish, and native languages from various tribes across the state. As these data show, the most populous language other than English spoken by the state's participating population is German. However, this is a dialect of old German spoken by the Hutterite communities, and the written form is only used for religious purposes.

The OPI currently makes the Spanish language version of the Smarter Balanced Assessment in mathematics accessible.

For purposes of determining whether additional assessments should be made available in a student's native language statewide, the OPI has determined that "significant" means 10 percent or more of students statewide identify a particular home language other than English on the HLS. Currently, less than 1 percent of all Montana students speak a Home Primary Language other than English. Therefore, the OPI has determined there are no

languages for which annual student academic assessments are not available and are needed.

With respect to American Indian languages, the percentage of native students for whom their indigenous language is their primary language is less than 1 percent. For these students, English assessments provide the most effective way for students to demonstrate what they know and can do in the content areas.

*i. Identify any existing assessments in languages other than English, and specify for which grades and content areas those assessments are available.*

Not Applicable

*ii. Indicate the languages identified in question 3(i) for which yearly student academic assessments are not available and are needed.*

Not Applicable

*iv. Describe how it will make every effort to develop assessments, at a minimum, in languages other than English that are present to a significant extent in the participating student population including by providing*

*a. The State's plan and timeline for developing such assessments, including a description of how it met the requirements of 34 CFR § 200.6(f)(4);*

Not Applicable

*b. A description of the process the State used to gather meaningful input on the need for assessments in languages other than English, collect and respond to public comment, and consult with educators; parents and families of English learners; students, as appropriate; and other stakeholders; and*

Not Applicable

*c. As applicable, an explanation of the reasons the State has not been able to complete the development of such assessments despite making every effort.*

Not Applicable

#### **4. Statewide Accountability System and School Support and Improvement Activities (ESEA section 1111(c) and (d)):**

*i. Subgroups (ESEA section 1111(c)(2)):*

*a. List each major racial and ethnic group the State includes as a subgroup of students, consistent with ESEA section 1111(c)(2)(B).*

The only racial and ethnic subgroups in Montana with major populations at this time are white and American Indian. The OPI has determined that a "major subgroup" means 5 percent or more of students statewide. Hispanic populations are nearing 5 percent and the state will include Hispanics as a major subgroup for reporting purposes on report cards beginning with data from the 2017-2018 school year. The state will immediately begin building the capacity to implement targeted support for schools that are identified through the accountability system due to their Hispanic population. The 2018-2019 school year will fully incorporate Hispanic students into the statewide accountability system as a major subgroup and schools will be identified for additional targeted support based on the Hispanic subgroup data from 2018-2019.

- White 79%
- American Indian 11.2%
- Hispanic 4.5%
- Asian .8%
- Black .9%
- Pacific Islander .2%
- More than one race 3.4%

- b. *If applicable, describe any additional subgroups of students other than the statutorily required subgroups (i.e., economically disadvantaged students, students from major racial and ethnic groups, children with disabilities, and English learners) used in the Statewide accountability system.*

Not Applicable

- c. *Does the State intend to include in the English learner subgroup the results of students previously identified as English learners on the State assessments required under ESEA section 1111(b)(2)(B)(v)(I) for purposes of State accountability (ESEA section 1111(b)(3)(B))? Note that a student's results may be included in the English learner subgroup for not more than four years after the student ceases to be identified as an English learner.*

Yes

No

- d. *If applicable, choose one of the following options for recently arrived English learners in the State:*

*Applying the exception under ESEA section 1111(b)(3)(A)(i); or*

*Applying the exception under ESEA section 1111(b)(3)(A)(ii); or*

*Applying the exception under ESEA section 1111(b)(3)(A)(i) or under ESEA section 1111(b)(3)(A)(ii). If this option is selected, describe how the State will choose which exception applies to a recently arrived English learner.*

ii. Minimum N-Size (ESEA section 1111(c)(3)(A)):

- a. *Provide the minimum number of students that the State determines are necessary to be included to carry out the requirements of any provisions under Title I, Part A of the ESEA that require disaggregation of information by each subgroup of students for accountability purposes.*

Montana has determined that the minimum number of students necessary to carry out the provisions of Title I, Part A for the purposes of disaggregating subgroups for accountability purposes is 10. A minimum n-size of 10 would include more schools in the accountability system (used to identify schools for comprehensive and targeted support every three years). At a minimum number of 10, 582 Title I schools would be included, and 92 schools would be excluded because of their small size.

- b. *Describe how the minimum number of students is statistically sound.*

Montana meets this requirement with an n-size of 10. This minimum n-size allows for comparisons across schools and subgroups. It also accommodates the small school sizes and rural nature of Montana.

- c. *Describe how the minimum number of students was determined by the State, including how the state collaborated with teachers, principals, other school*



*leaders, parents, and other stakeholders when determining such minimum number.*

Minimum n-size was determined through consensus at various meetings with our many partners in education including teachers, administrators, parents, tribal leaders, leaders in business and industry, OPI staff, and other stakeholders. Pros and cons of adopting a higher or lower minimum number were discussed with our partners in education who determined that the proposed minimum n allows for the most schools possible to be included in the accountability process while still maintaining statistical validity and not revealing any personally identifiable information.

- d. Describe how the State ensures that the minimum number is sufficient to not reveal any personally identifiable information.<sup>2</sup>*

The OPI's [Student Records Confidentiality Policy](#) establishes procedures and responsibilities under federal and state laws governing the access, use, and dissemination of confidential, sensitive, and/or restricted student information by the OPI.

- e. If the State's minimum number of students for purposes of reporting is lower than the minimum number of students for accountability purposes, provide the State's minimum number of students for purposes of reporting.*

Not Applicable

*iii. Establishment of Long-Term Goals (ESEA section 1111(c)(4)(A)):*

*a. Academic Achievement. (ESEA section 1111(c)(4)(A)(i)(I)(aa))*

- a. Describe the long-term goals for improved academic achievement, as measured by proficiency on the annual statewide reading/language arts and mathematics assessments, for all students and for each subgroup of students, including: (i) baseline data; (ii) the timeline for meeting the long-term goals, for which the term must be the same multi-year length of time for all students and for each subgroup of students in the State; and (iii) how the long-term goals are ambitious.*

The OPI has developed long-term goals for academic achievement that are both ambitious and attainable. Montana currently administers the Smarter Balanced Assessment for Grades 3-8 and the ACT for Grade 11 to measure academic achievement. Montana used an empirical standard setting validation approach in developing proficiency levels for the ACT that resulted in needing a score of 19 or above on the ACT English Language Arts and a score of 22 or above on the ACT Mathematics to achieve proficiency. The 2016-2017 test results will serve as the baseline data for the long-term goals. These goals are extended out for six school years to the 2024-2025 school year. Interim goals for each year are shown in the table below for all subgroups of students.

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<sup>2</sup> Consistent with ESEA section 1111(i), information collected or disseminated under ESEA section 1111 shall be collected and disseminated in a manner that protects the privacy of individuals consistent with section 444 of the General Education Provisions Act (20 U.S.C. 1232g, commonly known as the "Family Educational Rights and Privacy Act of 1974"). When selecting a minimum n-size for reporting, States should consult the Institute for Education Sciences report "[Best Practices for Determining Subgroup Size in Accountability Systems While Protecting Personally Identifiable Student Information](#)" to identify appropriate statistical disclosure limitation strategies for protecting student privacy.

Montana has developed long-term goals that expect schools to reduce the number of students who are not proficient (or not graduating, depending on the indicator) by 4 percent each year. These goals are calculated in the same way for individual schools as they are for statewide goals. Along with the 4 percent reduction of students who are not proficient, there is an aspect of the calculation that takes student enrollment size into account. This part of the calculation helps ensure that a school did not reach the 4 percent reduction based on random chance. Montana is asking schools to show enough improvement to demonstrate that the results are indicative of an actual reduction in the non-proficiency rate.

These long-term goals are ambitious by expecting schools to reduce the number of students who are not proficient by 4 percent each year. Because of the calculation that takes student enrollment into account, smaller schools will have to show more improvement than large schools to confirm statistical significance. Montana has a diverse array of large and small schools that require this correction for school size in determining ambitious long-term goals.

### **Long-term Goal Methodology**

The long-term goals display a 4 percent reduction in the number of students not proficient (or not graduated) each year. This allows for stronger growth in real numbers among low scoring subgroups in order to close the achievement gaps between these subgroups and the state average. In addition, the adjustments to the goals set year over year use normalization procedures to take into account the subgroup population. The following equation is used to determine the next year's goal:

$$p + (1-p) \cdot .04 + .43 \cdot \sqrt{\frac{((p + (1-p) \cdot .04) \cdot (1 - (p + (1-p) \cdot .04)))}{n}}$$
 Where: p = previous year's percent proficient or percent graduated n = number of students in the subgroup z\* = .43. This z score is used to designate how much evidence is needed to show that the reduction of students who are not proficient is statistically significant.

- b. Provide the measurements of interim progress toward meeting the long-term goals for academic achievement in Appendix A.*

**Table B**

| Academic Achievement Goals: English Language Arts Proficiency Rates |                                     |                               |                               |                               |                               |                               |                               |
|---|-------------------------------------|-------------------------------|-------------------------------|-------------------------------|-------------------------------|-------------------------------|-------------------------------|
| Subgroups   | Language Arts: Baseline Data (2017) | Language Arts: Year 1: (2018) | Language Arts: Year 2: (2019) | Language Arts: Year 3: (2022) | Language Arts: Year 4: (2023) | Language Arts: Year 5: (2024) | Language Arts: Year 6: (2025) |
| All Students  | 50.3%                               | 52.4%                         | 54.4%                         | 56.3%                         | 58.1%                         | 59.9%                         | 61.5%                         |
| Economically Disadvantaged  | 37.7%                               | 40.3%                         | 42.8%                         | 45.2%                         | 47.5%                         | 49.8%                         | 51.9%                         |
| Children with Disabilities  | 18.3%                               | 21.8%                         | 25.1%                         | 28.3%                         | 31.4%                         | 34.4%                         | 37.3%                         |
| English Learners  | 6.5%                                | 10.6%                         | 14.5%                         | 18.4%                         | 22.1%                         | 25.7%                         | 29.2%                         |
| White   | 55.3%                               | 57.2%                         | 59.0%                         | 60.7%                         | 62.4%                         | 64.0%                         | 65.5%                         |
| American Indian   | 21.4%                               | 24.8%                         | 28.0%                         | 31.1%                         | 34.1%                         | 37.0%                         | 39.8%                         |

**Table C**

| Academic Achievement Goals: Mathematics Proficiency Rates |                           |                |                |                |                |                |                |
|---|---------------------------|----------------|----------------|----------------|----------------|----------------|----------------|
| Subgroups   | Math Baseline Data (2017) | Math 1: (2018) | Math 2: (2019) | Math 3: (2022) | Math 4: (2023) | Math 5: (2024) | Math 6: (2025) |
| All Students  | 41.3%                     | 43.7%          | 46.1%          | 48.3%          | 50.5%          | 52.5%          | 54.5%          |
| Economically Disadvantaged                                | 29.3%                     | 32.2%          | 35.1%          | 37.8%          | 40.4%          | 42.9%          | 45.3%          |
| Children with Disabilities                                | 14.7%                     | 18.3%          | 21.8%          | 25.1%          | 28.3%          | 31.4%          | 34.3%          |
| English Learners  | 6.9%                      | 11.0%          | 14.9%          | 18.7%          | 22.4%          | 26.0%          | 29.4%          |
| White   | 46.0%                     | 48.3%          | 50.4%          | 52.5%          | 54.5%          | 56.4%          | 58.2%          |
| American Indian   | 15.3%                     | 18.9%          | 22.3%          | 25.7%          | 28.8%          | 31.9%          | 34.9%          |

- c. Describe how the long-term goals and measurements of interim progress toward the long-term goals for academic achievement take into account the improvement necessary to make significant progress in closing statewide proficiency gaps.*

The long-term goals display a 4 percent reduction in the number of students not proficient (or not graduated) each year, which ensures subgroups with a higher percentage of non-proficient students (such as American Indian students) improve at a faster rate than the highest performing subgroups, thereby closing achievement gaps between the highest and lowest performing groups. With respect to the ACT, the OPI would apply the same methodology as for SBAC by requiring schools to reduce the number of students who are not proficient on the ACT, including all required subgroups.

*b. Graduation Rate. (ESEA section 1111(c)(4)(A)(i)(I)(bb))*

- a. Describe the long-term goals for the four-year adjusted cohort graduation rate for all students and for each subgroup of students, including: (i) baseline data; (ii) the timeline for meeting the long-term goals, for which the term must be the same multi-year length of time for all students and for each subgroup of students in the State; and (iii) how the long-term goals are ambitious.*

As shown in Table D, Montana has set an ambitious yet attainable goal that nearly 90 percent of all students will graduate from high school by 2024. Like the academic achievement goals, the goals for graduation are to decrease the number of students who do not graduate by 4 percent per year, which accelerates increases in graduation rates for American Indian students, students with disabilities, economically disadvantaged students, and English learners.

- b. If applicable, describe the long-term goals for each extended-year adjusted cohort graduation rate, including (i) baseline data; (ii) the timeline for meeting the long-term goals, for which the term must be the same multi-year length of time for all students and for each subgroup of students in the State; (iii) how the long-term goals are ambitious; and (iv) how the long-term goals are more rigorous than the long-term goal set for the four-year adjusted cohort graduation rate.*

Not Applicable

- c. Provide the measurements of interim progress toward the long-term goals for the four-year adjusted cohort graduation rate and any extended-year adjusted cohort graduation rate in Appendix A.*

**Table D: Graduation Rates**

| Subgroups                  | Baseline (2016) | Year 1: (2017) | Year 2: (2018) | Year 3: (2019) | Year 4: (2022) | Year 5: (2023) | Year 6: (2024) |
|----------------------------|-----------------|----------------|----------------|----------------|----------------|----------------|----------------|
| All students               | 85.6%           | 86.4%          | 87.0%          | 87.7%          | 88.3%          | 88.9%          | 89.5%          |
| Economically Disadvantaged | 76.4%           | 77.6%          | 78.8%          | 79.9%          | 80.9%          | 81.9%          | 82.9%          |
| Children with Disabilities | 77.8%           | 79.1%          | 80.4%          | 81.7%          | 82.9%          | 84.0%          | 85.1%          |
| English Learners           | 58.7%           | 61.5%          | 64.1%          | 66.6%          | 68.9%          | 71.2%          | 73.3%          |
| White                      | 87.3%           | 88.0%          | 88.7%          | 89.3%          | 89.9%          | 90.5%          | 91.0%          |
| American Indian            | 65.6%           | 67.5%          | 69.4%          | 71.2%          | 72.9%          | 74.5%          | 76.0%          |

*d. Describe how the long-term goals and measurements of interim progress for the four-year adjusted cohort graduation rate and any extended-year adjusted cohort graduation rate take into account the improvement necessary to make significant progress in closing statewide graduation rate gaps.*

As detailed above, the long-term goals and measurements of interim progress for the four-year graduation rates requires larger improvements in graduation rates for American Indian students, English learners, economically disadvantaged students, and students with disabilities than for white students and all students overall.

*c. English Language Proficiency. (ESEA section 1111(c)(4)(A)(ii))*

*a. Describe the long-term goals for English learners for increases in the percentage of such students making progress in achieving English language proficiency, as measured by the statewide English language proficiency assessment including: (i) baseline data; (ii) the State-determined timeline for such students to achieve English language proficiency; and (iii) how the long-term goals are ambitious.*

Based on research, the OPI has determined that students growing at least 0.5 points on the composite score on the World Class Instructional Design and Assessment (WIDA) access test each year should attain English language proficiency within five years. The OPI’s definition of progress is any student who shows a 0.5-point growth on their composite score from the previous year.

Montana has developed long-term goals that expect schools to reduce the number of students who are not

showing progress by 4 percent each year. Along with the 4 percent reduction of students who are not proficient, there is an aspect of the calculation that takes student enrollment size into account. This part of the calculation helps ensure that a school did not reach the 4 percent reduction based on random chance. Montana is asking schools to show enough improvement to demonstrate that the results are indicative of an actual reduction in the non-progress rate. Using baseline data from the 2015-2016 school year, this method results in the percent of students showing progress towards English proficiency at least 59.1 percent by the 2023-2024 school year.

- b. *Provide the measurements of interim progress toward the long-term goal for increases in the percentage of English learners making progress in achieving English language proficiency in Appendix A.*

**Table E: World-Class Instructional Design and Assessment (WIDA): Students Showing Progress Toward Proficiency**

| Subgroups        | Baseline<br>(2016) | WIDA: Year<br>1:<br>(2017) | WIDA: Year<br>2:<br>(2018) | WIDA: Year<br>3:<br>(2019) | WIDA: Year<br>4:<br>(2022) | WIDA: Year<br>5:<br>(2023) | WIDA: Year<br>6:<br>(2024) |
|------------------|--------------------|----------------------------|----------------------------|----------------------------|----------------------------|----------------------------|----------------------------|
| English Learners | 44.6%              | 47.3%                      | 49.8%                      | 52.3%                      | 54.7%                      | 57.0%                      | 59.1%                      |

iv. Indicators (ESEA section 1111(c)(4)(B))

- a. Academic Achievement Indicator. Describe the Academic Achievement indicator, including a description of how the indicator (i) is based on the long-term goals; (ii) is measured by proficiency on the annual Statewide reading/language arts and mathematics assessments; (iii) annually measures academic achievement for all students and separately for each subgroup of students; and (iv) at the State’s discretion, for each public high school in the State, includes a measure of student growth, as measured by the annual Statewide reading/language arts and mathematics assessments.

The academic achievement indicator will be proficiency on the Smarter Balanced Summative Assessment in Mathematics and English Language Arts (ELA) for Grades 3-8. For high school students, the academic achievement indicator will be measured by the ACT (proficiency levels). These tests are administered annually and measure academic achievement for all students and separately for each subgroup of students. This indicator is aligned with the long-term goals for the state.

- b. Indicator for Public Elementary and Secondary Schools that are Not High Schools (Other Academic Indicator). Describe the Other Academic indicator, including how it annually measures the performance for all students and separately for each subgroup of students. If the Other Academic indicator is not a measure of student growth, the description must include a demonstration that the indicator is a valid and reliable statewide academic indicator that allows for meaningful differentiation in school performance.

Statewide assessment improvement for English Language Arts and Mathematics will be applied to only K-8 schools. These tests are administered annually and measure academic achievement for all students and separately for each subgroup of students. The baseline for improvement scores will be established in 2016-2017.

Improvement will be tracked on a student-by-student basis. Each student will be tracked over a two-year period to determine the amount of improvement shown. Every student's test score will be normalized for the previous year's test results and the current year's test results. Normalization will provide the number of standard deviations above or below the mean of that particular student's test score for each year. The difference between the two normalized test scores will provide the amount of improvement the student shows over the two years.

The normalized test scores will then be aggregated to the school level. A mean normalized test score will be available for each school/subgroup required. The mean normalized test scores will be compared to each other to determine how each school/subgroup is showing improvement.

- c. *Graduation Rate. Describe the Graduation Rate indicator, including a description of (i) how the indicator is based on the long-term goals; (ii) how the indicator annually measures graduation rate for all students and separately for each subgroup of students; (iii) how the indicator is based on the four-year adjusted cohort graduation rate; (iv) if the State, at its discretion, also includes one or more extended-year adjusted cohort graduation rates, how the four-year adjusted cohort graduation rate is combined with that rate or rates within the indicator; and (v) if applicable, how the State includes in its four-year adjusted cohort graduation rate and any extended-year adjusted cohort graduation rates students with the most significant cognitive disabilities assessed using an alternate assessment aligned to alternate academic achievement standards under ESEA section 1111(b)(2)(D) and awarded a State-defined alternate diploma under ESEA section 8101(23) and(25).*

The four-year adjusted cohort graduation rates will be used as the graduation rate indicator. The cohort rate is a standardized way to measure graduation rates among Local Education Agencies (LEAs) and across the state. The rate is computed annually for all students and separately for each subgroup of students.

- d. *Progress in Achieving English Language Proficiency (ELP) Indicator. Describe the Progress in Achieving ELP indicator, including the State's definition of ELP, as measured by the State ELP assessment.*

WIDA ACCESS 2.0 data will be used to compare the current year to the previous year for a progress measurement. To show progress, a student must improve by .5 or more on their Overall Proficiency Level. The percent of students who show progress at each school will then be used as the measure to evaluate the progress in achieving English language proficiency indicator. Only students who test two years or more in a row will be used for this calculation. WIDA Consortium (hereafter WIDA) has created and expanded on comprehensive English language development standards (2004, 2007, and 2012) that represent the second language acquisition process. The five basic standards cover the language students need to comprehend and produce in five areas of academic English language: social and instructional language and the language

of the content areas of language arts, mathematics, science, and social studies. All language domains are assessed (listening, speaking, reading, and writing). WIDA's ACCESS 2.0 assesses the English language development standards.

- e. *School Quality or Student Success Indicator(s). Describe each School Quality or Student Success Indicator, including, for each such indicator: how it allows for meaningful differentiation in school performance; (ii) that it is valid, reliable, comparable, and statewide (for the grade span(s) to which it applies); and (iii) of how each such indicator annually measures performance for all students and separately for each subgroup of students. For any School Quality or Student Success indicator that does not apply to all grade spans, the description must include the grade spans to which it does apply.*

In consultation with our many partners in education, including teachers, administrators, parents, tribal leaders, leaders in business and industry, OPI staff, and other stakeholders, the OPI has determined the indicators of student engagement, school climate, and college and career readiness as its measures of school quality or student success on Table F below.



## 5<sup>th</sup> Indicator for Montana Flexibility

**Table F**

| Federally Required Indicators 1-4   | 2016-2017         |             | 2017-2018        |             | 2018-2019  |             | 2019-2020                           |             |
|---|-------------------|-------------|------------------|-------------|--|-------------|-------------------------------------|-------------|
|   | K-8               | High school | K-8              | High school | K-8  | High school | K-8                                 | High school |
| Accountability Indicators   |                   |             |                  |             |  |             |                                     |             |
| Academic Achievement-proficiency on statewide mathematics and ELA assessments   | 25 points         | 30 points   | 25 points        | 30 points   | 25 points  | 30 points   | 25 points                           | 30 points   |
| Academic Growth   | 30 points         | N/A         | 30 points        | N/A         | 30 points  | N/A         | 30 points                           | N/A         |
| English Learner Progress-applied to all schools with 10 or more English Learners  | 10 points         | 10 points   | 10 points        | 10 points   | 10 points  | 10 points   | 10 points                           | 10 points   |
| Four-year adjusted cohort graduation rate   | N/A               | 25 points   | N/A              | 25 points   | N/A  | 25 points   | N/A                                 | 25 points   |
| <b>Montana Flexibility Indicator 5</b>  |                   |             |                  |             |  |             |                                     |             |
| Satisfactory Attendance   | 20 points         | 15 points   | 20 points        | 15 points   | 20 points  | 15 points   | 20 points                           | 15 points   |
| College and Career Ready Percentage of Grade 12 students determined to be college and/or career ready, met by students meeting one or more of the following criteria: <ul style="list-style-type: none"> <li>College-ready benchmark on ACT composite according to the Montana University System</li> <li>Concentrator in a Career and Technical Education pathway, or</li> <li>Completion (with passing grade) of a dual enrollment course, AP, or IB as data is available</li> <li>Military ready indicator once data is available</li> </ul> | N/A               | 15 points   | N/A              | 15 points   | N/A  | 15 points   | N/A                                 | 15 points   |
| STEM Indicator: Proficiency on statewide science assessment   | 10 points<br>CRT  | N/A         | 10 points<br>CRT | N/A         | 0 points<br>New science assessment<br><b>under development</b> | N/A         | 10 points<br>New science assessment | N/A         |
| School Survey of program quality indicators for improving school climate, reducing behavior issues, and increasing engagement   | 0 point           | 0 points    | 0 point          | 0 points    | 5 points   | 5 points    | 5 points                            | 5 points    |
|   | Under development |             |                  |             |  |             |                                     |             |

Each of the indicators was selected based on available data and ability to meaningfully differentiate school performance. Satisfactory attendance (defined as missing 5 percent or less of the school year) is included in elementary school, middle school, and high school. In recognition of STEM fields and the value the state places on science, proficiency on the statewide science test (currently the CRT, changing to a new science test aligned with new science standards in 2020) is included in one grade at the elementary level and middle school level in the accountability system. With respect to college and career readiness indicators, the OPI will work with our partners in education, the Office of Higher Education, local universities, tribal colleges, community colleges,

Department of Labor, Department of Commerce, and others to further develop additional measures in the future, such as Industry-Recognized Credentials and military readiness. In addition to these measures of student engagement, school climate, and student success, partners in education felt strongly about including school quality measures that acknowledged their commitment to creating positive environments, using data effectively, and implementing evidence-based practices with fidelity. Such programs or practices may include use of the Early Warning System, positive behavioral programs (e.g., the Montana Behavioral Initiative). Therefore, the OPI will be creating a measure of school quality that takes into account high quality implementation of these programs and practices. This measure will be weighted at five points within the system. The OPI will submit this survey to the Department of Education once it is developed and will not use it in the accountability system until it is developed and approved.

*v. Annual Meaningful Differentiation (ESEA section 1111(c)(4)(C))*

*a. Describe the State's system of annual meaningful differentiation of all public schools in the State, consistent with the requirements of section 1111(c)(4)(C) of the ESEA, including a description of (i) how the system is based on all indicators in the State's accountability system, (ii) for all students and for each subgroup of students. Note that each state must comply with the requirements in 1111(c)(5) of the ESEA with respect to accountability for charter schools.*

Montana will develop a system of meaningful differentiation based on all indicators in our state accountability system for all students and for each subgroup of students. The first four indicators include EL progress, proficiency on statewide assessments, academic improvement, and graduation rates. These four indicators are important foundational measurements for schools and make up a majority of the accountability system. The fifth indicator includes satisfactory attendance, proficiency on the statewide science assessment, college and career readiness, and program quality indicators. Montana will differentiate schools by levels of support: Comprehensive, Targeted, and Universal. This system will focus on providing supports where they are most needed. The annual determinations will be made for all public schools each year, but the ranking to determine the lowest performing 5 percent of all schools, high schools with less than a 67 percent graduation rate, and schools with consistently underperforming subgroups will occur every three years. However, the second year of annual meaningful differentiation 2018-2019 will add schools that are identified to the targeted support list based on the Hispanic subgroup underperforming. Summative ratings will be the percentage of points a school has earned in this proposed system of annual meaningful differentiation. Points for each indicator are found by:  $\text{Points} = (\text{school rank} / \text{total schools in rank}) \times \text{total points for each indicator}$ . A school can only earn points for an indicator if the school has an  $n \geq 10$ . If the school does not meet the minimum  $n$  size, the amount of points a school can earn for that indicator is subtracted from the school's total of possible points the school can earn. The summative rating is a percentage such that:  $\text{summative rating} = \text{total points earned} / \text{total points possible}$ .

*b. Describe the weighting of each indicator in the State's system of annual meaningful differentiation, including how the Academic Achievement, Other Academic, Graduation Rate, and Progress in ELP indicators each receive substantial weight individually and, in the aggregate, much greater weight than the School Quality or Student Success indicator(s), in the aggregate.*

Montana will develop a system of meaningful differentiation based on all indicators in our state accountability system for all students and for each subgroup of students. The indicators will include EL progress, proficiency on statewide assessments, academic improvement, and graduation rates. These four

indicators are important foundational measurements for schools. Each of these indicators will be given “substantial weight” in compliance with the law. Refer to Table F, above, for the proposed weights for each indicator.

- c. *If the States uses a different methodology or methodologies for annual meaningful differentiation than the one described in 4.v.a. above for schools for which an accountability determination cannot be made (e.g., P-2 schools), describe the different methodology or methodologies, indicating the type(s) of schools to which it applies.*

In 2017, 143 schools do not meet the n size of 10 and a different approach to accountability will be taken for these schools. The bottom 5 percent of these schools will be identified through annual meaningful differentiation and these schools will be notified that they are in comprehensive support and will receive support from the OPI. However, in order to protect students’ publicly identifiable information, these schools will not be listed on the list of comprehensive schools that is publicly available. Out of 73 Title I schools, four will be identified, the bottom five percent and that number will be adjusted as the number of students fluctuates in Montana’s rural schools. Comprehensive determination and supports will be determined annually for these small schools rather than every three years due to fluctuation in student population having a great impact in this determination.

The methodology used for schools for which an accountability determination cannot be made (e.g., P-2 schools or schools where the statewide assessment is not available) will apply the assigned ranking of the feeder school (e.g., the school that the student will move into when they get to Grade 3 for P-2 schools). This will primarily apply to P-2 schools in Montana.

- vi. Identification of Schools (ESEA section 1111(c)(4)(D))
  - d. Comprehensive Support and Improvement Schools. Describe the State’s methodology for identifying not less than the lowest-performing five percent of all schools receiving Title I, Part A funds in the State for comprehensive support and improvement, including the year in which the State will first identify such schools.

The OPI will use the accountability indicators described previously in Section A.4 to determine a ranking for schools in order to identify the lowest performing 5 percent of Title I schools, for comprehensive support and improvement. Beginning with school year 2018-2019, this will include elementary, middle, and high schools.

- e. Comprehensive Support and Improvement Schools. Describe the State’s methodology for identifying all public high schools in the State failing to graduate one third or more of their students for comprehensive support and improvement, including the year in which the State will first identify such schools.

The OPI will identify all public high schools with a graduation rate below 67 percent for comprehensive support and improvement, beginning with the 2018-2019 school year. Schools will be notified in the spring of 2018 using data from the 2016-2017 school year.

- f. Comprehensive Support and Improvement Schools. Describe the methodology by which the State identifies public schools in the State receiving Title I, Part A funds that have received additional targeted support under ESEA section 1111(d)(2)(C) (based on identification as a school in which any subgroup of students, on its own, would lead to identification under ESEA section

*1111(c)(4)(D)(i)(I) using the State’s methodology under ESEA section 1111(c)(4)(D)) and that have not satisfied the statewide exit criteria for such schools within a State- determined number of years, including the year in which the State will first identify such schools.*

The OPI will identify such schools for comprehensive support and improvement if these schools have not increased the performance of all student subgroups to exceed the level of performance of the lowest performing 5 percent of Title I schools overall after three years of additional targeted support. These schools will first be identified for comprehensive support and improvement beginning with school year 2023-2024.

*g. Frequency of Identification. Provide, for each type of school identified for comprehensive support and improvement, the frequency with which the State will, thereafter, identify such schools. Note that these schools must be identified at least once every three years.*

Every three years, the OPI will identify schools for comprehensive support and improvement, beginning with the 2018-2019 school year. The OPI will use data from the 2016-2017 school year in order to notify schools during the spring of 2018.

**Timeline for Targeted Support and Improvement (TSI), including consistently underperforming subgroups and Comprehensive Support and Improvement (CSI)**

October 2017-March 2018: The OPI continues to work with Title I School Support and high priority districts (LEAs) and continues to refine and improve technical assistance to districts and schools and plan for TSI and CSI.

March-April 2018: The OPI Identifies schools for TSI and CSI and prioritizes support for high priority districts for the 2018-2019 school year. Districts and schools are notified.

May-June 2018: The OPI supports districts and schools in taking and analyzing the comprehensive needs assessment and drafting Continuous School Improvement Plans (CSIP), focusing on academic goals and underperforming subgroups for the 2018-2019 school year. Districts with CSI schools participate in program and fiscal reviews, including the selection of evidence-based interventions and practices and selection of approved external providers (the OPI conducted a rigorous review process to identify external partners during the spring of 2017).

July-August 2018: The OPI reviews CSIP for approval and provides additional technical assistance to districts and schools as needed.

September 2018-May 2023: Implementation.

June 2018, 2019, 2022: Analysis of program and fiscal data to determine need for improvement at the OPI, district, and school levels.

March-April 2023: CSI schools not meeting exit criteria after three years implement more rigorous interventions, TSI schools identified for CSI, and schools with consistently underperforming subgroups identified.

*h. Targeted Support and Improvement. Describe the State’s methodology for annually identifying any school with one or more “consistently underperforming” subgroups of students, based on all indicators in the statewide system of annual*

*meaningful differentiation, including the definition used by the State to determine consistent underperformance. (ESEA section 1111(c)(4)(C)(iii))*

Using the accountability indicators, annual meaningful differentiation will be made for all public schools. Each year, schools will be identified for targeted support and improvement if any subgroup has performed at a level equivalent to the performance of all students in the lowest performing 5 percent of schools for three years in a row (which defines consistently underperforming subgroups). The LEAs with such schools will implement additional evidence-based measures to improve student outcomes in the underperforming student subgroups.

The additional measures will be written into the LEA's and school's CSIP and monitored at the LEA and SEA levels. Montana will begin identifying schools with "consistently underperforming" subgroups beginning with the 2023-2024 school year.

- i. Additional Targeted Support. Describe the State's methodology, for identifying schools in which any subgroup of students, on its own, would lead to identification under ESEA section 1111(c)(4)(D)(i)(I) using the State's methodology under ESEA section 1111(c)(4)(D), including the year in which the State will first identify such schools and the frequency with which the State will, thereafter, identify such schools. (ESEA section 1111(d)(2)(C)-(D))*

The OPI will identify schools for targeted support and improvement using meaningful differentiation each year. A school with any subgroup performing at a level equivalent to the performance of all Title I schools in the lowest performing 5 percent will be identified for targeted support and improvement. The LEAs with such schools will implement evidence-based measures in the underperforming student subgroups. The measures will be written into the LEA's and school's CSIP and monitored at the LEA level. Montana will begin identifying such schools for targeted support and improvement beginning with the 2018-2019 school year.

- j. Additional Statewide Categories of Schools. If the State chooses, at its discretion, to include additional statewide categories of schools, describe those categories*

Not Applicable

- vii. Annual Measurement of Achievement (ESEA section 1111(c)(4)(E)(iii)): Describe how the State factors the requirement for 95 percent student participation in statewide mathematics and reading/language arts assessments into the statewide accountability system.*

For any schools that do not meet the 95 percent student participation rate (i.e., the number of students with valid assessment scores divided by the number of students enrolled at the school during the testing window snapshot) in statewide mathematics and reading/language arts assessments, either overall for all students or for any student subgroup consisting of 10 or more students, schools will be assigned the lowest average score (i.e., novice) on each measure for the missing student values.

- viii. Continued Support for School and LEA Improvement (ESEA section 1111(d)(3)(A))
  - a. Exit Criteria for Comprehensive Support and Improvement Schools. Describe the statewide exit criteria, established by the State, for schools identified for comprehensive support and improvement, including the number of years (not to exceed four) over which schools are expected to meet such criteria.**

Using the process for annual meaningful differentiation, the OPI will monitor the schools identified for comprehensive support. The OPI has identified three criteria for exiting comprehensive support.

- The first criteria is to exit out of the lowest performing 5 percent of Title I schools after three years. This is the basic criteria necessary to exit comprehensive support. Title I schools that are no longer in the lowest performing 5 percent and all high schools that have improved graduation rates to be at or above 67 percent will be eligible to exit comprehensive support.

Once schools have met the first criteria, they must meet the second or the third criteria to demonstrate continuous improvement and not fall back into the lowest performing five percent.

- The second criteria is to meet the academic growth goals (ELA and Math) set in a school's CSIP for at least three years in a row beginning with the first year of being in comprehensive support and improvement. Every district and school are required to submit a continuous improvement plan. The plan will be driven by a comprehensive needs assessment and the school's report card and growth goals that include the same growth percentages each year as the long-term and interim goals set by the state.
- The third criteria is to show continual improvement in all of the components within the comprehensive needs assessment. Components include *operational components* with foundational success indicators such as a functional school board, personnel retention, and financial stability; and *instructional components* such as academic leadership, school-wide commitment, curriculum and standards, effective instruction, professional development, and evidence-based interventions. The OPI and external partners providing support to schools will score each school each year on a scale from 1 to 5. A score of 1 indicates beginning implementation of each component while a score of 5 representing a fully sustained implementation of the component. Schools will also take and use the comprehensive needs assessment to develop and monitor their academic goals within their CSIP. Improvement means moving from 1 to at least 3 over the course of three years.

Using the process for annual meaningful differentiation, the OPI will monitor the schools identified for comprehensive support in the fall of 2022. The OPI has identified two criteria for exiting comprehensive support in the fall 2023:

- Title I schools that are no longer in the lowest performing 5 percent and all high schools that have improved graduation rates to be at or above 67 percent.
- The second criteria is to meet the academic growth goals (ELA and Math) set in a school's CSIP for one year.

b. *Exit Criteria for Schools Receiving Additional Targeted Support*. Describe the statewide exit criteria, established by the State, for schools receiving additional

*targeted support under ESEA section 1111(d)(2)(C), including the number of years over which schools are expected to meet such criteria.*

Using the process for annual meaningful differentiation, the OPI will monitor the schools identified for targeted support on an annual basis. The OPI will use the school's report card to determine if each school is making progress by meeting their growth goals, which include the same growth percentages each year as the long-term and interim goals set by the state.

To exit targeted support status, all subgroups must perform at a level higher than the lowest performing 5 percent of Title I schools, as determined in the annual meaningful determination process. These schools also must meet their growth goals for the year they are in targeted support and improvement as well as the following year.

Using the process for annual meaningful differentiation, the OPI will monitor the schools identified for additional targeted support in the fall of 2022. The OPI has identified two criteria for exiting additional targeted support in the fall 2023:

- All subgroups must perform at a level higher than the lowest performing 5 percent of Title I schools.
- The second criteria is to meet the academic growth goals (ELA and Math) set in a school's CSIP for one year.

- c. *More Rigorous Interventions.* Describe the more rigorous interventions required for schools identified for comprehensive support and improvement that fail to meet the State's exit criteria within a State- determined number of years consistent with section

The support and guidance described below will be provided to schools in comprehensive support when first identified and will increase in intensity for schools that fail to meet the exit criteria after three years.

Schools identified for comprehensive support will work in partnership with the LEA and the OPI to conduct a comprehensive needs assessment of both operational and instructional components. Operational components include school board efficiency; financial stability; human resource management and staff retention; school climate; student engagement and leadership; and family, community, and tribal engagement. Instructional components are detailed in the Montana plans for literacy and mathematics and include curriculum standards, assessment and data-drive decision-making to inform instruction in curriculum standards, amount and quality of instruction in curriculum standards, instruction for disadvantaged students, motivation in teaching and learning, evidence-based intervention and practice, academic leadership to improve instruction, professional development to improve instruction, and community and family engagement to support instruction.

All schools identified for comprehensive, targeted support and improvement will be expected to develop and implement a CSIP based on the comprehensive needs assessment. The OPI will provide guidance to LEAs and schools in analyzing data in developing their plans, setting appropriate goals for academic achievement aligned with state goals, and setting goals for instruction and climate. The OPI will also assist the LEAs and schools with choosing evidence-based interventions and provide professional development and technical assistance. In addition, the OPI will assist LEAs and schools in establishing structures for ensuring tribal, family, and community involvement in all stages of the process and with monitoring implementation and effectiveness.

Specific strategies for school improvement will be drawn from the OPI's experience in providing direct technical assistance and support to schools and districts. Strategies include:

- Building community capacity to support kindergarten transitions.
- Building school board efficiency through a school board coach.
- Providing wraparound services to students and their families (e.g., mental and physical health services, mentoring).
- Engaging students in school improvement through youth voice and advocacy work.
- Supporting culturally responsive practices, particularly for American Indian communities.
- Implementing systemic literacy and math improvements through specialized instructional personnel, including a variety of educators as well as library media and digital literacy and math specialists.
- Use of the Montana Early Warning System to identify students at risk of dropping out of school, apply targeted interventions based on student needs, and track interventions over time to determine if the interventions are working.

High-priority districts are those in which 100 percent of schools are identified for comprehensive support. The OPI will develop a seven-year support plan. The OPI has learned from prior experience and research that large-scale school improvement takes multiple years. Therefore, the OPI will support



high-priority districts not meeting the exit criteria after three years over the course of seven years. After the first three years, the three criteria for exiting comprehensive will be reviewed with each high priority district and school, and next steps for continued improvement for the district and each school will be identified and supported.

Schools making progress will continue with the OPI's support. Schools not making progress will receive support through additional interventions and intensive support from a three-person OPI and district-level team. The goal is to have all schools within a high-priority district out of the bottom 5 percent within seven years. The high-priority district will exit a school from comprehensive support and improvement only if an individual school meets the exit criteria identified.

d. Resource Allocation Review. Describe how the State will periodically review resource allocation to support school improvement in each LEA in the State serving a significant number or percentage of schools identified for comprehensive or targeted support and improvement.

Every three years, the OPI will conduct a comprehensive review to analyze and identify what is working, what is not, and what changes need to be made within the performance management system. Aspects analyzed:

- Improvement on all accountability indicators.
- The continuous improvement plans.
- The funding supports in our fiscal E-Grants system in order to equitably allocate those funds with flexibility to the extent available in distribution methods

e. Technical Assistance. Describe the technical assistance the State will provide to each LEA in the State serving a significant number or percentage of schools identified for comprehensive or targeted support and improvement.

The OPI will provide technical assistance to LEAs throughout every step of the continuous improvement cycle, beginning with support for conducting a comprehensive needs assessment. The OPI will provide a structured process for the needs assessment. The OPI will provide technical assistance to school leaders in engaging tribal leadership, families, community and others in conducting the needs assessment, analyzing data, and developing the continuous improvement plan.

The OPI will provide a new plan template that will assist with aligning funding and programs and with selecting evidence-based practices and determining capacity to implement possible interventions. The OPI will provide guidance to LEAs in writing the plans, setting attainable goals aligned with interim and long-term goals for the state (ELA, math, EL progress, school climate and quality), and with progress monitoring. The OPI will also assist with aligning instructional programs to reflect the goals and evidence-based practices. Additionally, the OPI will provide LEAs with a list of approved technical assistance and professional development providers (external partners) who have demonstrated success in improving student outcomes. The OPI will coordinate these services by assigning staff members to individual districts to provide direct support and connect LEAs to resources and supports offered by the OPI, tribes, regional support providers, statewide agencies, and other partners. Finally, the OPI will assist with progress monitoring to ensure LEAs are on track for meeting academic goals.

f. Additional Optional Action. If applicable, describe the action the State will take to initiate additional improvement in any LEA with a significant number or percentage of schools that are consistently identified by the State for comprehensive support and improvement and are

*not meeting exit criteria established by the State or in any LEA with a significant number or percentage of schools implementing targeted support and improvement plans.*

Not Applicable

## **5. Disproportionate Rates of Access to Educators**

(ESEA section 1111(g)(1)(B)): Describe how low-income and minority children enrolled in schools assisted under Title I, Part A are not served at disproportionate rates by ineffective, out-of-field, or inexperienced teachers, and the measures the SEA will use to evaluate and publicly report the progress of the SEA with respect to such description.<sup>3</sup>

## 2015 Montana State Plan A.5 Relevant Data

The Montana OPI will monitor and improve equitable access to effective teachers in Title I, Part A schools consistent with ESEA Section 1111(g)(1)(B). Through the implementation of the 2015 Montana Plan to Ensure Equitable Access to Excellent Educators (2015 Montana State Plan), the OPI will strengthen partnerships and collaboratively analyze data and adjust goals to help ensure that every student, including low-income and minority students, have equitable access to effective educators. Montana will report on the state website whether low-income and minority students enrolled in schools receiving funds under Title I, Part A are taught at disproportionate rates by ineffective, out-of-field or inexperienced teachers compared to non-low-income and non-minority students enrolled in schools not receiving these funds.

As required by the ESSA, the OPI will also publicly report the percentage of teachers categorized as “out-of-field,” or “inexperienced” based on the state definition and consistent with applicable state privacy law and policies.

Montana is a local control state and evaluations are done at the local level, therefore, the OPI does not collect data on local teacher evaluations.

Montana has defined these terms as:

Ineffective: Montana teachers who are non-licensed or show a pattern of ineffective practices as determined by a local evaluation.

Out-of-field: Montana licensed teachers teaching outside their endorsed subject areas.

Inexperienced: Montana teachers with less than one year of teaching experience.

### Description

The percent of ineffective, out-of-field, or inexperienced teachers for the 2018-2019 school year was gathered and evaluated to determine if low-income and minority students enrolled in schools receiving funds under Title I, Part A are served at disproportionate rates by ineffective, out-of-field, or inexperienced teachers defined in ESEA Section 1111(g)(1)(B). The OPI used annual non-fiscal data collected through the Montana State Educator Information System ([MSEIS](#)) to report the percent of ineffective, out-of-field (misassigned), or inexperienced teachers. The ineffective teacher data is reflected in the non-licensed teacher data generated through MSEIS. Further, the OPI used data collected annually through the Achievement in Montana ([AIM](#)) statewide student information system to establish the poverty and minority quartiles for statistical analysis in the determinations of disproportionate rates of access to effective educators in Title I, Part A schools.

**Through this evaluation, Montana verified that low-income and minority children enrolled in Title I, Part A schools are not served at disproportionate rates by ineffective, out-of-field, or inexperienced teachers as defined in ESEA section 1111(g)(1)(B).** This data is presented in the following tables.

**Data Analysis for the 2018-2019 School Year**

**Table 1:** Comparison of Poverty Quartiles by Percent of Ineffective, Out-of-Field, or Inexperienced Teachers

| Poverty Quartiles | Percentage of Ineffective Teachers | Percentage of Out-of-Field Teachers | Percentage of Inexperienced Teachers |
|-------------------|------------------------------------|-------------------------------------|--------------------------------------|
| Low Poverty       | 0.12%                              | 0.00%                               | 2.61%                                |
| High Poverty      | 0.39%                              | 0.26%                               | 3.58%                                |

Percentages are calculated to the nearest hundredth.

\*Consistent with ESEA section 1111(g)(1)(B) this description should not be construed as requiring a State to develop or implement a teacher, principal or other school leader evaluation system. Since Montana is a local control state and does not collect data on local evaluations, the percentages reported for ineffective teachers is data on non-licensed teachers.

**Table 1 Analysis**

Table 1 displays the percentage of ineffective, out-of-field, or inexperienced teachers in all Title 1, Part A schools by high and low poverty quartiles. The analysis determined that in Montana, high poverty quartile Title I, Part A schools are not served at a disproportionate rate of ineffective, out-of-field, or inexperienced teachers. The difference between the low and high poverty quartiles for all three categories of teachers is less than 1%.

**Table 2:** Comparison of Minority Quartiles by Percent of Out-of-Field, Inexperienced, or Ineffective Teachers

| Minority Quartiles | Percentage of Ineffective Teachers | Percentage of Out-of-Field Teachers | Percentage of Inexperienced Teachers |
|--------------------|------------------------------------|-------------------------------------|--------------------------------------|
| Low Minority       | 0.22%                              | 0.10%                               | 2.64%                                |
| High Minority      | 0.34%                              | 0.23%                               | 3.36%                                |

Percentages are based on quartiles demographics and calculated to the nearest hundredth.

\*Consistent with ESEA section 1111(g)(1)(B) this description should not be construed as requiring a State to develop or implement a teacher, principal or other school leader evaluation system. Since Montana is a local control state and does not collect data on local evaluations, the percentages reported for ineffective teachers is data on non-licensed teachers.

**Table 2 Analysis**

In Table 2, the OPI team compared the percentage of ineffective, out-of-field, or inexperienced teachers in all Title 1, Part A schools, in 2019, by high and low minority quartiles. The analysis determined that in Montana, high minority quartile Title I, Part A schools are not served at a disproportionate rate of ineffective, out-of-field, or inexperienced. The difference between the low and high minority quartiles for all three categories of teachers is less than 1%.

## Public Reporting of Disproportionate Rates of Access to Educators

As required by the ESSA, the OPI will publicly report the percent of teachers described and determined as ineffective, out-of-field, or inexperienced. The public reporting will be consistent with applicable federal and state privacy law and policies. The public report will be posted on the Montana OPI website, under the [ESSA tab](#).

On page 8 of the 2015 Montana State Plan, the OPI defined the terms used in the determination of disproportionate rates of access to educators. Definitions relevant in response to A.5 include out-of-field (misassigned), unqualified (nonlicensed), and highly qualified teachers (HQT). While the state defines inexperienced, the data is not available at this time. By the spring of 2018, the OPI, in consultation with Montana education stakeholders and partners, will review and refine the above definitions and finalize a definition for ineffective teachers.

## Identify Data Elements to Determine Disproportionate Rates of Access to Educators

The percent of nonlicensed teachers and the percent of classes taught by HQTs were the most useful data in the determination of disproportionate rates of access to educators. The OPI also used data collected through the annual data collection to report numbers of nonlicensed and misassigned teachers.

Table 5 Comparison of 2005 and 2013 Poverty Quartiles by All Schools HQT Percentage (Page 13)

| Poverty Quartiles | 2005 Percentage of HQT Assignments | 2013 Percentage of HQT Assignments | Statistically Significant (95 Percent Confidence) Improvement |
|-------------------|------------------------------------|------------------------------------|---|
| HIGH              | 98.2%                              | 98.7%                              | TRUE  |
| NEITHER           | 99.1%                              | 99.6%                              | TRUE  |
| LOW               | 99.1%                              | 99.1%                              | FALSE   |
| ALL               | 98.9%                              | 99.4%                              | TRUE  |

<sup>3</sup> Consistent with ESEA section 1111(g)(1)(B), this description should not be construed as requiring a State to develop or implement a teacher, principal or other school leader evaluation system.

For purposes of the 2015 Montana State Plan, Montana used 2005 and 2013 HQT to compare the percentage of HQT assignments for high and low poverty quartiles. These data are the only valid data available for comparison between 2005 and 2013. Montana analyzed the percentage of HQTs assigned to teach core academic subject classes. Analysis of 2005 compared to 2013 data indicates that Montana maintained or improved in the percentage of HQTs teaching core academic classes in all schools.

### HQT Analysis

Table 5 displays HQT results increased by .5 percent in the *all* schools quartile between 2005 and 2013. While the majority of the increases in three of the four quartiles were statistically significant, the low-poverty quartile reported no increase and remains at 99.1 percent of core academic subject classes taught by qualified teachers. This result means fewer children need to be included in the target area of the 2015 equitable access plan.

Table 6 Comparison of 2005 and 2013 Poverty Quartiles by Elementary and Secondary Schools

| Poverty Quartiles | 2005 Percentage of HQT Assignments | 2013 Percentage of HQT Assignments | Statistically Significant (95 Percent Confidence) improvement |
|-------------------|------------------------------------|------------------------------------|---|
| <b>Elementary</b> |                                    |                                    |   |
| HIGH              | 98.9%                              | 99.2%                              | FALSE   |
| NEITHER           | 99.3%                              | 99.6%                              | TRUE  |
| LOW               | 99.2%                              | 99.3%                              | FALSE   |
| All Elementary    | 99.2%                              | 99.5%                              | TRUE  |
| <b>Secondary</b>  |                                    |                                    |   |
| HIGH              | 96.9%                              | 97.6%                              | TRUE  |
| NEITHER           | 98.7%                              | 99.6%                              | TRUE  |
| LOW               | 99.0%                              | 99.1%                              | FALSE   |
| All Secondary     | 98.6%                              | 99.3%                              | TRUE  |

Elementary and Secondary Schools Analysis

Elementary schools across two of the four poverty quartiles showed a statistically significant improvement of .3 percent of HQTs assigned to teach core academic subject classes between 2005 and 2013 on Table 6 above. The low-poverty quartile increased .1 percent of HQT appropriately assigned over the same period.

While secondary schools in the high-poverty quartile had the lowest HQT percentages, 96.9 percent in 2005 and 97.6 percent in 2013, the data indicate improvement. From 2005 to 2013, the percentage of HQTs teaching core academic subject classes increased by .7 percent in the high-poverty quartile.

The .7 percent gain in the high-poverty quartile was equal to the overall increase for *all* secondary schools. Even with increases over time in HQT assignments, targeted strategies are needed to help secondary schools recruit, develop, and retain qualified, endorsed, and experienced teachers.

Table 7 Comparison of 2005 and 2013 Elementary and Secondary Schools in High-and Low-Poverty Quartiles

| Quartiles                      | 2005 Percentage HQT | 2013 Percentage HQT |
|--------------------------------|---------------------|---------------------|
| <b>Elementary</b>              |                     |                     |
| High Poverty<br>Quartile (HPQ) | 98.9%               | 99.2%               |
| Low Poverty<br>Quartile (LPQ)  | 99.2%               | 99.3%               |
| <b>Percentile Difference</b>   | .3%                 | .1%                 |
| <b>Secondary</b>               |                     |                     |
| High Poverty<br>Quartile (HPQ) | 96.9%               | 97.6%               |
| Low Poverty<br>Quartile (LPQ)  | 99.0%               | 99.1%               |
| <b>Percentile Difference</b>   | 2.1%                | 1.5%                |

Table 7 Analysis

Further analyses of the data shown in Tables 5, 6, and 7 above offer a clue to one of the challenges to closing the equity gap between high- and low-poverty students. In Table 7, the OPI team compared 2005 and 2013 data by elementary and secondary schools in high-poverty quartiles. The 2005 percentage of elementary students in high-poverty schools taught by an HQT was 2 percentage points higher than secondary students in high-poverty schools. In 2013, the equity gap decreased by .4 percentage points. While the gap narrowed, elementary students in high-poverty schools continue to be taught by an HQT at 1.6 percentage points greater than secondary students in high-poverty schools.

In 2005, the percentage of secondary students taught by an HQT was 2.1 percentage points higher in low-poverty schools compared to high-poverty schools. By 2013, that gap closed to 1.5 percent. While the gap has decreased, these data inform the OPI to concentrate our efforts and next steps to reach the goal that all children are taught by HQTs in high-poverty secondary schools.

Table 8 Comparison of 2005 and 2013 Minority Quartiles by All Schools HQT Percentage

| Minority Quartiles | 2005 Percentage HQT Assignments | 2013 Percentage HQT Assignments | Statistically Significant (95 Percent Confidence) Improvement |
|--------------------|---------------------------------|---------------------------------|---|
| HIGH               | 98.6%                           | 98.8%                           | TRUE  |
| NEITHER            | 99.1%                           | 99.7%                           | TRUE  |
| LOW                | 98.4%                           | 98.6%                           | FALSE   |
| ALL                | 98.9%                           | 99.4%                           | TRUE  |

Minority Schools: Comparisons between 2005 and 2013

The analysis of minority schools yields similar findings. Minority schools were not analyzed in 2005, so it was necessary to hypothesize the schools in that time using 2013 school information and applying the minority calculation based on the assumption that minority population distribution in the schools has not changed appreciably over time.

Table 9 Comparison of 2005 and 2013 Minority Quartiles by Elementary and Secondary Schools

| Minority Quartiles | 2005 Percentage HQT Assignments | 2013 Percentage HQT Assignments | Statistically Significant (95 Percent Confidence) Improvement |
|--------------------|---------------------------------|---------------------------------|---|
| <b>Elementary</b>  |                                 |                                 |   |
| HIGH               | 99.0%                           | 99.2%                           | FALSE   |
| NEITHER            | 99.3%                           | 99.7%                           | TRUE  |
| LOW                | 98.6%                           | 98.9%                           | FALSE   |
| All Elementary     | 99.1%                           | 99.5%                           | TRUE  |
| <b>Secondary</b>   |                                 |                                 |   |
| HIGH               | 98.0%                           | 98.3%                           | FALSE   |
| NEITHER            | 98.9%                           | 99.6%                           | TRUE  |
| LOW                | 98.2%                           | 98.1%                           | FALSE   |
| All Secondary      | 98.7%                           | 99.3%                           | TRUE  |



### Minority Quartiles Analysis

Tables 8 and 9 above indicate percentage increases in HQT assignments in 11 of the 12 minority quartiles, and some increases are significant. These significant increases are noted in the percentage of HQT assignments in high- and neither high-nor low-minority quartiles. Comparison of minority quartiles by All Schools in Table 8 and by Elementary and Secondary Schools in Table 9 shows low-minority secondary school HQT percentages are lower than all other minority quartiles with the exception of the 2005 high-minority quartile for secondary schools. In 2005, the percentage of elementary students in low-minority schools taught by an HQT were .4 percentage points greater than percentage points for secondary students in low-poverty schools.

### Qualified/Licensed Teacher Data

Table 10 Comparison of the 2005 and 2013 Final Accreditation Status of All Schools by Number of Out-of-Field and Nonlicensed Teachers

| <b>2005</b>           | <b>Number of Teachers</b> | <b>2013</b>           | <b>Number of Teachers</b> |
|-----------------------|---------------------------|-----------------------|---------------------------|
| Out-of-field Teachers | 147                       | Out-of-field Teachers | 97                        |
| Nonlicensed Teachers  | 42                        | Nonlicensed Teachers  | 21                        |

Pursuant to Montana Code Annotated (MCA) and the Administrative Rules of Montana (ARM), every Montana-accredited school employs teachers who are licensed and endorsed in the subjects they are assigned to teach. Montana's accredited schools annually report nonfiscal data that verify licensure and endorsement and validate that teachers teaching core academic subject classes are assigned appropriately to determine HQT status. In addition, the data collection report identifies the number and percentages of misassigned teachers teaching out-of-field classes and nonlicensed teachers employed by accredited schools. In Table 10 above, the data show a dramatic drop of 50 out-of-field teachers, or 65.9 percent, and a decrease of 21 nonlicensed teachers, or 50 percent, for the two target years of 2005 and 2013. While the 2013 results are positive, it needs to be stated that these data vary from year to year, making it difficult to determine the root cause of the problem.

Montana 2013 and 2016 Percentage HQT Assignments

| Elementary Schools    | 2013 Percentage HQT Assignments | 2016 Percentage HQT Assignments |
|-----------------------|---------------------------------|---------------------------------|
| HIGH                  | 99.2%                           | 97.16%                          |
| LOW                   | 99.3%                           | 99.57%                          |
| Percentile Difference | .1                              | 2.41                            |
| Secondary Schools     |                                 |                                 |
| HIGH                  | 98.3%                           | 97.97%                          |
| LOW                   | 98.1%                           | 98.36%                          |
| Percentile Difference | .2                              | .39                             |

Elementary and Secondary Schools Analysis

Elementary schools showed a decrease in improvement for high-poverty quartile in the percentage of HQT assignments to teach core academic subject classes between 2013 and 2016, as indicated on the table above. The low-poverty quartile increased .27 percent of HQT appropriately assigned over the same period.

Secondary schools also showed a decrease between 2013 and 2016 in percentages of HQT assignments, 98.3 percent in 2013 and 97.97 percent in 2016, a .33 percent decrease. From 2013 to 2016, the percentage of HQTs assignments of teachers teaching core academic subject classes increased by .26 percent in the low-poverty quartile.

These data fluctuate from year to year a few percentage points in the two poverty quartiles. From this point forward, the OPI will need to identify data sets that provide consistent data over time in the assignments of teachers who are licensed and teaching in their endorsement area. In addition, OPI will continue to target strategies to help secondary schools recruit, develop, and retain qualified, endorsed, and experienced teachers.

The chart below illustrates the Title I status of Montana public schools for the same three years as the qualified and licensed teacher data for 2013, 2016 and 2017. Title I classification is listed as not Title I schools into two groups: one group has no school lunch program; the other group has a program and does not participate in Title I.

| Title Classification by School | 2013       | 2016       | 2017       | Total       |
|--------------------------------|------------|------------|------------|-------------|
| No Reported FRL                | 53         | 56         | 52         | 161         |
| Not Title I                    | 89         | 87         | 88         | 264         |
| Title I                        | 676        | 674        | 675        | 2025        |
| <b>Grand Total</b>             | <b>818</b> | <b>817</b> | <b>815</b> | <b>2450</b> |

The same data, by the percentage of schools is shown in the chart below.

| <b>Title Classification</b> | <b>2013</b>    | <b>2016</b>    | <b>2017</b>    | <b>Total</b>   |
|-----------------------------|----------------|----------------|----------------|----------------|
| No Reported FRL             | 6.48%          | 6.85%          | 6.38%          | 6.57%          |
| Not Title I                 | 10.88%         | 10.65%         | 10.80%         | 10.78%         |
| Title I                     | 82.64%         | 82.50%         | 82.82%         | 82.65%         |
| <b>Grand Total</b>          | <b>100.00%</b> | <b>100.00%</b> | <b>100.00%</b> | <b>100.00%</b> |

Montana consistently has 82-83 percent of its public schools as Title I participants. It is difficult to separate “Montana Title I schools” from “Montana statewide totals” in many measures due to the preponderance of Title I schools in Montana.

Our “not Title” schools include a substantial number/percentage of small, remote schools that do not participate in federal school nutrition programs and do not report any free/reduced price lunch status to OPI or USED. These are not the prototypical “not Title I” schools, especially with regard to concerns about differences in educator quality or preparedness between Title and not Title schools.

2013, 2016, and 2017 Qualified/Licensed Teacher Comparison Data

| <b>2013</b>                         | <b>Number of Teachers</b> | <b>2016</b>                         | <b>Number of Teachers</b> | <b>2017</b>                         | <b>Number of Teachers</b> |
|-------------------------------------|---------------------------|-------------------------------------|---------------------------|-------------------------------------|---------------------------|
| Out-of-Field / Misassigned Teachers | 147                       | Out-of-Field / Misassigned Teachers | 82                        | Out-of-Field / Misassigned Teachers | 81                        |
| Nonlicensed Teachers                | 42                        | Nonlicensed Teachers                | 79                        | Nonlicensed Teachers                | 67                        |

While we are not able to compare the data points to Title I and Not Title I schools, we do have HQT assignments data for 2013 and 2016, as well as data on out-of-field and nonlicensed educators. These data compare core academic subject classes taught by HQT and Non-HQT teachers.

Preliminary data from this comparison: Title I schools are 82 percent of the schools in Montana; these schools had 91 percent of the Non-HQT assignments in 2013, and 88 percent of both the nonlicensed and out-of-field teachers in 2016. So, there is evidence of a slight overrepresentation for Title I schools having nonlicensed and out-of-field teachers, and, given that the measures are different, slight evidence of a decrease in the overrepresentation as shown in the 2017 data. The numbers are very small with little to no statistical significance. For example, if one not Title I school in 2013 had a teacher with six assignments (one full FTE) as not HQT, the percentage of Title I Non-HQT assignments would go down to 85 percent.

| High Minority Title I Schools %<br>Quartile 2016 | Misassigned<br>educators | Non-endorsed educators |
|--|--------------------------|------------------------|
| Low  | 7                        | 4                      |
| Neither  | 10                       | 6                      |
| High   | 13                       | 8                      |
| <b>Grand Total</b>                               | <b>30</b>                | <b>18</b>              |

| High Poverty Title I Schools Quartile<br>2016 | Misassigned<br>educators | Non endorsed educators |
|---|--------------------------|------------------------|
| Low   | 6                        | 3                      |
| Neither                                       | 15                       | 8                      |
| High  | 9                        | 7                      |
| <b>Grand Total</b>                            | <b>30</b>                | <b>18</b>              |

Title I schools only, based on 2016 Title I status.

From this, there is little evidence that high poverty quartile schools are more likely to have non-endorsed educators. It appears that the evidence for our high minority schools having a problem with both misassigned and non-endorsed educators is stronger (given that the high quartile is half the number of schools of the 'neither' section).

### Changes to the data sets

The Elementary and Secondary Education Act of 1965 as reauthorized by Every Student Succeeds Act (ESSA) enacted December 10, 2015, includes a key change that impacts Montana data to determine equitable access to effective educators and effective instruction. The No Child Left Behind requirement that all teachers teaching core academic classes must meet the federal definition of an HQT is not included in the ESSA requirements.

### Current Plans 2018-2019

The OPI team, in consultation with partners and stakeholders, will examine trend line data of misassigned and nonlicensed teachers and will define and collect data relating to inexperienced and ineffective teachers. Teacher data will be compared to student-level data by Title I and Not Title I as well as poverty and minority student percentages. Studying these data sets over time will assist the OPI, in consultation with the education stakeholders and partners, to generate collective strategies to assist Montana school districts in the recruitment and development process of qualified, licensed, and endorsed teachers.

Montana has a robust longitudinal data system that accommodates publication of these data. These data systems and the improvement to the OPI annual data collection process allow the SEA to gather, analyze, and report reliable and valid data to assist every school in employing qualified teachers for every student. The OPI team will review the data annually, make adjustments, and generate interim reports to stakeholders and the public. These reports will be posted to the OPI website.

## **Montana Educator equity plan and timeline**

The OPI, in partnership with stakeholders, will implement the steps below to calculate and report student-level educator equity data. The OPI will report these data within three years from the date the OPI submits the initial consolidated state plan.

### **Step 1: Identify local needs by consulting with stakeholders, collecting and analyzing data, and identifying root causes.**

The OPI team and stakeholders will use the root cause analysis to identify equity gaps consisting of four steps:

- Identifying relevant and available data.
- Analyzing data and identifying equity gaps for low-income and minority students served by Title I Part A compared to non-low-income and non-minority students not served by Title I. Part A.
- Identifying root causes of equity gaps.
- Aligning evidence-based strategies with root causes that close the gaps.

### **Step 2: Select strategies that are supported by evidence relevant to local needs and that can be implemented successfully to close equity gaps and address disproportionate rates. Strategies must demonstrate strong, moderate, or promising evidence with positive bearing on closing the identified gaps.**

- Percentage of teachers categorized in each LEA as an “ineffective teacher” as defined by Montana OPI and stakeholders.
- Percentage of teachers categorized as “out-of-field” teachers.
- Percentage of teachers categorized as “inexperienced” consistent with Section 200.17.
- Identify and annually report rates and disproportionalities of the above categories.
- Select strategies to address gaps and disproportionalities of categories above.
- Additionally, the OPI, in consultation with stakeholders and partners, will define ineffective teachers and begin to collect these data in the fall of 2018.

### **Step 3: Develop a plan for implementation.**

Using evidence-based strategies to reduce equity gaps and confirm that strategies are effective with an emphasis on specific learning and forward growth of the local representative needs of local districts. The OPI will create an implementation plan ensuring ongoing professional learning and access to trained regional service providers and facilitators.

**Step 4: Implement the evidence-based interventions and instructional strategies and monitor quality.**

The OPI will implement the plan using selected interventions and instructional strategies and, with stakeholders, monitor quality and progress toward reaching and going beyond the implementation goals.

**Step 5: Examine outcomes and use findings to adjust goals and strategies.**

The conclusion of one annual cycle and the beginning of the next will include a comprehensive evaluation of the effectiveness of each professional learning strategy employed throughout the year, including comparison of school report card data from prior and current years. This effectiveness data will also be cross-referenced with data reflecting low-income and minority student populations. This data will be used to:

- Emphasize and support the strategies proven most successful.
- Inform revisions to professional learning strategies.
- Identify priorities for new or additional strategies.

Using this approach to review and compare professional learning strategies employed by a school with its progress toward stated goals, the OPI and regional service providers can identify, use, and enhance strategies that have been effective in Montana schools in closing the identified equity gaps and addressing the disproportionate rate.

**Timeline**

The OPI will calculate and report student level educator equity data under 34 C.F.R. §299.13(d)(3) by timeline, addressing the steps it will take to calculate and report, as expeditiously as possible, but no later than three years from the date it submits its initial consolidated state plan, the data required under 34 C.F.R. §299.13(d)(3)(i) at the student level.

Action and Timeline

|         |   |          |
|---------|---|----------|
| 1/22/18 | Review and refine other data definitions (inexperienced, ineffective) | 2/4/18   |
| 1/22/18 | Finalized definition (inexperienced, ineffective)                     | 11/15/18 |
| 1/29/18 | Establish annual data collection protocols                            | 3/15/18  |
| 3/4/18  | Stakeholder and partners meeting                                      | 3/4/18   |
| 9/18    | Collect new data sets   | 10/30/18 |
| 11/3/18 | Analyze annual data collection  | 1/10/19  |
| 1/15/19 | Presentation to Board of Public Education                             | 1/15/19  |
| 1/18/19 | Stakeholders and partners Meeting                                     | 1/18/19  |
| 2/5/19  | Post report to the OPI website  | 2/5/19   |

The above action and timeline may be adjusted by the OPI, in consultation with education stakeholders and partners. The action and timeline follow a continuous improvement model. Montana will continue to ensure that Title I students, including poor and minority children, are not taught at disproportionate rates than not Title I students by inexperienced, nonlicensed, misassigned, and newly defined, ineffective teachers.



## **6. School Conditions**

*(ESEA section 1111(g)(1)(C)): Describe how the SEA agency will support LEAs receiving assistance under Title I, Part A to improve school conditions for student learning, including through reducing: (i) incidences of bullying and harassment; (ii) the overuse of discipline practices that remove students from the classroom; and (iii) the use of aversive behavioral interventions that compromise student health and safety.*

Montana recognizes the importance of a safe and supportive school environment that nurtures and facilitates strong collaborative learning communities that support the whole child, the whole school, and the whole community. Positive school conditions are essential for promoting student learning, academic achievement, school success, healthy development, effective risk prevention, and positive social relationships that support and value every child.

In addition to supports for positive environments, key agency initiatives target school climate to reduce bullying and misbehavior leading to discipline that exclude students from the classroom and their education program. The OPI will support positive school environments by collaborating across systems with LEAs to prioritize their safe and healthy student activities. Supports include professional development in implementing a strong Multi-Tiered System of Supports (MTSS); mentoring and school counseling; bullying and harassment prevention; violence and suicide prevention; health enhancement; substance use prevention; mental health; traffic education; tobacco use prevention; and natural, technology, and man-made disaster preparation and response plans. School psychologists and counselors play a critical role in the efforts listed above, including MTSS and disaster response plans and prevention. All of these supports are aligned with the Administrative Rules of Montana (ARM) for school accreditation. Comprehensive counseling programs based on the ASCA National Model align with our state's efforts and further the work of RTI, MTSS, and MBI. Additionally, the OPI provides guidance and technical assistance to Montana schools on youth suicide awareness and prevention training materials, as required by state law. [20-7-1310, MCA](#).

### **Key Initiatives to Support School Conditions Include:**

**The Montana Behavioral Initiative (MBI)**—MBI uses a positive response to intervention framework that provides a three-tiered continuum of support and a problem-solving process to assist schools in meeting the needs of and effectively educating all students. Each school is provided with an MBI consultant to facilitate the MBI implementation process with the schools <http://opi.mt.gov/Educators/Teaching-Learning/Special-Education/Montana-Behavioral-Initiative-MBI>

Another facet of the MBI program is the MBI Summer Institute held each June. This week-long training is available to all Montana school staff and provides over 300 sessions on topics ranging from bullying and harassment, to healthy nutrition; student mental health; discipline; and training for school resource officers.



Each year the Summer Institute attracts over 1,200 participants. Schools participating in the MBI program have many tools available to help them address concerns that exist regarding the school climate. One of the tools available is a student survey that provides a snapshot look at student attitudes, concerns, and aspirations related to the climate of the school. The school teams are provided professional development on how to use these tools effectively to engage the student population in problem-solving.

Other tools that are made available by the state education agency (SEA) include behavior screeners, model policies, bullying prevention toolkit, health and safety curriculum materials, suicide prevention training and protocols, Youth Risk Behavior Survey, and school specialists for specific supports.

### **Bully-Free Montana Tool Kit**

The OPI created a Bully-Free Toolkit that is a portfolio of templates on model policies, reporting structures, tools for parents, and other resources that districts may implement.

<https://opi.mt.gov/Portals/182/Page%20Files/HES%20Bully%20Free%20Montana/Bullyfree%20Toolkit/17BullyFreeToolkit.pdf>

### **Mental Health Awareness and Suicide Prevention**

The OPI continues to work with various agencies, legislators, and organizations to streamline efforts and programs to reduce youth suicide and create mental health awareness in Montana. Through these partnerships, we were able to host Heads Up Camps during the summer of 2017 and plan to continue throughout the upcoming school year. Heads Up Camps are intensive multi-day workshops for students in which we train students on resiliency, Youth Mental Health First Aid, and leadership. The OPI offers training for staff as well as students. The OPI has planned to increase mental health awareness in the upcoming years and will be holding events to inspire hope, mental health awareness, and substance abuse prevention. See Appendix C.

<http://opi.mt.gov/Montana-Suicide-Awareness-and-Prevention-Training>

### **School Safety and Emergency Operations Planning**

Montana law requires LEAs to adopt a school safety or emergency operations plan that addresses issues of school safety ([§ 20-1-401, MCA](#)). The OPI has developed guidelines to support schools in assessing school conditions. This process helps LEAs to develop a safety structure that addresses physical, cultural, climate, psychological, and emotional health for prevention and response to an emergency or incident. The OPI has made available a six-part course through the online Teacher Learning Hub that facilitates schools in the planning process.

<http://opi.mt.gov/Leadership/Management-Operations/Emergency-Planning-Safety>

### **School-based Child Nutrition Programs**

The OPI Health Enhancement Division promotes nutritional well-being as part of a comprehensive learning environment and is focused on reducing disparity in student populations. The OPI encourages participation in various school nutrition programs and nutrition education in curriculum to promote healthy choices. The OPI works with multiple state agencies and local organizations to combine efforts to end child hunger and promote nutrition.

<https://opi.mt.gov/Leadership/Management-Operations/School-Nutrition>

### **Educator, Support Staff and Administrator Training**

Agency staff conduct training for all school staff that includes discipline best practices and alternatives to traditional exclusionary remedies, such as restorative justice models.

Research that supports the negative impacts of exclusionary suspensions is shared. The OPI has implemented strategies for providing training and supports which include:

- Online training through the Teacher Learning Hub
- Content specialists
- Conferences and training
  - Comprehensive System of Professional Development
  - Regional Education Service Area
  - Summer Institute
- Curriculum Consortia
- On-site coaches and consultants
- Webinars
- Professional learning communities
- Cultural Awareness

## **7. School Transitions**

*(ESEA section 1111(g)(1)(D)): Describe how the State will support LEAs receiving assistance under Title I, Part A in meeting the needs of students at all levels of schooling (particularly students in the middle grades and high school), including how the State will work with such LEAs to provide effective transitions of students to middle grades and high school to decrease the risk of students dropping out.*

The OPI recognizes that there are four critical transitional times within the span of a student's education that must be supported through a variety of programs, models, and evidence-based best practices that include the purposeful engagement of parents and families in a framework that is both trauma-informed and culturally responsive. Both the OPI and LEAs will collaborate and coordinate across federal, state, tribal, and locally-funded programs to provide such supports to students and to the parents and families. The OPI also supports the vertical alignment of core subject areas. When curriculum and instruction are aligned across the P-12 grade span, students are able to seamlessly transition from one grade level to the next with the assurance that the skills and knowledge acquired at each grade level provides a scaffold for the next one.

The OPI works in partnership with many state and local entities and with LEAs to ensure effective transitions across all grades, with particular focus on the following:

### **Early Childhood to Kindergarten**

- Collaboration between elementary schools, local preschool programs, special education, preschools, and Head Start programs.
- A kindergarten transition tool.
- Special assistance for children in foster care and homeless children, including immediate enrollment, transportation, and community referrals for children in foster care and homeless children.
- Evidence-based programs (e.g., Parents as Teachers, Families as Teachers, Parent Teacher Home Visiting program).
- Collaboration with school counselors and psychologists.
- Family and Community Engagement.

### **Elementary to Middle School**

- School-family communication, which must include information about the school’s curriculum, assessment, and test score data for their child, the school, the district, and the state in a form that is clear and understandable.
- Meaningful opportunities for families to engage in their child’s learning.
- The Montana Early Warning System (EWS) and the MTSS model. These systems use data to identify students who may be struggling academically or at risk of dropping out. Educators can use this information to make sure students get the support they need to be successful. MTSS is used at all grade levels; the statewide EWS begins with Grade 6.
- Collaboration with school counselors and psychologists.

### **Middle School to High School**

Many Montana LEAs are K-8 and, given the rural nature of the state, many ninth grade students attend school in another town at a regional or county high school serving a large geographic area. To support effective transitions, the OPI provides information and technical assistance regarding:

- Evidence-based practices that support high school transitions, such as summer bridge programs, Check & Connect, shadowing, and peer mentorship.
- Parent Teacher Home Visits, “positive first contact” phone calls, or other outreach to parents and families.
- Effective counseling practices, including communicating high school expectations, rules, state and local requirements for graduation, college enrollment, and career training opportunities with students and families.
- Youth mental health programs and practices, including Project AWARE and Youth Mental Health First Aid training (Montana SOARS).
- Opportunities to develop innovative educational experiences, such as project-based learning, place-based learning, and STEM.

The OPI works with LEAs to support dropout prevention by:

- Providing the EWS and technical assistance for implementation.
- Encouraging districts to offer credit recovery options that are standards-aligned (Montana Digital Academy).
- Providing professional development and technical assistance to alternative school programs across the state in creating innovative programming.
- Encouraging alternative and innovative educational opportunities, such as alternative programs, career and technical education pathways, dual enrollment, and more.

## **High School to College, Career, and Community**

As with each transition, families are key partners in the transition from high school and must be provided with the resources necessary to assist their students in making informed choices about post-secondary options. The OPI benefits from collaboration with a variety of state agencies to support this transition and works with LEAs to provide:

- Career and technical education programming that gives students an opportunity to earn industry-recognized credentials and move into further training after high school through the Big Sky Pathways.
- Advanced Placement (AP) courses and International Baccalaureate (IB) programs.
- Dual enrollment opportunities in academic and career and technical education courses, which give students an opportunity to earn college credits.
- Career and technical student organizations (e.g., BPA, DECA, FFA, FCCLA, HOSA, Skills USA, and TSA) that give students the ability to explore career options, gain practical job skills and certifications, and meet experts and employers.
- Jobs for Montana Graduates, which teaches job skills including public speaking and leadership, as well as how to prepare college applications and financial planning.
- GEAR UP and TRIO, which help students prepare for college.
- Counseling services that support career and college exploration.
- Information regarding financial aid and the college admissions process with special assistance to foster children and homeless youth.
- Specific post-secondary planning for students with IEPs.
- MCIS High School Career Development Framework offered by MTDLI.

## **B. Title I, Part C: Education of Migratory Children**

### **1. Supporting Needs of Migratory Children**

*(ESEA section 1304(b)(1)): Describe how, in planning, implementing, and evaluating programs and projects assisted under Title I, Part C, the State and its local operating agencies will ensure that the unique educational needs of migratory children, including preschool migratory children and migratory children who have dropped out of school, are identified and addressed through:*

- i. The full range of services that are available for migratory children from appropriate local, State, and Federal educational programs;*
- ii. Joint planning among local, State, and Federal educational programs serving migratory children, including language instruction educational programs under Title III, Part A;*
- iii. The integration of services available under Title I, Part C with services provided by those other programs; and*
- iv. Measurable program objectives and outcomes.*

i. Through the implementation of the Office of Migrant Education's Continuous Improvement Cycle (CIC), the Montana Migrant Education Program (MEP) ensures that migratory children (including preschool migratory children and migratory children who have dropped out of school or who are considered out of school youth) receive the full range of services that are available from appropriate local, state, and federal education programs. The CIC includes statewide Comprehensive Needs Assessment (CNA), Service Delivery Plan (SDP), implementation of the plan, and program evaluation. The CNA identifies the unique needs of migratory children in Montana; the SDP identifies the services to be provided to migratory children (including preschoolers, dropouts and out-of-school youth) based on the unique needs identified in the CNA; and the program evaluation determines the extent to which the services are implemented with fidelity, and the outcome/impact on migratory students and their parents. Throughout the CNA and SDP processes, appropriate local, state, and federal education programs are identified to serve migratory children so that the migrant program services are supplemental to those programs.

The goal of the MEP is to provide leadership to the field regarding programs and services that promote academic excellence and equity for the migrant students (including preschoolers, dropouts, and out-of-school youth) of Montana. To achieve this goal, the MEP strives to create conditions that empower educators working with migrant children to collaborate in designing programs that build upon student strengths, eliminate barriers, provide continuity of education, and produce levels of performance for migrant students who meet or exceed those of the general student population. Educators who serve migrant children are provided a variety of professional development and training opportunities relevant to the type of instructional services that are planned for migrant students within the state.

The MEP helps migrant children and youth overcome challenges of mobility, frequent absences, late enrollment into school, social isolation, and other difficulties associated with a migratory life, so they can be successful in school. Furthermore, the MEP prioritizes services to migrant children and youth who are failing, or most at risk of failing, to meet the state's content and performance standards, and who have moved from one school district to another during the performance period that runs from September 1 to August 31 of any given year. The MEP funds must be used in a supplemental manner to address the un-met educational and supportive needs of migrant children that

result from mobility to permit them to participate effectively in school, preschool, and non-traditional learning environments for those migrant children who are out-of-school youth.

The children of migrant, mobile agricultural workers and fishers have unique needs due to high poverty, high mobility, and disrupted schooling. It is important to understand the unique needs of migrant students as distinct from English learners or other special populations who are not mobile, so that those distinct needs are addressed in the service delivery planning process.

Each year, using relevant educational and supportive service data gathered by MEP staff, the Montana MEP updates the statewide Comprehensive Needs Assessment to identify the needs of Montana migrant students.

ii. Every two to three years, depending on changing demographics, the SEA convenes a Needs Assessment Committee (NAC) consisting of SEA staff (e.g., Migrant; Title III, Part A; Preschool Grant Reading; Math; Adult Basic Education) and parent/community and school district representatives (teachers, administrators, and other school staff) to review migrant student needs (including the needs of preschool migrant children and migrant dropouts), as evidenced in educational and health data collected in Montana, and suggest solutions to address those needs. The MEP CNA follows the process outlined in the *Migrant Education Comprehensive Needs Assessment Toolkit; A Tool for State Migrant Directors* (2012). The process follows the Office of Migrant Education's (OME) three-phase model that consists of *Phase I: What is a Comprehensive Needs Assessment? Phase II: Gathering and Analyzing Data*, and *Phase III: Decision Making*. During NAC meetings, concern statements are reviewed and revised along with needs indicators and needs statements. The NAC reviews data related to migrant student achievement, attendance, mobility, and migrant activities. In addition, MEP staff and parents from across the state are surveyed to determine the types and extent of needs of migrant students living in isolated locations. Data analysis and descriptions of the procedures are recorded in the annual CNA reports.

iii. Concern statements developed during the NAC form the basis of the development of strategies and Measurable Performance Objectives (MPO) developed during the SDP process. Solutions are proposed to improve student achievement, the possible effects that the solutions may have on the causes of the need, the feasibility of implementing the solutions, the acceptability to stakeholders, and suggested criteria for evaluating the results of the implemented solutions. The SDP provides the guidelines for integrating services available under Title I, Part C with services provided to other programs, including Title III; Title I, Part A; IDEA; McKinney-Vento, Migrant Health, Housing and Labor providers, with close collaboration with Rural Employment Opportunities (REO). REO is a 501(c)(3) nonprofit corporation founded in 1981 as the Montana Farmworker Council. Since 1981, a direct grant from the U.S. Department of Labor (currently, the National Farmworker Jobs Program) has allowed REO to serve migrant and seasonal farmworkers. By working through REO, which has field offices throughout the state in key agricultural areas, as a subgrantee, the SEA complies with the statutory mandate for statewide identification and recruitment of migratory recruitment efforts and other special projects. The Montana MEP coordinates closely with the OPI Early Care and Education Initiative and adheres to its established guidelines, Montana Head Start Programs, and Early Childhood intervention guidelines set for IDEA, as well as with the Montana Comprehensive Literacy Project recently awarded to the MTOPI. In addition, the MEP coordinates with the Career and

Technical Adult Education Division of OPI, which manages HiSET testing and adult learning.

iv. Strategies and MPOs are developed during the SDP process. MPOs are the desired outcomes of the strategies included in the SDP. An appropriate MPO is one that articulates the differences that participation in the MEP will make for migrant students (including preschoolers and dropouts). Because the strategies are directly related to the identified concerns and needs that relate to state performance targets, the MPOs, which quantify the differences that the MEP will make, are also connected to state performance targets. The *Migrant Education Service Delivery Plan Toolkit: A Tool for State Migrant Directors* (2012) states that a strong MPO is focused, detailed, quantifiable, and provides a clear definition of what is considered a “success” in meeting a particular need. The MEP created a set of MPOs based on the needs identified in the CNA and the strategies developed during the SDP process. Montana MPOs address migrant student promotion to the next grade level, ratings of Project MASTERY on the Fidelity of Strategy Implementation tool, pre-/post-summer reading and math assessment results, secondary course completion, and gains in secondary student leadership skills. OME requires that SEAs conduct an evaluation that examines both program implementation and program results. In evaluating program implementation, the Montana MEP MPOs address the following:

- Was the program implemented as described in the approved project application?
- What worked, what did not work, and what improvements should be made in the implementation of MEP projects and programs?
- What professional development opportunities were provided to staff at the local, regional, state, or national level?
- What were the assessment results in key areas of instruction, including credit accrual opportunities, kindergarten readiness, technology, reading and math?
- What types of credit accrual instruction/programs were provided to students/Out-of-School Youth (OSY)?
- What efforts were made to serve OSY and to retrieve drop-outs?

In evaluating program results, the evaluation of the MEP addresses questions such as the following, which are aligned with the Measurable Program Outcomes:

- What percentage of students receiving supplemental reading or math instruction during the regular school year were promoted to the next grade level?
- What percentage of students who received summer reading or math instruction demonstrated at least a gain in their posttest scores?
- What percentage of secondary education course work was completed or is in progress toward completion?
- What types of school readiness services were provided?
- What are some examples of the ways that local projects collaborated with local and state early learning and adult educational programs/initiatives?

## **2. Promote Coordination of Services**

*(ESEA section 1304(b) (3)): Describe how the State will use Title I, Part C funds received under this part to promote interstate and intrastate coordination of services for migratory children, including how the State will provide for educational continuity through the timely transfer of pertinent school*

*records, including information on health, when children move from one school to another, whether or not such move occurs during the regular school year.*

Because migrant students (especially preschool migrant children and dropouts) move frequently, a central function of the MEP has been to reduce the effects of educational disruption on migrant children to improve their educational achievement. MEP projects have developed a wide array of strategies that enable schools that serve the same migrant students to communicate and coordinate with one another. In Montana, inter/intrastate collaboration is focused on data collection, transfer, and maintenance through the following activities: (1) year-round Identification and Recruitments (ID&R) and collaboration with sending states; (2) use of the New Generation System (NGS) and the Migrant Student Information Exchange (MSIX) for interstate student record transfer. Specifically, NGS is a secure, web-based interstate information network that communicates demographic, educational, and health data on migrant students to educators throughout the nation. The system allows educators to record the movement of migrant students through the educational process by producing online records of a student's educational progress and health profile, (3) coordination with Achievement in Montana (AIM), Montana's student information system for regular-term students through the EOE Data Analyst; (4) participation and partnerships with MEP Consortium Incentive Grants; (5) participation in the Minnesota Migrant Education Resource Center Consortia; (6) implementation of Montana Project MASTERY, which provides educational resources, statewide ID&R and intrastate collaboration among non-project schools and districts; (7) participation in the National Association of State Directors of Migrant Education and its interstate professional development services; (8) coordination of secondary credit accrual services with counselors and educators in sending states that MEP students are enrolled through participation in the National PASS Association and other such associations, or trainings which focus on interstate collaboration.

Educators can generate a student transfer document to facilitate academic placement as the student transfers schools. NGS also allows educators to generate various student-level, management, and OME performance reports. NGS users can query, add, and update records on students, enrollments, assessments, special needs, and various health data. For academic records, members can add, update, consolidate, or view information on unresolved courses, failed courses, recommended courses, passed courses, academic credits, state graduation plans, and graduation requirements.

The U.S. Department of Education was mandated by Congress in Section 1308(b) of ESEA, as amended by the No Child Left Behind Act of 2001, to assist states in developing effective methods for the electronic transfer of student records and in determining the number of migratory children in each state. Further, it must ensure the linkage of migrant student record systems across the country. In accordance with the mandate, the department has implemented MSIX, whose primary mission is to ensure the appropriate enrollment, placement, and accrual of credits for migrant children. Montana is fully operational in MSIX and the Montana Migrant System/NGS interfaces with it as well as with the state student data base (AIM) to allow the OPI to complete reports on interstate and intrastate student records. Montana is able to provide student data, as required, for the Consolidated State Performance Report (CSPR) and to meet other federal and state data requirements. Ongoing training is provided to



MEP staff throughout the year on all of these systems.

### **3. Use of Funds**

*(ESEA section 1304(b)(4)): Describe the State's priorities for the use of Title I, Part C funds, and how such priorities relate to the State's assessment of needs for services in the State.*

The State of Montana receives MEP funds from the U.S. Department of Education, OME, to carry out the Title I Part C law requiring that priority must be given to students who are failing, or most at risk of failing, to meet state academic content standards and student achievement standards *and* whose education has been interrupted during the regular school year. *(Elementary and Secondary Education Act of 1965, amended by the Every Student Succeeds Act, Title I-C, Section 1304(d))*

Montana makes the decision about how MEP services are delivered by assigning the First Priority Services (PFS) to students who have been determined to have the greatest needs. Determining which migrant students receive PFS status is put into place through the SDP as part of the state activity in which Montana sets its performance goals, targets, and benchmarks to ensure the appropriate delivery of migrant student services. Data on mobility and performance on state assessments comprise each section of the Title I, Part C application process for subgrantees.

The NAC reviews the current state definition of how students fit into these categories and makes adjustments for greater clarity and to align to state measures of academic content standards. Students are designated PFS based on a two-part process of: (1) mobility within the performance period and (2) failing, or most at risk of failing, to meet state standards.

State MEP staff, local migrant directors, and technical assistance providers with expertise in the design, operation, and evaluation of MEPs provide technical assistance to MEP staff to help them most efficiently determine the students who are PFS. Montana makes the decision about how MEP services are delivered by assigning the first priority for services to students who have been determined to have the greatest need and who are at the greatest risk of school failure by using the risk-factor method of prioritization. Various sources of data are used to make these determinations including NGS, AIM, and MSIX; state and local assessment results; and teacher observations. All PFS determinations are made as soon as possible, subject to the availability of data in all relevant systems. Data on students receiving PFS in Montana are included in the CNA process to ensure that the needs of the most at-risk migratory students are included in the statewide assessment of needs and in planning for MEP services as reported in the state SDP. The needs of PFS students (which include migrant preschool children and migrant students that dropouts or out-of-school youth) are integral to determining the design of the MEP to ensure that student needs can be addressed through comprehensive educational and support services.

For each performance period that the OPI receives an allocation from the U.S. Department of Education MEP, the SEA will determine the amount of subgrants to LEAs/LOAs based on established priorities. The SEA will reserve funding for program requirements for state-level activities such as the coordination of statewide identification and recruitment requirements, oversight of eligibility verification, coordination of local, state and federal programs related to the MEP, supervision of the CNA, SDP and Evaluation requirements, and coordination of the NGS, MSIX and CSPR requirements.

Each subgrantee will receive an allocation based on the number and needs of the migratory children aged 3-21 who reside in the area served by the LEA/LOA. It is then divided by the available dollar amount minus set-asides for Identification and Recruitment, migrant student data entry into record transfer systems (NGS, AIM, MSIX), required professional development activities, and data collection activities. The SEA will review the LEA/LOA applications using the following priorities as a basis for distribution of funds to LEAs/LOAs.

- Eligible migrant student count (the sum of the number of eligible migratory students who reside in the LEA/LOA as documented on Certificates of Eligibility and in the program application submitted through the OPI E-grant system).
- Number of PFS migrant children ages 3-21 (including dropouts/OSY and preschool children).
- Number of Priority 1 migrant children in Grades K-12 who have moved during the preceding 12 months *and* are at risk of school failure.
- Number of Priority 2 migrant children between the ages of 3-21 whose education has been disrupted within the last 12 months and who are at risk of school failure *are* not Priority 1.
- Number of Priority 3 migrant children between the ages of 3-21 whose education has been disrupted within the last 24 months and who are at risk of school failure.
- Number of Priority 4 migrant children between the ages of 3-21 whose education has been disrupted within the last 36 months and who are at risk of school failure.
  - Retained one or more times (one or two grades below age level.)
  - Credit-deficient secondary students who will graduate one or two years behind their class.
  - Preschool and OSY students not receiving services from other service providers such as Head Start or job training programs.
- Unavailability of other federal, state, and local resources to serve eligible migrant students.
- Substantial barriers (such as rural isolation, transportation costs, duration) in providing services.
- Detailed description of the educational and supportive services to be provided to the students based on regional and local costs.

## **C. Title I, Part D: Prevention and Intervention Programs for Children and Youth who are Neglected, Delinquent, or At-Risk**

### **1. Transitions Between Correctional Facilities and Local Programs**

*(ESEA section 1414(a)(1)(B)): Provide a plan for assisting in the transition of children and youth between correctional facilities and locally operated programs.*

#### **Transition Protocol**

The Title I, Part D program and the OPI Special Education Division are currently coordinating efforts to create an online tool to facilitate the transmittal of records and information between facilities and LEAs providing services to any student placed in 24-hour care, regardless of special education status.

The web-based application in development will allow school districts and other agencies to quickly communicate the location of a student and the types of information that are available to the receiving agency regarding the student and their identified needs. This tool, and the accompanying protocol for transitioning students was developed by the High-Tiered COP. The membership of this COP includes the Montana Department of Corrections, county juvenile detention facilities, acute hospitals and psychiatric residential treatment facilities, Montana Department of Health and Human Services, residential group home directors, LEA staff, and OPI staff from the Special Education Division and the Title I, Part D coordinator.

The transition protocol was developed by the COP to better assist in successfully transitioning students to and from facilities and LEAs. Furthermore, the protocol will enhance communication between public schools and 24/7 facilities providing educational services.

The protocol includes information necessary to expedite placing a student in the appropriate courses, including both credit recovery and transferability of partial coursework, implement effective interventions, and provide supports to caregivers. LEAs and facilities participating in the protocol are required to select a transition team or point of contact responsible for transitioning all students in and out of the LEA or facility. A designated team or point of contact leads to higher success as all students coming in or out of any facility receive the same high standard of care.

The transition protocol is currently being piloted in Great Falls, Montana. We expect full implementation across all impacted LEAs and facilities in the 2017-2018 school year. The transition protocol and tool will be utilized to transition all neglected or delinquent youth transitioning back and forth between any facility operated by the Montana Department of Corrections, county detention centers, tribal detention centers, acute hospitals, psychiatric residential treatment facilities, and LEAs.

The OPI will provide technical assistance and support to LEAs and facilities in the proper use of the online tool and the implementation of transition procedures in line with current best practices. Such trainings may include, but are not limited to a basic awareness of the types of facilities providing care to students, AIM/Infinite Campus records, special education records, FERPA/HIPAA requirements, and capacity-building on the use of the tool at the facility, school, and district level.

## ***2. Program Objectives and Outcomes***

*(ESEA section 1414(a)(2)(A)): Describe the program objectives and outcomes established by the State that will be used to assess the effectiveness of the Title I, Part D program in improving the academic, career, and technical skills of children in the program.*

### **A. Subpart 1 Program**

#### **Objectives and Outcomes**

The OPI coordinates the Title I, Part D, Subpart 1 program with the Montana Department of Corrections to serve eligible children and youth through the age of 21.

#### **Pine Hills**

##### **Academic**

At the Pine Hills facility, students in Grades 9-12 are enrolled in a regular high school program leading to a regular diploma as defined by the Montana Board of Public Education. Students in Grades 8 or lower are enrolled in the Pine Hills Elementary School and complete a regular course of education based on grade level. Pine Hills High School is an accredited high school and, as such, is required to meet all state standards. Both schools at Pine Hills participate in the Montana Behavior Initiative (our Positive Behavior Improvement Process model), and use Multi-Tiered Systems of Support (MTSS) to provide appropriate interventions to all students.

When school staff determine that a student will not be able to complete the requirements for a regular diploma due to the student's age and current credit accrual, the student is placed in an alternative program to prepare for the HiSET. Montana currently offers the HiSET as our High School Equivalency Assessment. Students successfully completing the program and test will be issued a Montana High School Equivalency Diploma. All students placed in the Pine Hills Juvenile Correctional Facility will be enrolled in regular high school or middle school coursework or in the alternative education program. All students enrolled in the high school for a minimum of one semester will earn high school course credits and progress toward graduation.

##### **CTE**

All students will be enrolled in more courses leading to CTE credits or experience. Course offerings at Pine Hills are funded in part through Title I, Part D and through Carl Perkins. Currently the school offers courses in agriculture education, culinary arts, computers, and woodworking.

#### **Montana State Prison (MSP)**

##### **Academic**

When appropriate, staff at MSP will coordinate with staff at Pine Hills to allow students to complete a regular high school diploma. This option is available to students transferring from Pine Hills upon their eighteenth birthday who are completing their senior year of high school.

The OPI encourages MSP staff to offer this option to other students when appropriate. All other eligible students at MSP will be evaluated and enrolled in the Adult Basic Literacy Education program leading toward the successful completion of the HiSET test and a Montana High School Equivalency Program. All inmates will be given educational counseling upon intake at MSP. This includes an orientation on programs offered, verification of their education, and TABE testing.

Educational staff will determine the best placement for the inmate, including general education, special education, or vocational education. During the initial verification process at intake, staff will verify special education needs and IEPs for 18-22 year-old offenders.

Participation in the HiSET preparation program is not mandatory, but it is offered to all inmates that do not have a verified completion of a high school education program. It is also in MSP Education Procedure 5.3.100 that all inmates will need to have verified high school educations before they can move on to a paying job within the institution, vocational education, or post-secondary education.

### **CTE**

All inmates at MSP have access to career and technical education programs through Montana Correctional Enterprises, which offers training in land management, agriculture (ranching, farming, and dairy production), culinary, automotive repair, welding, printing and sign making, and carpentry. Students will set career goals and determine action steps following a pathway program that links education to career and post-secondary plans. The vocational educational department offers classes, on-the-job training, and certification. These include welding, computers, and a job readiness course for students who are nearing release. Inmates may also pursue the arts, including traditional American Indian beadwork, leatherwork, and horse-hair crafts. Student-produced handiwork is offered for sale to the public.

The education department has also set goals regarding prisoner recidivism. The current rate for recidivism is 46 percent. The goal is to reduce that rate by 2 percent per year for the next four years, for a total reduction of 8 percent.

### **Subpart 2 Program Objectives & Outcomes**

The state coordinator will orchestrate with all LEAs to ensure the immediate enrollment of children and youth who are currently in the custody of juvenile probation or juvenile justice under the foster care provisions of Title I, Part A. This includes, but is not limited to, placements in foster family homes, foster homes of relatives, group homes, emergency shelters, residential facilities, child care institutions, and pre-adoptive homes. A child is in foster care in accordance with this definition regardless of whether the foster care facility is licensed, and payments are made by the state, tribal, or local agency for the care of the child, adoption subsidy payments are being made prior to the finalization of an adoption or whether there is federal matching of any payments (45 C.F.R. § 1355.20(a)). These new provisions provide additional protections to delinquent students and will allow the state coordinator, who will act as the SEA POC, to advocate on behalf of these students. In addition, the state coordinator will work with LEAs to ensure that students continue to be enrolled in their school of origin when it is in the best interest of the student. The Title I, Part D, Subpart 2 Program will encourage all LEAs to focus on those students who

have been impacted both by the CFS and by the JJ systems and to provide appropriate programs to meet the needs of these students. As necessary, the state coordinator shall assist LEAs in consulting with tribal governments regarding programs that serve American Indian children and youth. All sub-grant programs are required to provide culturally appropriate services.

### **Academic**

The state coordinator/Point of Contact (POC) will use student-level data to determine if programs are assisting students returning from correctional facilities and students identified as in-foster care placement are successfully graduating from high school. The state coordinator/POC will use student-level data to track the achievement of children in foster care placement on state-level achievement tests. This data will be used to inform the need for training and technical assistance. As appropriate, the state coordinator/POC will provide LEA administrators, educators, and other staff with training and technical assistance to support the unique needs of neglected and delinquent youth, including MTSS, MBI, trauma-informed care, suicide prevention, bullying prevention, interventions for victims of human trafficking, and other interventions as appropriate.

### **Career and Technical Skills**

All LEAs will provide neglected and delinquent youth with the same access and opportunities to participate in CTE courses, programs, and extra-curricular activities as other students. LEAs will be encouraged to use grant funds to provide students with additional opportunities, including mentorships, on-the-job training, certification programs, and other options that may provide them with the training or skills to successfully transition to higher education or careers.

### **High School Diploma**

All sub-grant LEAs will enroll students in a regular high school course of study leading to a regular diploma whenever appropriate. Students may be enrolled in alternative schools, digital courses, or credit recovery as necessary to ensure that they graduate with their peers. When a school counselor determines that a student will not be able to acquire the necessary credits to graduate, the LEA will work with the student to assist them in accessing a HiSET program and successfully completing the preparation and test for alternative diploma.

The OPI is collaborating with Montana Department of Corrections to gather further information on newer programs to serve students in facilities not mentioned above.

### **Program Outcomes – Subpart 1 and 2**

The Title I, Part D Coordinator will evaluate program data on a yearly basis. Data sources shall be comprised of individual program data submitted on a yearly basis related to the CSPR, student level data collected through AIM, and data collected by the Adult Education program for students completing the HiSET.

Data will be analyzed each spring after submission of the CSPR, Part II, and will be compared to prior year's data to determine program growth and effectiveness. The OPI understands that individual student participation in such programs varies from year to year, and that LEA and DOC programs are faced with high levels of student mobility.

| Data Source                  | Outcome   |
|------------------------------|---|
| Reading pre- and posttests   | All programs will test 100% of long-term students, all students will maintain or make gains in reading.   |
| Math pre- and posttests      | All programs will test 100% of long-term students (students in the facility or program for 90+ days), all students will maintain or make gains in math.   |
| CTE courses and programs     | <ul style="list-style-type: none"> <li>• All programs in both Subpart 1 and Subpart 2 will offer a minimum of CTE courses to all students.</li> <li>• The CTAE division will share the results of monitoring of Perkins funded programs at LEAs funded under Subpart 2.</li> <li>• The Title I D program staff will conduct monitoring of Subpart 1 programs based on a rubric developed in collaboration with the CTAE to determine course quality.</li> <li>• Due to state laws prohibiting the tracking of students we are unable to evaluate program quality based on individual student outcomes.</li> </ul> |
| High school course credits   | <p>All students enrolled in LEAs will have the opportunity to earn high school course credits.</p> <p>Students enrolled in an LEA for a minimum of one semester will earn credits toward a regular high school diploma.</p>   |
| High school graduation rates | Graduation rate requirements for students enrolled in an LEA are the same as those for all other students.  |
| Adult education courses      | Students enrolled in adult education courses will show progress on the Test of Adult Basic Education.   |
| HiSET Scores                 | Students enrolled in adult education courses will obtain passing scores on the HiSET at rates in line with graduation rates in Table D.   |

Based on the analysis of program data the OPI State Coordinator will develop a plan for technical assistance and professional development. These efforts will be coordinated with Title I, Special Education, Title III, and Indian Education and will be aligned to overall school improvement work across the OPI through each LEA's CSIP.

## **D. Title II, Part A: Supporting Effective Instruction**

### **1. Use of Funds**

*(ESEA section 2101(d)(2)(A) and (D))*: Describe how the State educational agency will use Title II, Part A funds received under Title II, Part A for State-level activities described in section 2101(c), including how the activities are expected to improve student achievement.

The OPI will use Title II, Part A fund percentages as outlined in the ESSA, including 95 percent formula sub-grants to local education agencies (LEAs), 1 percent OPI administration, and 4 percent under Title II, Part A, for state-level activities (SLAs) as described in 2101(c)(4)(B). The OPI will target the following SLAs 2101(c)(4)(B) (vi) *fulfilling the State educational agency's responsibilities concerning proper and efficient administration and monitoring of the programs carried out under this part, including provision of technical assistance to local educational agencies, and (x) providing training, technical assistance, and capacity-building to local educational agencies that receive sub-grants under this part.* With these activities as focus, the OPI will support LEAs in recruiting, developing, and retaining effective educators by providing and coordinating training, technical assistance, and capacity-building efforts that promote the ongoing professional growth of every Montana educator. The OPI developed a state plan incorporating continuous improvement systems and structures to bring clarity, quality, flexibility, and sustainability to this statewide professional learning plan. This statewide plan adheres to ESSA section 2101(d)(2)(B)(E)(J)(K)(M) under Title II, Part A. The continuous improvement cycle created by the OPI will meet educators where they are, provide ongoing support, and improve the skills of all educators to meet the specific learning needs of every student.

To ensure that LEAs have access to the full 95 percent of the allotment for sub-grants, the OPI will not reserve 3 percent of the amount allocated for sub-grants to LEAs to support activities for principals or other school leaders.

The administration and monitoring of the Title II, Part A, State-Level Activities (SLAs) to support effective instruction will be housed in the OPI Accreditation and Educator Preparation (AEP) Division. The AEP Division staff will provide program consistency and will collaborate with other divisions and regional professional development (PD) providers in the implementation of this plan. The AEP Division staff will coordinate the internal and external efforts to provide support and outreach to Montana LEAs.

The OPI will provide training, technical assistance, and capacity-building to LEAs by using Title II, Part A, SLAs, funds to help support the OPI Teacher Learning Hub (Hub), the School Administrators of Montana School Leadership Program, and the Regional Education Service Area (RESA) Network. The state plan is described below:

### **Introduction to the State Plan to Support Instructional Excellence**

Montana will use two key approaches to ensure that every educator is prepared to teach every student based on specific learning needs: the Montana Continuous Improvement Cycle for Educators, and the Framework for Montana's Tiered System of Support for Educators. The Improvement Cycle for Educators is a process to develop and deliver professional development strategies that are appropriate, robust, and effective at improving educators' instructional practices and interventions to address every student's learning needs. Building on past and current professional development efforts, the Framework for Educators uses evidence-based instructional practices and interventions to help all educators improve

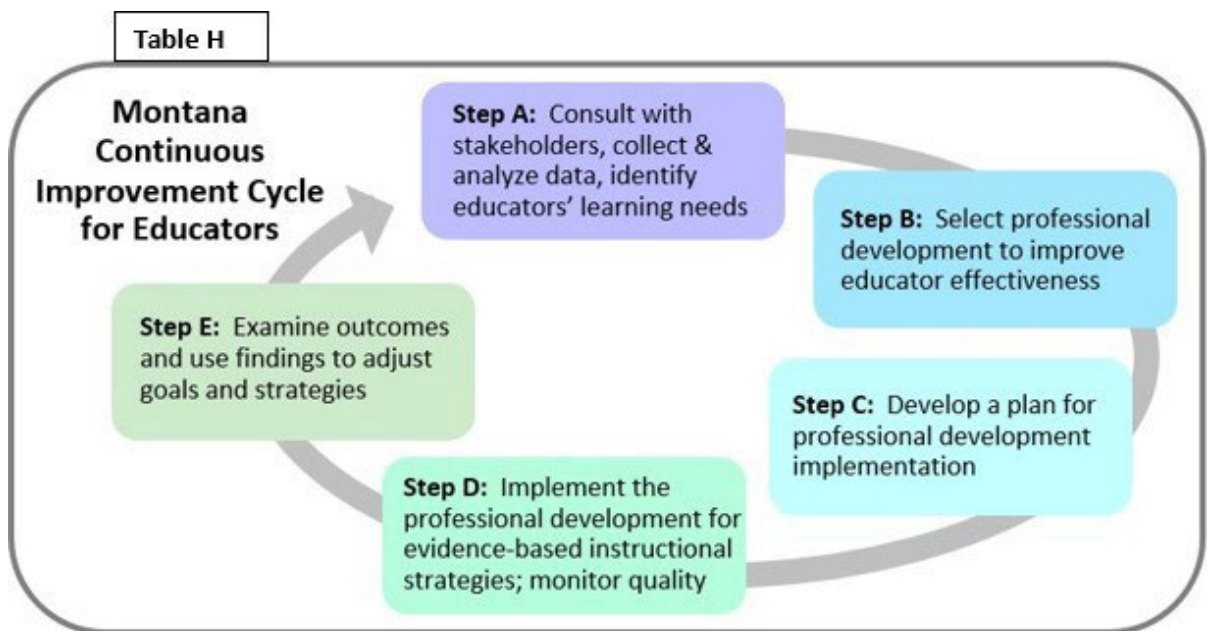


their instructional practice. Three levels of professional development, Comprehensive, Targeted, and Universal, ensure that all educators can purposefully improve their abilities to meet the learning needs of their students.

To implement these support systems and structures, the OPI has established an ESSA Leadership Council consisting of managers from every division in the agency and the leadership team of the state superintendent. The council will collaborate with LEAs and other educational leaders to align and target OPI resources for effective continuous professional growth of Montana educators.

### Montana Continuous Improvement Cycle for Educators

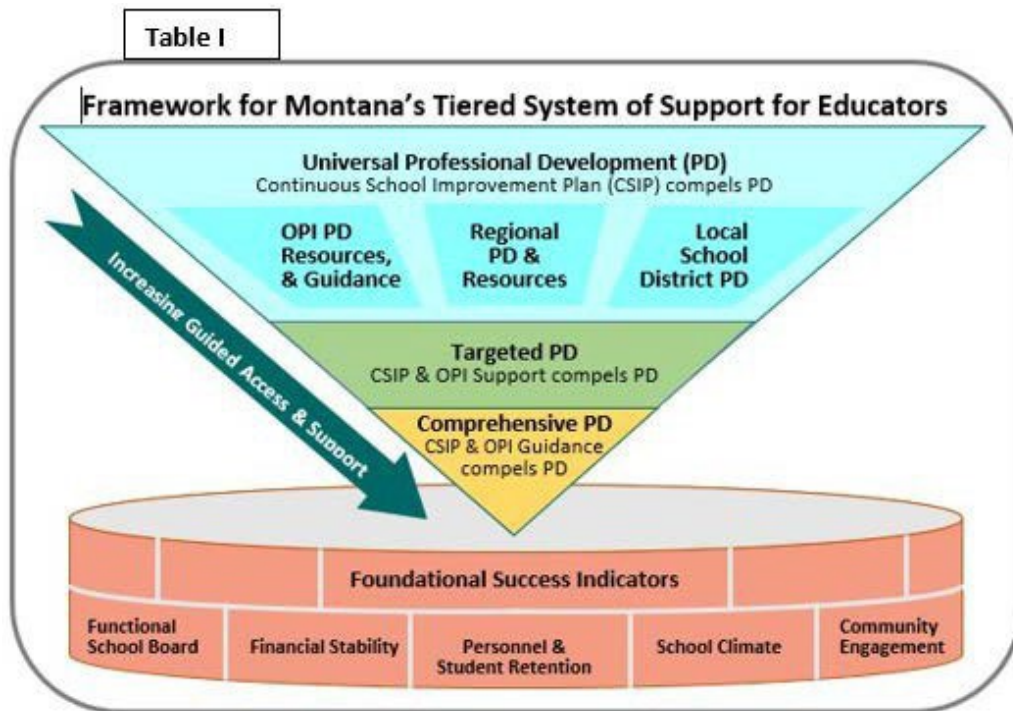
The Montana Continuous Improvement Cycle for Educators will help ensure that the state’s professional development plan focuses on the use of effective instructional practices and interventions addressing the learning needs of every student. The cycle includes five steps.



**Step A:** Consult with stakeholders, collect and analyze data, and identify educators’ learning needs. The OPI will use existing statewide resources and data to identify critical student learning needs. Through consultation with stakeholders, the groups will develop a prioritized list of necessary strategies for educators to effectively improve student learning.

**Step B:** Based on identified needs, select professional development for evidence-based instructional practices and interventions to improve educator effectiveness that will increase student achievement. The OPI will match educators’ professional development needs with high quality, evidence-based strategies to improve effectiveness in the classroom and school environment. The council will seek to build on past and current work that shows strong or promising evidence for increasing student achievement through professional development for effective instructional practices and interventions.

**Step C:** Develop a plan for professional development implementation. The OPI will develop an annual plan to deliver essential professional development across Montana to educators in schools that are identified for Comprehensive, Targeted, or Universal Support in meeting student learning needs. Using the second key approach, Montana’s Tiered System of Support for Professional Development, the agency will support a continuum of professional development that moves educators, schools, and districts forward in their efforts to address student learning needs. The framework fosters evidence-based instructional practices and interventions building upon past and current professional development efforts at three levels: Comprehensive, Targeted, and Universal Professional Development.



#### Framework for Montana’s Tiered System of Support for Educators Definitions:

- Comprehensive Professional Development—for schools rated in the lowest 5 percent of all schools; includes the OPI guidance in developing a school-wide PD plan, the OPI direct support and delivery of PD as outlined in the plan, and the OPI follow-up and monitoring of improvement of teaching and learning (For detailed information, please see the Title I sections of this plan.).
- Targeted Professional Development—for schools with an under-performing subgroup; includes OPI and regional PD partners’ assistance in developing a plan to improve educators’ skills in addressing the needs of the specific subgroup; regional PD partners’ delivery of PD, and local monitoring of improvement of teaching and learning (for detailed information, refer to the Title I sections of this plan).
- Universal Professional Development—The OPI ensures access to quality PD for all schools based on their own plans for professional development to address specific needs for improvement in teaching and learning.
- Foundational Success Indicators—elements of school structure that must be in place for PD to be effective. These include a functional school board, financial stability, personnel and student retention, positive school climate, and community engagement.
- Continuous School Improvement Plan (CSIP) indicators—CSIPs are prepared annually to help schools develop PD plans to address student learning needs identified through analysis of data.

The OPI will support school districts during the planning stage of their CSIP to ensure systematic planning to monitor and meet long-term and interim district goals. Additional assistance will be provided through online resources, guidance, and on-site assistance. The statewide Tiered System of Support enables strategic and comprehensive delivery of professional development technical assistance, resources, and services especially for districts that are not meeting their long-term and interim goals. This process is also addressed in the OPI’s response to ESSA Title II, Part A, Question #4.

**Step D:** Montana’s Continuous Improvement Cycle for Educators is purposefully designed to build the OPI’s internal and external capacity by developing and delivering quality professional learning across Montana. Statewide, regional, local, and online delivery of professional learning provides schools and educators the ability to focus professional learning on their specific needs as identified in their individual CSIP. The OPI Hub is an online system that offers Montana educators a catalog of self-paced and facilitated courses to improve instructional practices and interventions to meet the specific learning needs of every student. RESAs have established a systemic approach to identify regional needs and provide support to local school districts through communication, direct interaction, follow-up, and ongoing collaboration. Through this collaborative approach to school improvement, the RESAs help schools provide meaningful and effective professional development while also optimizing resources and increasing efficiencies.

**Step E:** Examine outcomes and use findings to adjust goals and strategies. The OPI will evaluate all professional development efforts of the agency as well as updated student data to ascertain effectiveness of this work. The conclusion of one annual cycle and the beginning of the next will include a comprehensive evaluation of the effectiveness of each professional learning strategy employed throughout the year, including comparison of school report card data from prior and current years. This effectiveness data will

also be cross-referenced with data reflecting low-income and minority student populations. This data will be used to:

- Emphasize and support the strategies proven most successful.
- Inform revisions to professional learning strategies.
- Identify priorities for new or additional strategies.

Using this process to review and compare professional learning strategies employed by a school with its progress toward stated goals, the OPI and regional service providers can identify, use, and enhance strategies that have been effective in Montana schools.

## **2. Use of Funds to Improve Equitable Access to Teachers in Title I, Part A Schools**

(ESEA section 2101(d)(2)(E)): If an SEA plans to use Title II, Part A funds to improve equitable access to effective teachers, consistent with ESEA section 1111(g)(1)(B), describe how such funds will be used for this purpose.

Montana will use Title II, Part A funds, along with other state and federal funds, to improve equitable access to effective teachers in Title I, Part A schools consistent with ESEA section 1111(g)(1)(B). The OPI will continue to improve equitable access to effective teachers through the ongoing implementation of the 2015 Montana Plan to Ensure Equitable Access to Excellent Educators. By expanding partnerships and collaboratively analyzing data and adjusting goals, the plan will help to ensure that every student, including low-income and minority students, have equitable access to effective educators. Montana will show whether low-income and minority students enrolled in schools that receive funds under Title I, Part A are taught at disproportionate rates by out-of-field or inexperienced teachers compared to non-low-income and non-minority students enrolled in schools not receiving funds under Title I, Part A.

As required by ESSA, the OPI will also publicly report the percentage of teachers categorized as “ineffective” by LEAs based on the state definition and consistent with applicable state privacy laws and policies. By the fall of 2018, the OPI will determine the definition of an ineffective teacher.

[2015 Montana Plan to Ensure Equitable Access to Excellent Educators](#)

## **3. System of Certification and Licensing**

(ESEA section 2101(d)(2)(B)): Describe the State’s system of certification and licensing of teachers, principals, or other school leaders.

### **Montana’s Educator Licensure System**

The Montana Educator Licensure System as defined in the Montana Code Annotated (MCA) and the Administrative Rules of Montana (ARM) establishes the authority of the Montana Superintendent of Public Instruction to issue educator licenses and the Montana Board of Public Education to adopt procedures for the accreditation review of educator preparation programs. Professional development is defined in [ARM 10.55.714](#) and licensure renewal requirements are outlined in [ARM 10.57.215](#). The 60 renewal units must be a planned and structured experience, of benefit to the licensee’s professional development, and must be high-quality, focused, job- embedded, and sustained.

Montana educator licensure system consists of three core components:

- [Educator licensure](#)
- [Standards-based educator preparation programs](#)
- [Professional growth and improvement](#)

## **Educator Licensure**

[20-4-101, MCA](#). System and definitions of teacher and specialist certification student teacher exception. (1) In order to establish a uniform system of quality education and to ensure the maintenance of professional standards, a system of teacher and specialist certification must be established and maintained under the provisions of this title and a person may not be permitted to teach in the public schools of the state until the person has obtained a teacher or specialist certificate, or the district has obtained an emergency authorization of employment from the state.

[20-4-106, MCA](#). Classifications of teacher and specialist certificates. (1) The Superintendent of Public Instruction shall issue teacher certificates, and the Board of Public Education shall adopt teacher certification policies on the basis of the following classifications of teacher certificates.

[ARM 10.57.102\(6\)](#). "Certification" means licensure of an educator/specialist, as issued by the State of Montana, based on completion of a teacher, administrator, or specialist program of an accredited college or university. Certification includes grade level(s), endorsement(s), and classification.

[ARM 10.57.102 \(8\)](#) "Endorsement" means an official indication on a license of the grade level(s), subject area(s), or specialist program area(s) as listed in Subchapter 4 for which the licensee is authorized to practice in Montana accredited schools. Grade levels are:

- Age 3-Grade 3 (early childhood)
- K-8 (elementary)
- 4-8 (middle grades)
- 5-12 (secondary, content-specific)
- K-12 (as delineated in [ARM 10.57.412](#))
- P-12 (special education and school psychologist)

[ARM 10.57.410](#) Class 2 Standard Teacher's License

[ARM 10.57.411](#) Class 1 Professional Teacher's License

[ARM 10.57.412](#) Class 1 and 2 Endorsements

[ARM 10.57.413](#) Class 3 Administrative License

## **Educator Preparation:**

[ARM 10.58.102](#) Process Leading to Accreditation of Educator Preparation Providers

- The Board of Public Education shall adopt procedures for the accreditation review of educator preparation providers.
- The Superintendent of Public Instruction shall implement the Board of Public Education's procedures by conducting accreditation site reviews.

[ARM 10.58.103](#) Accreditation Site Reviews

- Educator preparation providers (EPPs) shall sponsor an accreditation site review every seven years or on an adjusted schedule based upon coordination with national accreditation or upon request of the EPP or the Board of Public Education.
- Joint accreditation site reviews and cooperation with the Council for the Accreditation of Educator Preparation (CAEP) will be encouraged.
- Educator preparation providers are required to engage in continuous improvement.

## **Educator Professional Development:**

### [ARM 10.55.714 Professional Development](#)

- Shall be aligned with district educational goals and objectives.
- Focuses on teachers as central to student learning and includes all other members of the school community.
- Focuses on individual, collegial, and organizational improvement.
- Respects and nurtures the intellectual and leadership capacity of teachers, principals, and others in the school community.
- Reflects proven research and practice in teaching, learning, and leadership.
- Enables teachers to develop further experience in subject content, teaching strategies, uses of technologies, and other essential elements in teaching to high standards.
- Promotes continuous inquiry and improvement embedded in the daily life of schools.
- Is ongoing and sustained.
- Is planned collaboratively by those who will participate in and facilitate that development.
- Requires substantial time and other resources.
- Is driven by a coherent long-term plan.
- Is evaluated on the impact of professional development on teacher effectiveness and student learning, and the results of this assessment guides subsequent professional development.

### [ARM 10.57.215 RENEWAL REQUIREMENTS](#)

*(1) All Montana educator licenses may be renewed with verification of 60 renewal units earned during the five years of validity through August 31 of the year the license expires.*

*(3) Renewal activities used to renew all licenses must be a planned and structured experience, of benefit to the licensee's professional development as defined in [ARM 10.55.714](#), an exposure to a new idea or skill or an extension of an existing idea or skill, and in compliance with (4) Activities acceptable to renew licenses.*

## **4. Improving Skills of Educators**

*(ESEA section 2101(d)(2)(J)): Describe how the SEA will improve the skills of teachers, principals, or other school leaders in order to enable them to identify students with specific learning needs, particularly children with disabilities, English learners, students who are gifted and talented, and students with low literacy levels, and provide instruction based on the needs of such students.*

### **Improving Educators' Skills to Identify Specific Student Learning Needs**

The Montana Continuous Improvement Cycle for Educators (described above in the OPI response to ESSA Title II, Part A, Question #1) ensures that professional development focused on effective identification of specific student learning needs is available to and used by educators across the state. The professional development cycle that the OPI has created will meet educators where they are, provide ongoing support, and improve the skills of all educators.

**Table J**

| <b>Examples of Specific Learning Needs</b>                              | <b>Current Identification Status/Efforts</b>   | <b>Practices to Improve Educators' Skills in Identifying</b>   | <b>Resources</b>  |
|---|--|--|---|
| Children and students with disabilities                                 | In collaboration with the Special Education Advisory Council, the OPI has developed a standard process for determination of disabilities that is consistent with the requirements of the IDEA.             | OPI Teacher Learning Hub courses<br>Regional trainings through regional partners<br>Services through Special Education Cooperatives and Consortia<br>Mentoring programs                            | <a href="#">Special Education in Montana Guidance</a><br><br><a href="#">Special Education Professional Development Resources</a> |
| English learners including American Indian learners                     | The OPI has current identification processes for ELs, in collaboration with EL Stakeholders. Using federal requirements, the OPI has developed standard identification procedures for all Montana schools. | OPI Teacher Learning Hub modules<br>Collaboration with Title I statewide conference<br>Guidance on the OPI website<br>Regional LEA outreach  | <a href="#">Montana's English Language Learner Guidance</a>   |
| Students who are gifted and talented including American Indian students | The OPI provides resources and information to guide local Montana school decision-making processes.  | OPI Teacher Learning Hub courses and modules<br>Guidance on the OPI website<br>Regional training through regional partners including the MT Library Association & Collaboration with Montana AGATE | <a href="#">Serving Montana's High Ability/High Potential Students</a>  |
| Students with low literacy and math levels                              | EOE Title I and Striving Readers Grants, CSI Math and Reading Specialist   | OPI Teacher Learning Hub courses and modules<br>Regional training through regional partners  | <a href="#">Montana Literacy Plan</a>   |

**Improving Educators' Skills to Deliver Instruction that Meets Specific Student Learning Needs**

The framework for Montana’s tiered system of support for educators is a continuum of prevention, early intervention, and ongoing support. This framework ensures every student, including struggling and advanced learners, has equitable access to effective educators. The professional development system that the OPI has created will meet educators where they are and provide ongoing support to attain this goal. The framework will provide schools with a broad range of evidence-based instructional practices and interventions to ensure that academic and behavioral programs are aligned to standards and delivered appropriately for diverse learners with specific learning needs.

**Table K**

| Examples of Specific Learning Needs                                     | Current Instruction Status/Efforts   | Practices to Improve Educators' Skills in Instruction   | Resources  |
|---|--|---|--|
| Children and students with disabilities                                 | CSPD<br>Project REAL 2.0<br>OPI Teacher Learning Hub   | The OPI provides ongoing training and support to schools that are working to implement a comprehensive MTSS model. Training and professional development are provided through the Comprehensive System of Professional Development (CSPD) regions and the OPI Teacher Learning Hub. Project REAL 2.0 is the State Personnel Development Grant (SPDG), and this project provides training and onsite consultants to support MTSS implementation in selected schools. | <a href="#">Special Education Professional Development</a>             |
| English learners including American Indian learners                     | Title III workshops and online trainings for teachers of English learners, including American Indian learners  | Collaboration with Title I statewide conference<br>Guidance on the OPI website<br>Regional LEA outreach<br>OPI Teacher Learning Hub modules   | <a href="#">Montana's English Language Learner Guidance</a>            |
| Students who are gifted and talented including American Indian students | The OPI provides resources and information to guide Montana educators to enhance effective instructional practices to better serve Montana high ability/high potential students. | OPI Teacher Learning Hub courses and modules<br>Guidance on the OPI website<br>Regional training through regional partners<br>Collaboration with Montana AGATE  | <a href="#">Serving Montana's High Ability/High Potential Students</a> |
| Students with low literacy and math levels                              | EOE Title I and Striving Readers Grants, CSI Math and Reading  | OPI Teacher Learning Hub courses and modules<br>Regional training through regional partners<br>Striving Readers facilitators  | <a href="#">Montana Literacy Plan</a>                                  |



## **5. Data and Consultation**

*(ESEA section 2101(d)(2)(K)): Describe how the State will use data and ongoing consultation as described in ESEA section 2101(d)(3) to continually update and improve the activities supported under Title II, Part A.*

The OPI will annually collect, review, and provide feedback on district and school CSIPs that will contain a consolidated improvement plan for comprehensive and targeted support and improvement schools, special education, Perkins, and State Accreditation Improvement Plan requirements. The OPI will deliver professional learning and technical assistance statewide through annual program conferences and work sessions to address areas where LEAs are experiencing difficulty in achieving program outcomes. The OPI will also use regional delivery of professional development with coordination between Title programs and state programs through the use of trained experts in particular subject areas. School-needs assessments aligned to specific educator and student-learning needs will be key tools in our approach to assisting districts and schools. The OPI will use the statewide Tiered System of Support to ensure technical assistance, resources, and services are delivered strategically and comprehensively to targeted high-need schools.

## **6. Teacher Preparation**

*(ESEA section 2101(d)(2)(M)): Describe the actions the State may take to improve preparation programs and strengthen support for teachers, principals, or other school leaders based on the needs of the State, as identified by the SEA.*

The OPI is working with our partners in higher education to strengthen relationships and collaboration for a P20 education continuum. We will establish a continual support system for new educators by working with colleges to increase induction efforts and by continuing to provide meaningful mentorship opportunities through teacher tenure. The agency is thoroughly engaged in well-established partnerships with the Institutes of Higher Education (IHEs). These collaborative partnerships share the pivotal purpose of strengthening and improving Montana's P20 education system through co-constructing and developing mutually agreed-upon policies, effective instructional practices and leadership skills, and increasing systemic, ongoing professional growth for every educator and increased learning, well-being, and growth of every Montana student. Montana partners in education are also increasing efforts to "grow our own" by working together to encourage local students and community members to become educators. Tribal colleges are playing a key role in the "grow our own" model and improving fluidity of transfers for students. These efforts are critical in rural areas of Montana and in areas where we are in need of culturally responsive educators, including those that can speak native languages. Furthermore, we have extended these efforts by encouraging teacher leaders to become administrators. Montana State University and the University of Montana have both developed rural school cohorts to further train educators and administrators for the unique challenges of working in Montana's rural schools. Montana State University developed the Indian Leadership Education Development Project to recruit, educate, certify, and place American Indian educators into administrative positions in schools with high populations of Native American students. The OPI will continue to collaborate and increase these efforts that will prepare educators and administrators, aid in retention of quality educators, and recruit and place qualified educators and administrators in rural areas.

Some of the OPI's long-standing collaborative efforts with IHEs include, but are not limited to, these few

examples:

### **Higher Education Consortium (HEC)**

HEC is a unique community of practice that has brought together general and special education faculty members from all teacher training programs across Montana. The HEC has met twice a year for the past 15 years to discuss critical issues and share ideas relating to teacher training programs in Montana. The meetings have created a strong partnership and collaboration between faculty members at the teacher training programs. The universities and colleges in Montana benefit from the information they receive from the OPI. The HEC has connected and collaborated with two Office of Special Education Program national centers: (1) International Resource Information System Center and (2) Collaboration for Effective Educator Development, Accountability, and Reform Center.

### **Montana Council of Deans of Education**

The Montana Council of Deans of Education (MCDE) is an organization consisting of the designated leader of each Montana Board of Public Education accredited-/accreditation-seeking educator preparation program and ex officio members, including the BPE, the OPI, and the Office of the Commissioner of Higher Education. The primary purposes of MCDE are to foster communication and collaboration among leaders of educator preparation programs and state and national agencies, boards, and other constituencies and to inform and influence public policy and accreditation standards related to P20 educator in Montana and the nation.

### **Montana-Educator Performance Appraisal System**

In September 2013, the BPE approved ARM Title 10, Chapter 55 Standards of Accreditation. Included in these rules are requirements for local districts to renew teacher and school leader evaluation systems. The revised standards are based on the foundation that high-quality, high-performing teachers and school leaders are critical to ensure student learning. An evaluation system based on professional growth for all educators will help to foster learning environments that meet the needs of every student. The OPI, in consultation with stakeholders, developed a state model for the evaluation of teachers and school leaders: the Montana Educator Performance Appraisal System. This standards-based evaluation system is designed to encourage professional learning through a continuum of career development. In 2014, the OPI developed, in partnership with the MCDE, a Montana EPAS EPP cohort. Encouraging the implementation of the state model for teachers, principals, and other school and district leaders to learn about and apply the Montana EPAS will continue. The OPI provides statewide and regional workshops to assist teachers, principals, and other school and district leaders with the implementation of the ongoing professional growth model for every educator.

### **Indian Education for All**

The OPI supports P20 educators across the state as they work in schools that serve Montana's largest subgroup: American Indians. Professional development, resources (lesson plans, curriculum guides, etc.), and technical assistance are provided at no cost to local schools and educators to assist them in this work. This effort includes two main purposes: (1) every education institution and agency will ensure that every P20 student learns about the history, cultural heritage, and contemporary status of American Indians and tribes in Montana, and (2) every educator will work toward closing the achievement gap.

## E. Title III, Part A, Subpart 1: English Language Acquisition and Language Enhancement

### 1. Entrance and Exit Procedures

*(ESEA section 3113(b)(2)): Describe how the SEA will establish and implement, with timely and meaningful consultation with LEAs representing the geographic diversity of the State, standardized, statewide entrance and exit procedures, including an assurance that all students who may be English learners are assessed for such status within 30 days of enrollment in a school in the State.*

Montana has developed standardized, statewide entrance procedures for the accurate and timely identification of all English learners (ELs). In order to create the necessary processes and procedures, the Montana Office of Public Instruction (OPI) met with stakeholders from across Montana who represent the geographic diversity and understand the unique needs of ELs. In addition to stakeholder meetings, the OPI conducted EL-focused sessions to solicit specific feedback from stakeholders regarding EL portions of the state plan. The feedback was combined and embedded into the plan.

In order to ensure that academic English language proficiency expectations aligned to the updated WIDA standards and the new Montana content standards, in August 2019, the OPI convened stakeholders to review the exit criteria for Montana ELs. The OPI selected participants from a diverse group of Montana stakeholders, including (but not limited to): School administrators, school Title coordinators (e.g., Title III), English learner specialists, Mathematics and English Language Arts (ELA) teachers, cultural experts (i.e., persons with heritage language expertise with immigrant, indigenous and colony students), community, and parents. The purpose of the OPI WIDA Standard Validation Workshop was to establish meaningful proficiency criteria for Montana's ELs and meet the federal statutory requirement for assessments used in the statewide accountability system and Peer Review as mandated by the U.S. Department of Education (USDOE). Additionally, it was also important for the OPI to ensure the exit criteria is realistic for unique ELs of Montana and based on the most current research. In order to meet these requirements, the committee reviewed historical WIDA and content area performance data (e.g., Smarter Balanced and ACT). The work from this committee was used to comply with the Peer Review USDOE requirements, statewide reporting, and the contents of the Montana State Plan amendment for English Language Acquisition and Language Enhancement entrance and exit procedures.

Montana has established a standardized, statewide entrance process, which starts with identification of ELs. In order to gather information on language(s) spoken in the home or in the student's life, the first entry point to the identification process is administering the standardized, statewide home language survey to every student at the time of enrollment and requiring its return within 14 days. The home language survey establishes eligibility for the student to be screened using the World-class Instructional Design and Assessment (WIDA) English language screener (wida.us). Starting in the 2017-2018 school year, EL students in Grades 1-12 will be screened using the WIDA online screener, and students in kindergarten will be assessed using the WIDA K W-APT language screener. These screeners assess students in all four domains of language: speaking, listening, reading, and writing. If a student's scores fall below the English language proficiency criteria, he or she is identified as an EL and qualifies for services.

In order to be eligible for services, defined criteria scores for the screeners are used. The screener criteria for kindergarten is a score below 25. In Grades 1-12 the WIDA on-line screener criteria is an overall composite score with no domain sub-scores at or above ~~5.0~~ a 4.7. This 4.7 overall composite score was revised in Fall 2019 from a 5.0 overall composite score and a 4.0 or better sub-score in each of the language domains. Scores below this level indicate a need for EL services, reflecting the OPI's revised exit/reclassification criteria. The screening process and EL identification status will be completed by a LEA within 30 days of a student's enrollment in the school. An assurance in the OPI E-grant application for ESEA funds will ensure that all schools adhere to this timeline. School applications will not be approved, nor will ESEA funding be available, until they agree to this assurance.

~~Based on experience with American Indian ELs and the fact that they are the largest group of identified ELs in the state,~~

Montana has created a second entry point for eligibility of EL status through a standardized Teacher Observation Checklist that is available on the OPI website to all schools. The checklist allows classroom teachers the opportunity to observe a student's language skills and determine whether there could be a language other than English impacting the student's English proficiency. Once it is established that a language other than English may be present, the WIDA on-line screener or WIDA W-APT is administered to determine EL status. The same criteria to determine EL status is used for all students in the state, regardless of their eligibility entry point. Upon determination that a student is an EL, the student will immediately begin to receive appropriate EL services from the school.

Montana has established a standardized, statewide exit process to determine when an EL no longer requires EL services, which as mentioned above, was revised in the 2019 Montana WIDA Standards Validation Workshop. Montana's minimum requirement to exit EL services is that an EL must obtain an overall composite score of ~~4.75.0~~ or better ~~along with a score of 4.0 or better in each of the language domains of listening, speaking, reading, and writing~~ on the WIDA ACCESS for ELLs 2.0 assessment. Each school must develop a plan to review EL data from the WIDA ACCESS for ELLs 2.0 tests on an annual basis to determine if an EL has attained proficiency according to Montana's exit proficiency criteria. A template for schools to use during the data evaluation process is available on the OPI website. ~~Schools may make exit decisions based solely on the criteria established for the WIDA ACCESS for ELLs 2.0 tests, but they are encouraged to consider other data related to academic achievement and the student's ability to be successful in various community, college, and career settings. Additional data may include assessments of reading comprehension and writing from classroom, district, and statewide content assessments.~~ When students meet the exit criteria of 4.7 on the WIDA Access for ELLs 2.0 Assessment, LEA staff members must re-designate students and update students' EL status in the student information system, Achievement in Montana (AIM), and inform parents of the decision to exit the student from EL status. The students will continue to be monitored for two years after re-designation.

In addition to the WIDA ACCESS for ELLs 2.0 assessment, Montana administers an alternate test designed specifically for ELs with the most significant cognitive disabilities. During the 2019 Montana WIDA Standards Validation Workshop, the stakeholders established a minimum requirement to exit EL services for ELs with the most significant cognitive disabilities as an overall composite score of P2 on the Alternate ACCESS for ELLs assessment. Stakeholders also set recommendations that

~~consideration for exit should take place with the EL specialist and the IEP team of the student. The determination to exit the student should be supported with additional quantitative and qualitative data. Recommended quantitative data included: third, eighth, and eleventh grade MSAA test scores; reading comprehension and writing assessments; and data from the IEP about student progress towards reading, writing, and EL goals. Whereas, the qualitative data consisted of: the influence of language differences and disabilities on learning behaviors and utilizing the OELA English Learner Toolkit Chapter 6, Tool #2 for guiding a discussion and gathering qualitative data that will help the IEP team differentiate language and literacy acquisition. When students meet the exit criteria of P2 on the Alternate Access for ELLs Assessment, LEA staff members must re-designate students and update students' EL status in AIM and inform parents of the decision to exit the student from EL status. The students will continue to be monitored for two years after re-designation.~~

The OPI has created webinars on the new entrance and exit criteria to assist schools and districts with these processes as they implement the revised proficiency criteria changes in the 2017-2018 2019-2020 school year.

## **2. SEA Support for English Learner Progress**

*(ESEA section 3113(b)(6)): Describe how the SEA will assist eligible entities in meeting:*

- i. The State-designed long-term goals established under ESEA section 1111(c)(4)(A)(ii), including measurements of interim progress towards meeting such goals, based on the State's English language proficiency assessments under ESEA section 1111(b)(2)(G); and*
- ii. The challenging State academic standards.*

i. Montana is a minimally-funded Title III state with a unique population of ELs. ELs consist of 2 percent of the total student body population in Montana. American Indian languages have the highest number of ELs at ~~61.67~~ percent of the total, with German at ~~1211.6~~ percent and Spanish at ~~129.5~~ percent. The data for ELs in Montana demonstrate that our American Indian student population struggles with academic language in the content areas. The OPI has created a framework and focus to support American Indian ELs with the development of school and district-level Academic Language Development Teams that support teachers in meeting the unique needs of American Indian ELs. The professional development support for teachers includes rationale and strategies of how to best support American Indian ELs and provides teachers with instructional tools to meet these needs. The OPI ~~will~~ assists eligible entities in meeting the long-term goals and interim progress through a tiered system of support. The first tier of supporting schools is the provision of technical assistance during the development of the annual Continuous School Improvement Plan (CSIP). During this planning process, schools ~~will~~ evaluate the performance data of their ELs and determine strategies and interventions to support ELs in meeting English language goals. The OPI ~~will~~ provides online resources and connections with regional facilitators and experts to assist in this work. Once a school's CSIP is complete, the OPI ~~will~~ provides online resources, face-to-face professional development, and technical assistance to support schools as they review, refine, and improve their instruction for ELs to ensure they will meet the state goals.

ii. The OPI ~~will~~ assists eligible entities in supporting ELs in meeting the challenging state academic standards through providing professional development for districts to improve EL programs and teacher

effectiveness. One purpose of professional development is embedding EL strategies into core content instruction in order to support students in accessing and engaging with the state academic standards. These strategies are ~~will be~~ embedded into the effective instruction and not just for intervention purposes, ~~although those may be necessary, as well~~. Through the OPI Hub, the Title III partnering with Title I and the OPI Content Standards and Instruction Division ~~to will~~ ensure that the professional development aligns with best practices for ELs and with state standards, including newly revised and adopted standards. In addition to online courses, the OPI offers regional workshops and online professional learning through partnerships with other educational entities ~~communities~~ that focus on improving teacher effectiveness and building capacity. ~~The professional learning communities meet online so that teachers from all areas in Montana can participate in relevant professional development and network with other teachers and resources across the state.~~ All professional development opportunities and resources can be accessed by Montana teachers to improve effectiveness of instructional strategies for ELs.

### 3. Monitoring and Technical Assistance

(ESEA section 3113(b)(8)):Describe:

- i. How the SEA will monitor the progress of each eligible entity receiving a Title III, Part A sub-grant in helping English learners achieve English proficiency; and*
- ii. The steps the SEA will take to further assist eligible entities if the strategies funded under Title III, Part A are not effective, such as providing technical assistance and modifying such strategies.*

A variety of monitoring methods are used by the OPI to ensure statutory and regulatory requirements are met by all Title III subgrantees. The process for monitoring begins with the E-grant system. Schools agree to assurances and prepare a Title III application describing how they will use the funds to assist ELs in achieving English language proficiency. During this process, the OPI supports LEAs by providing technical assistance and support for linking the goals from their CSIP to the funding sources and supports for ELs, teachers of ELs, and families of ELs. Many of the districts that receive Title III funds are part of a consortium because they do not meet the minimum requirement of a \$10,000 allocation. That means that they receive very little funding to support the small number of identified ELs. The OPI understands the funding considerations and monitoring of these smaller districts and takes that into account when providing access to technical assistance, professional development opportunities, and frequency of monitoring.

~~During the 2017-2018 school year, the~~ OPI ~~will~~ merged the Title III and the Title I monitoring systems and schedules, including desk monitoring and on-site monitoring visits. This ~~will~~ provides a more cohesive monitoring system and enables closer collaboration between Title programs and a clearer process for districts. In addition to the specific Title monitoring system, the OPI also provides on-site visits for high-need districts. Other monitoring and support systems at the OPI, such as the American Indian Task Force, special education monitoring, and accreditation reports support schools across internal work units and grant efforts in meeting the needs of ELs and supporting language development.

Through the continuous school improvement process, the E-grant application system, and the tiered system of support for professional development, the OPI ~~will~~ supports s districts as they monitor student progress and adjust their EL intervention programs accordingly. The U.S. Department of Education's

[English Learner Toolkit](#) and OPI guidance ~~will~~ supports districts through their goal-setting and monitoring process.

The OPI ~~will~~ uses the statewide tiered system of support to ensure that technical assistance, resources, and services are delivered strategically and comprehensively to districts that are not meeting their long-term and interim goals. Through online modules and regional face-to-face trainings, the OPI ~~will~~ ensures that identified districts have access to high-quality professional development to support the use of

effective strategies and interventions for ELs, as well as evaluation and modification of program components. The OPI has developed facilitated and self-paced courses through the Hub for on-going professional development for educators of ELs. In addition to OPI support, the WIDA Consortium has high-quality English language proficiency standards, professional development workshops, and ongoing online modules to support districts in improving their EL program to meet the needs of ELs.

Through collaboration with the Title I School Support unit, the OPI ~~will~~ ensures that the needs of the EL population are specifically met through Universal, Targeted, and Comprehensive Support strategies. ~~For Sschools could be~~ identified for Targeted and Comprehensive school improvement status based on EL growth and performance; ~~therefore,~~ the OPI's Title III personnel ~~will~~ provides additional and more robust support ~~for these schools~~ using high quality resources. The OPI ~~will~~ supports districts during the planning stage of their CSIP in order to make sure they are systematically developing procedures and strategies to support ELs in meeting long-term and interim goals. Additional assistance ~~will be is~~ provided through online supports and guidance, on-site assistance, and through collaboration with Title I school improvement consultants. ~~Through progress monitoring, the OPI will continuously support the needs of districts in these improvement categories referred to in the graphic on page 62.~~

Link to the [WIDA Standards Validation briefing booklet](#) for reference.



## F. Title IV, Part A: Student Support and Academic Enrichment Grants

### 1. Use of Funds

*(ESEA section 4103(c)(2)(A)): Describe how the SEA will use funds received under Title IV, Part A, Subpart 1 for State-level activities.*

In order to address both the academic and nonacademic needs of Montana students, the OPI encourages LEAs to adopt a whole-child philosophy to ensure that all students receive a fair, equitable, and high-quality education. The OPI provides support to LEAs in using data-driven approaches to identify and address the needs of every student and assists LEAs in providing equitable access to a broad well-rounded education aimed at developing our children into college- and career-ready young adults. This work is rooted in our rigorous college and career readiness standards and is based on an integrated multi-tiered model that includes supports for social and emotional well-being, health and safety, cultural responsiveness, and family and community factors in addition to the traditional academic and behavioral indicators typically used to identify a child's needs.

~~To implement these supports, the OPI has created a leadership council to both align and target the agency resources to effectively support the LEAs in serving every student's needs. The council is comprised of leaders from each division in the agency as well as the superintendent's leadership team. By employing this leadership collaborative, the OPI is able to more effectively make decisions regarding the types and intensity of support that will be made available to each LEA in the state to strengthen student learning and success. This effort has resulted in strong cross-agency collaboration and has greatly reduced the duplication of supports being provided to LEAs. By aligning our initiatives and work, the agency has become more efficient in addressing priorities as well as improving budgetary decisions. The result is that the OPI's key initiatives and its collaborative use of resources have a much broader impact in supporting every child's success.~~ The funds available under Title IV, Part A will be used to strengthen the evidence-based supports already in place rather than to construct or use duplicative support systems in each division.

Montana's Student Support and Academic Enrichment (SSAE) program state funds will be used to increase the capacity of the OPI to:

- Provide all students with access to a well-rounded education.
- Provide safe and healthy learning environments.
- Improve the use of technology in order to improve the academic achievement and digital literacy of all students (ESEA section 4101).

In order to increase the capacity of the OPI to address these three categories within the SSAE program, a cross-agency team designed a multi-pronged approach that expands existing expertise and resources within the state. As a result of this collaboration, ~~the team determined that the administration of the SSAE program will be housed in the OPI Education Opportunity and Equity Division~~ the administration and programming for Title IV, Part A will be housed within the Health Enhancement and Safety Division (HESD). HESD will work to ensure alignment and consistency in grant administration with the Title I programs.

The team further determined the state-level activities will be implemented using a three-pronged approach.

| Table L  |  |  |
|--|--|--|
| Use of State Level Funds   |  |  |
| 1.) Support training and technical assistance provided by existing staff within the Health Enhancement and Safety Division. This effort will focus on legislatively mandated priorities for Montana schools, including bullying prevention, suicide prevention, school emergency planning, and sex trafficking prevention. | 2.) Support course development on the Hub within the three content areas supported under SSAE. The Hub is a learning network on the Moodle platform dedicated to providing free, high-quality professional learning for all K-12 educators across Montana. | 3.) Partnerships between the OPI and other professional development providers. RESAs establish a systemic approach to identify regional needs and provide support to local school districts through communication, direct interaction, follow-up, and ongoing collaboration. |

Where possible, the OPI will work to coordinate and integrate the SSAE program with activities authorized under other sections of the law, as well as other federal programs to improve outcomes for students. Furthermore, SSAE funds may not be sufficient to independently fund many of the innovative SSAE activities. By leveraging other state and local resources in combination with the SSAE grant funds, the OPI will be able to achieve the goals of SSAE programs.

## 2. Awarding Sub-grants

*(ESEA section 4103(c)(2)(B)): Describe how the SEA will ensure that awards made to LEAs under Title IV, Part A, Subpart 1 are in amounts that are consistent with ESEA section 4105(a)(2).*

The OPI will reserve 95 percent of its SSAE program allocation for sub-grants to LEAs; and The OPI will keep not more than 1 percent of its SSAE program allocation for administrative costs, including public reporting on how LEAs are using the funds and the degree to which LEAs have made progress toward meeting identified objectives and outcomes. (ESEA section 4104(a)(1) and (2)).

The OPI will then use the remaining 4 percent of funds to support LEA activities and programs designed to meet the purposes of the SSAE program as described above in the table.

The OPI will award the SSAE sub-grants to LEAs by formula. ~~Because the SEAs allocation will be insufficient to provide all LEAs with at least the \$10,000 minimum, the funds will be divided equally among all eligible LEAs, as per guidance received from the U.S. Department of Education on June 30, 2017.~~

~~The timing of the start of this new program will not allow the state education agency (SEA) to have the infrastructure in place to administer Title IV, Part A effectively for the 2017-2018 year.~~

~~As a result, LEAs will be encouraged to transfer these funds into Title I or Title II for the 2017-2018 school year after consultation with their required community stakeholders.~~

~~If LEAs choose to keep their funds in Title IV, Part A, those funds will be obligated by the SEA to the LEA by September 30, 2018. This will allow time for the SEA to develop the required program components including administration, monitoring, technical assistance, and data collection.~~

~~If Title IV, Part A becomes funded for future years, the OPI will consider the benefits of structuring a competitive process for these funds in future years, if SEAs are authorized to administer funds through a competitive process beyond the 2017-2018 year. More administrative decisions will be made known when the future of these funds is determined.~~

~~Under this proposed funding structure, no LEAs will receive more than \$30,000 and, thus, no comprehensive needs assessments will be conducted, and LEAs will not be monitored on the percentage breakdowns between the three categories.~~

~~For LEAs who choose not to transfer their funds into Title I or Title II, the OPI will encourage those LEAs to apply for funding as a consortium as authorized in ESEA Section 4105(a)(3).~~

~~Montana has over 400 small, rural schools with fewer than 100 students. The OPI recognizes that combining SSAE program funds will result in economies of scale so that these smaller LEAs may benefit more than if they had used the funds that each respective LEA was individually allotted. Further, with the focus of the RESAs centered on facilitating collaboration, the RESAs can serve as a catalyst for these consortia. All eligible LEAs will receive a minimum of \$10,000. An LEA that receives at least \$30,000 in SSAE program funds will complete a needs assessment that includes, at a minimum, a focus on the three SSAE goals listed previously (ESEA section 4106(d)). Based on the results of that assessment, the LEA must use:~~

- ~~• At least 20 percent of funds for activities to support well-rounded education opportunities (ESEA section 4107);~~
- ~~• At least 20 percent of funds for activities to support safe and healthy students (ESEA section 4108); and~~
- ~~• A portion of funds for activities to support effective use of technology (ESEA section 4109).~~

~~Within each of these areas, LEAs will have broad flexibility to use the SSAE program funds for a variety of activities to improve student outcomes and address the opportunity gaps identified through the needs assessment.~~

When developing an SSAE application, an LEA, or consortium of LEAs must engage in consultation with stakeholders in the area served by the LEA (ESEA section 4106(c)(1)). Such stakeholders must include, but are not limited to, parents, teachers, principals, students, school leaders, support staff, local government representatives, community organizations, private school personnel, and Indian tribes or tribal organizations, when applicable.

### **Leveraging Federal, State, and Local Resources**

In order to maximize the use of the SSAE program resources, the OPI, LEAs, and schools may partner with organizations, such as nonprofits, institutions of higher education, and community organizations to offer programs and services to students. In addition, the OPI and local leaders will consider how other federal, state, and local funds may be leveraged to support a holistic approach to well-rounded education. The OPI

will, as required, review existing resources and programs across the state, and coordinate any new plans and resources under the SSAE program with existing resources and programs (*ESEA* section 4103(c)(2)(C)(i)). The OPI will monitor LEA implementation of activities under Title IV Part A. The OPI will provide technical assistance to LEAs to carry out their SSAE programs and assist with the application process. The OPI provides for equitable access for all students to Title IV, Part A, SSAE program activities.

## **G. Title IV, Part B: 21<sup>st</sup> Century Community Learning Centers**

### **1. Use of Funds**

*(ESEA section 4203(a)(2)): Describe how the SEA will use funds received under the 21<sup>st</sup> Century Community Learning Centers program, including funds reserved for State- level activities.*

The OPI will adhere to the fund percentage breakdowns outlined in the ESSA, including 2 percent for administration, 5 percent for state-level activities, and 93 percent for awards to local programs, through a sub-granting process.

The administration and state-level activities of the 21<sup>st</sup> Century Community Learning Centers (21<sup>st</sup> CCLC) occur within the OPI Health Enhancement and Safety Division. This structure has enabled the program to coordinate and collaborate with many other programs that intersect with 21<sup>st</sup> CCLC programming, including:

- nutrition programs
- bullying prevention
- substance prevention
- emergency planning and safety
- mental health
- physical health
- social and emotional learning

As a result, the afterschool programs across Montana receive an integrated technical assistance approach regarding these topics.

### **Employment with state set-aside funds: 21<sup>st</sup>**

#### **CCLC Program Specialist**

The employee will be responsible for leading the day-to-day administrative and state-level activities of the program in Montana, including monitoring, capacity-building, evaluation, reporting, technical assistance, training (including the approval of continuing education credits for web-based training through You For Youth), collaboration with other programs, and sub-granting of funds. A large portion of the program specialist's time is focused on the many facets of monitoring within the programs. The OPI strives for two site visits in five years with annual desk monitoring occurring in the remaining years for each subgrantee.

#### **Data Control Specialist**

This position takes direction from the program specialist in working with the daily operations of data collection and reporting from the subgrantees for purposes of the state evaluation and federal reporting. This includes all indicators outlined in the five-year state evaluation plan and all federal GPRA measures. In addition, this position ensures that the sub-grantees provide their data in an accurate and timely fashion. In the event that a subgrantee misses a reporting deadline, the data specialist notifies the program specialist so official documentation of the missed deadline can be reported in the monitoring report. This position also assists with the development of instruments and tools, including reports, website development, training in data collection procedures, and other special projects to support the program specialist.

## **Fiscal Administration and Cross-Agency Collaboration**

This ensures the fund requests are aligned with the original grant proposal, and are also appropriate expenditures of federal funds. This position assists with the record storage for the required period. In addition, this position assists the program specialist in the fiscal management, including appropriate use of carry-over funds.

Time and effort records are kept for all positions being paid from SEA funds to ensure accurate reporting and time management in separating the administrative funds from the state-level activity funds. Two different budget codes are used to delineate these tasks within the state payroll system.

The OPI has a policy outlined in the *Montana Office of Public Instruction Grants Handbook* for addressing monitoring and determination of high-risk grantees. Included in the policy are the procedures as well as a list of factors that could place a subgrantee on high-risk status.

Furthermore, this policy outlines special conditions a subgrantee may be subject to receiving if they are deemed high-risk through the monitoring process.

The state is currently in the midst of a five-year state-level evaluation. As a result, a portion of the state-level funds support a contracted evaluator to collect, analyze, and synthesize the data into a cohesive state-level report with findings used to drive program improvement for the following year.

## **Innovative practices**

### **Regional Representative Model**

The model has been created whereby the state is divided into seven regions. Within each region, a representative was selected through a competitive process. These representatives are required to hold two regional meetings per year. During the meetings, training and technical assistance is provided to programs. The structure has created better coordination and problem-solving within the field. The program specialist strives to attend at least one meeting in each region annually, and a portion of the state funds are used to support this structure.

### **Montana Afterschool Alliance (MTAA)**

The MTAA was formed several years ago. Staff from the OPI Health Enhancement and Safety Division serve as non-voting advisory staff on this alliance. Through this process, strategizing has occurred with the MTAA to provide training and technical assistance to programs. Future action by the MTAA may include the development of online training to be offered through the Teacher Learning Hub for out-of-school-time program staff. Further, efforts to effectively partner on an annual training conference have been successful for the past two years.

### **Montana Behavior Initiative (MBI) Summer Institute**

The MBI Summer Institute is an annual training conference. This institute draws over 1,200 educators, parents, counselors, paraprofessionals, psychologists, and various school staff to a week of training with a focus on using the Positive Behavior Interventions and Support model to implement mental health, social emotional learning, safety, parent and family engagement, and academic supports. The cross-training opportunity leads to greater connection between initiatives within the districts, and leads to more streamlined coordination of programs for students.

### **State-level funded programs:**

- Science, Technology, Engineering and Mathematics (STEM) activities, including a grant-funded initiative through National Aeronautics and Space Administration (NASA) that trains educators on how to implement STEM activities within their afterschool programs, are a priority.
- Montana is also part of the Formula 1 (F-1) Race Cars in Schools Initiative. This is one of the largest STEM Initiatives in the world. With a focus on American Indian programs, this initiative works annually with eight American Indian high school 21<sup>st</sup> CCLC programs to develop F-1 race cars and compete at the state, national, and world level. During the 2015-2016 school year, Montana sent the first Native American student team to Worlds to compete. This will continue to be an annual activity supported by the state and program-level funds in conjunction with a co-sponsorship from the Montana university system.
- Montana has focused on career and technical education. For the past two years, the 21<sup>st</sup> CCLC program has supported career and technical education training utilizing Dr. Dedmond to certify 21<sup>st</sup> CCLC staff interested in pursuing a career development facilitator national certification. Once certified, educators must be actively engaged in sharing their expertise in Montana by presenting at state-level conferences as a way to increase state capacity. To date, Montana has trained 11 facilitators, and this process will continue as an annual state-level activity.
- Staff have supported the integration of Indian Education for All into programs across Montana. The state staff for 21<sup>st</sup> CCLC work closely with staff from the OPI Indian Education Division to support the unique needs of American Indian students. Examples include staff from the Indian Education Division supporting program monitoring and site visit efforts in conjunction with the 21<sup>st</sup> CCLC staff as well as the 21<sup>st</sup> CCLC staff sitting on the OPI American Indian Task Force. The task force developed a model for integrated support for reservation schools, including those schools that are in need of more intensive supports from the OPI. There is a cross-agency collaborative to support the programs through joint training and technical support.
- Family engagement initiatives with Title I are a priority. Applicants will be required to outline the plan for aligning the community and family engagement activities with the activities identified under Title I. Further, this topic was identified in the most recent state-wide evaluation of the 21<sup>st</sup> CCLC program as an area to target for continued professional development among programs for the 2017-2018 year, so efforts will be made to align this training with the Title I office. It is possible that in moving forward, some funds from 21<sup>st</sup> CCLC could be used to support parent and family engagement activities in collaboration partnerships with other divisions within the OPI.

## **2. Awarding Sub-grants**

*(ESEA section 4203(a)(4)): Describe the procedures and criteria the SEA will use for reviewing applications and awarding 21<sup>st</sup> Century Community Learning Centers funds to eligible entities on*

*a competitive basis, which shall include procedures and criteria that take into consideration the likelihood that a proposed community learning center will help participating students meet the challenging State academic standards and any local academic standards.*

The OPI facilitates a competitive process for LEAs and Community-Based Organizations (CBOs), including faith-based CBOs, to apply for grant funds under Title IV, Part B. This process is coordinated through an electronic system for grants management called E-grants. The E-grant system houses the Request for Proposal (RFP) as well as the applicant's response to the RFP, including program narrative, budget, and assurances. The system is also used for current grantees to complete their annual renewal process.

As required, the OPI will establish a process for the governor to provide meaningful consultation in the subgrant and awarding processes of these competitive grants.

The OPI uses a multi-pronged approach to notify potential applicants of the funding opportunity. A list of nonprofit organizations and churches has been created, and a letter is sent to the entities announcing the release of the RFP. A notice is posted on the agency website, and, in moving forward, a notice will be sent to the Montana Afterschool Alliance to disseminate to their members. Finally, schools are notified through regular OPI communications, including in-person meetings, trainings, and monthly newsletters.

The OPI facilitated an RFP process to solicit a list of external organizations that could provide assistance in carrying out the activities of Title IV, Part B. This list will be made available to applicants during the RFP process in the spring of 2018.

During the competitive process, the OPI hosts one or more training webinars for potential applicants to receive training, not only in the E-grants system, but also on the RFP detail, process, and scoring criteria. Included in the training webinar is information regarding the academic focus of 21<sup>st</sup> CCLC programs and the importance of connecting the academic support through the programs with the school-day curriculum.

After the close of the RFP process, peer reviewers read and score the applications based on predetermined scoring criteria, which was made available to applicants during the application process. Within the scoring matrix, points are awarded based on the applicant's ability to demonstrate how the proposal aligns the local program activities to the existing state logic model for the Title IV, Part B funds as well as to their local needs assessment. The state logic model is aligned to the core components of the Title IV, Part B funding, including academic support, student enrichment activities, and family and community engagement activities. The logic model includes a description of the performance indicators and performance measures used to evaluate programs and activities. Included in the new scoring process for the 2018 competition are priority points for programs that serve students who primarily attend schools implementing comprehensive support and improvement activities or targeted support and improvement activities. Applicants will present their needs-assessment findings in their RFP to demonstrate their program design is aligned with local needs. The goal of the OPI is to have this needs assessment be the same as the CSIP to reduce duplication of planning and assessment documents at the local level.

In 2018 and forward, the OPI will select peer reviewers utilizing the same protocol established by Title I School Support. A formal recruitment notice will be posted through Montana's procurement process and facilitated through the Montana eMac system to solicit qualified individuals outside the OPI to apply to review proposals for the 21<sup>st</sup> CCLC program. Reviewers will be selected from the pool of qualified



applicants and will be trained in the grant review process and E-grants system. The reviewers will utilize the predetermined scoring matrix to score the competitive grants and return their scores to the OPI. Finally, the reviewer team will meet to discuss scores and finalize ranking.

Upon completion of the scoring, the OPI will issue an official Notice of Award to the successful grantees through the E-grants process. The notices cover a five-year grant award and do not fall below \$50,000 per year. For those that are not successful, a copy of the grievance policy is made available in the *State and Federal Grants Handbook* for anyone wanting to file a formal grievance regarding the process.

Montana strives for equitable distribution of funds. With a focus on high-poverty communities, there is a large geographical spread to disperse the funds. Of Montana's 56 counties, 38 currently house programs. With Native Americans comprising the largest minority population in Montana, all seven of the reservations are currently funded with programming. There are 16 sites and 33 centers located within the tribal nations. In addition, school size ranges across Montana with over 100 one-room school houses across the state. Montana currently funds programs who serve students from 5 AA districts, 11 A districts, 18 B districts, and 35 C districts. As demonstrated, Montana ensures equitable distribution of funds while using a scoring process to ensure high quality programs are funded.

## **H. Title V, Part B, Subpart 2: Rural and Low-Income School Program**

### **1. Outcomes and Objectives**

*(ESEA section 5223(b)(1)): Provide information on program objectives and outcomes for activities under Title V, Part B, Subpart 2, including how the SEA will use funds to help all students meet the challenging State academic standards.*

### **2. Technical Assistance**

*(ESEA section 5223(b)(3)): Describe how the SEA will provide technical assistance to eligible LEAs to help such agencies implement the activities described in ESEA section 5222.*

The objective of Title V, Part B, Subpart 2, Rural Education Achievement Program (REAP) is to ensure eligible LEAs have resources to meet statewide goals for student achievement, graduation, school quality and student success. The OPI will support LEAs to use the funds in order to meet state interim and long-term goals. Specific outcomes for the program include:

- Alignment of resources to support student academic and behavioral needs.
- Increased student achievement.
- Meeting improvement targets on state accountability indicators.
- Increased access to and participation in high-quality professional development for teachers in rural schools.
- Increased access to a well-rounded education and to college readiness opportunities, such as Advanced Placement, dual credit, and credit recovery.

The OPI will provide technical assistance to LEAs in the proper use of REAP funds to meet program objectives. At the state annual Title I Conference and other work sessions, participants will learn how to use the funds for activities under Title I, A; II, A; III, A; IV, A, or parent and family engagement activities, in alignment with their Continuous School Improvement Plans. The OPI will also provide targeted assistance to LEAs struggling to achieve program outcomes, which may include LEAs receiving funds for comprehensive school improvement. For these schools, comprehensive needs assessments will indicate how LEAs can best target funds to support improvement. To increase educators' access to high quality professional development, the OPI will provide regionally-based and online professional learning opportunities in coordination with other Title programs and state initiatives. The OPI works closely with the RESAs to target professional learning to the specific needs of rural schools. RESAs have local, context-specific knowledge of the learning needs of educators in their region and maintain close contact with districts to ensure professional learning opportunities are aligned with school schedules and educator learning needs. The OPI will also partner with rural education association partners and higher education to support leadership development of rural administrators.

To ensure effective use of funds, the OPI will continue to provide assistance in the areas of cash management and program monitoring to ensure sub-recipients are utilizing Title V, Part B, Subpart 2 funds appropriately and within the program parameters, and continue to monitor grant balances and requests for funds to ensure sub-recipients are liquidating their funds within the guidelines and in a timely manner. The OPI will continue to provide technical assistance to sub-recipients on an as-needed ongoing basis.

Program outcomes will be monitored through an annual final program report for Title V, B Subpart 2 funds demonstrating use of funds and changes in measurable objectives.

| Activities   | Outcomes   |
|--|--|
| Technical assistance and guidance on use of funds  | <ul style="list-style-type: none"> <li>• LEA plans show alignment of funds to support evidence-based strategies in support of student outcomes</li> </ul>  |
| RESAs provide high-quality professional development  | <ul style="list-style-type: none"> <li>• Increased number of teachers reporting participation in regional professional development and competency in implementing evidence-based practices</li> <li>• Increased student achievement</li> </ul>   |
| Partner with rural education associations and higher education to support rural administrators | <ul style="list-style-type: none"> <li>• Providing specific skills needed for administrators in rural schools in the states so they can support educators and students</li> <li>• Continuous School Improvement Plans show increased depth of knowledge of evidence-based school improvement practices and coherent approach to addressing school and district challenges</li> <li>• Improvement on state accountability indicators</li> </ul> |

# **I. Education for Homeless Children and Youth program, McKinney- Vento Homeless Assistance Act, Title VII, Subtitle B**

## **1. Student Identification**

*(722(g)(1)(B) of the McKinney-Vento Act): Describe the procedures the SEA will use to identify homeless children and youth in the State and to assess their needs.*

The OPI views the Education of Homeless Children and Youth (EHCY) Program as a framework for supporting students and families experiencing homelessness across the state. Due to the rural and frontier nature of many LEAs, it can be a daunting challenge for under-resourced communities to create a robust program. The OPI encourages all communities to view EHCY through the lens of Multi-Tiered Systems of Support. By creating a systemic approach to meeting the needs of all students, students experiencing homelessness will be able to access interventions designed to increase their academic success and positively impact their social and emotional well-being.

LEA homeless liaisons will coordinate with other entities and agencies to identify children and youth who may be homeless, including runaway youth, in an effort to better understand the challenges of all students within their schools. Accurate and prompt identification of students experiencing homelessness allows LEAs to work with community partners to provide supports and resources.

The OPI will rely on LEAs to identify, serve, and enroll children and youth experiencing homelessness in public schools, or to refer them to local Head Start, Tribal Head Start, or other educational programs where appropriate, including IDEA Part C. All children and youth identified as homeless who are enrolled in a public school in Montana will be identified in the Achievement in Montana (AIM) database, including the student's living situation at the time of identification as homeless. Children and youth who are unaccompanied will also be marked as such in the AIM system. The OPI's EHCY program, in conjunction with the National Center for Homeless Education, will provide training, technical assistance, and written guidance to all LEAs regarding the need to identify and provide services to such children and youth. Such identification and provision of services will include children and youths who are runaways.

Upon enrollment, all LEAs will assess the needs of each eligible child or youth. LEAs applying for or receiving subgrants will conduct community-wide assessments to determine the needs of all families, children, and youth experiencing homelessness who reside in the geographic area served by the sub-grant. Through regular communication with liaisons, the state coordinator will assess the needs of children and youth across the state who are experiencing homelessness. The state coordinator will respond to inquiries from parents, families, caregivers, and unaccompanied homeless youth, including runaways, to ensure that each child or youth receives the full protections and services provided by this subtitle.

The state coordinator will work with the OPI Indian Education Division and with tribal governments across the state to create culturally appropriate programs that meet the needs of both rural and urban American Indian populations. The state coordinator will provide focused technical assistance and training to schools located on or near reservations with high populations of American Indian students to ensure that students experiencing homelessness within these schools are appropriately identified and provided with services.

## **2. Dispute Resolution**

*(722(g)(1)(C) of the McKinney-Vento Act): Describe procedures for the prompt resolution of disputes regarding the educational placement of homeless children and youth.*

All LEAs are required to adopt a policy and procedure for resolving disputes regarding the educational placement of children and youth identified as homeless. Such policies and procedures may be the same process used to address other disputes or grievances within the district. The OPI provides plain language documents to all LEAs to assist them in informing families and youth experiencing homelessness of their right to file a dispute. Documents are available on the OPI website and are also available to all LEAs in the state through TransACT.com under a contract with the OPI. Parents, guardians, or unaccompanied youth may file a dispute with the OPI based on the following process:

### **Notice by Local Education Agency (LEA)**

Each LEA must have a dispute resolution policy specifically addressing the right of a student experiencing homelessness to appeal decisions regarding a student's eligibility, school placement, or provision of services.

### **LEA Homeless Liaison**

In any dispute regarding eligibility, placement, or provision of services to a student identified as homeless, the school must refer the parent, guardian, or unaccompanied youth to the LEA's homeless liaison to assist in carrying out the dispute resolution as quickly as possible.

### **LEA Decision**

LEAs and liaisons should make every attempt to resolve disputes at the local level using the LEA dispute/grievance process. The LEA homeless liaison will work with the state coordinator or with the National Center for Homeless Education, as appropriate, to resolve the dispute.

### **SEA State Coordinator**

Upon receipt of a completed dispute resolution form and related documentation, the state coordinator will, within 15 calendar days, convene a panel of three OPI staff to investigate and resolve the dispute. The decisions of the panel will be final.

## **3. Support or School Personnel**

*(722(g)(1)(D) of the McKinney-Vento Act): Describe programs for school personnel (including the LEA liaisons for homeless children and youth, principals and other school leaders, attendance officers, teachers, enrollment personnel, and specialized instructional support personnel) to heighten the awareness of such school personnel of the specific needs of homeless children and youth, including runaway and homeless children and youth*

All school personnel providing services to children and youth impacted by homelessness must receive professional development and other support on a yearly basis to ensure compliance with all legal requirements and best practices regarding the support of these students. Professional development topics may include homelessness, poverty, special education topics, trauma, child abuse, and other issues relevant to students and families in crisis.

The OPI requires liaisons in all LEAs participating in the sub-grant program to participate in at least

seven hours of professional development addressing the needs of homeless children and youth on an annual basis. The state coordinator provides trainings on topics related to the enrollment and retention of homeless children and youth on a yearly basis.

Liaisons in LEAs not funded by a sub-grant will be required to obtain a minimum of three hours of professional development addressing the needs of children and youth identified as homeless on a yearly basis. All professional development may be obtained through webinars offered by the federal technical assistance provider, through other organizations advocating for homeless children and youth, through the state coordinator, or through other recognized experts in the field of child and youth homelessness. Trainings will include information on homeless children, including runaways, sex trafficking, and those aging out of foster care.

#### **4. Access to Services**

*(722(g)(1)(F) of the McKinney-Vento Act): Describe procedures that ensure that:*

- i. Homeless children have access to public preschool programs, administered by the SEA or LEA, as provided to other children in the State;*
- ii. Homeless youth and youth separated from public schools are identified and accorded equal access to appropriate secondary education and support services, including by identifying and removing barriers that prevent youth described in this clause from receiving appropriate credit for full or partial coursework satisfactorily completed while attending a prior school, in accordance with State, local, and school policies; and*
- iii. Homeless children and youth who meet the relevant eligibility criteria do not face barriers to accessing academic and extracurricular activities, including magnet school, summer school, career and technical education, advanced placement, online learning, and charter school programs, if such programs are available at the State and local levels.*

i. The SEA state coordinator will collaborate and coordinate efforts with Montana’s Best Beginnings Advisory Council and offer input to member agencies regarding the need to provide services to preschool children identified as homeless. The state coordinator will work with the Head Start Collaboration Coordinator to ensure that children identified as homeless are prioritized for services within Head Start and Tribal Head Start programs. Approximately 10 percent of all children served in Montana Head Start programs are identified as homeless each year. The state coordinator will collaborate with the federal, state, and locally funded preschool programs to prioritize services to children identified as homeless who live in communities offering such programs. Upon request the state coordinator will provide training and technical assistance to Head Start and other state or federally funded preschool programs.

ii. The state coordinator will collaborate with Alternative Education Centers across the state to increase awareness of the need to provide outreach and drop-out recovery programs to youth identified as homeless, including youth identified as runaways. These efforts will include credit recovery and alternative methods of meeting graduation requirements.

The state coordinator will collaborate with the Office of the Commissioner of Higher Education, state and tribal colleges and universities, and other state agencies providing financial aid and educational opportunities to students seeking a post-secondary education.

Each LEA with a school serving students in Grades 9-12 must have clear procedures in place to ensure that homeless students receive appropriate credit for full or partial coursework satisfactorily completed while attending a prior school (Section 722(g)(1)(F)(ii)).

iii. The state coordinator communicates with the Montana High School Association (MHSA) to ensure that students identified as homeless, including runaways, are granted waivers to eligibility requirements based on residency. The state coordinator also works with state and local programs that provide extracurricular activities to children and youth experiencing homelessness, including organizations such as the YMCA and United Way.

The state coordinator collaborates with the OPI Career and Technical Education Division to ensure access to CTE activities including BPA, FFA, FCCLA, HOSA, SkillsUSA, ProStart, and other similar career-based programs. LEA homeless liaisons will coordinate with CTE advisors to provide students with items required to participate, including fees, equipment, tools, uniforms, or other clothing items.

The state coordinator encourages LEAs to provide opportunities for students identified as homeless to enroll in Advanced Placement Courses, International Baccalaureate Programs, Dual Enrollment Programs, Gifted and Talented Programs, and other academic programs.

LEAs will assist students identified as homeless in participating in fine arts programs. Through collaborative efforts with nonprofits and other community agencies, LEAs are encouraged to reach out to the local community to provide items needed for participation in extra-curricular activities, including athletic gear, participation fees, musical instruments, and other tools or equipment as necessary.

LEAs will provide students identified as homeless with access to credit recovery and other alternative opportunities to obtain credit, including summer school, before and after school learning opportunities, and online credit recovery and learning options through the Montana Digital Academy, EdReady Montana, or other online options.

Magnet programs and charter schools are currently not available in Montana. Should either of those options become available within the state, those programs would be required to comply with state and federal laws requiring equal access for students identified as homeless, including the requirements to provide transportation and remove barriers to enrollment, attendance, and academic success.

## **5. Strategies to Address Other Problems**

*(722(g)(1)(H) of the McKinney-Vento Act): Provide strategies to address other problems with respect to the education of homeless children and youth, including problems resulting from enrollment delays that are caused by—*

- iv. requirements of immunization and other required health records;*
- v. residency requirements;*
- vi. lack of birth certificates, school records, or other documentation;*
- vii. guardianship issues; or*
- viii. uniform or dress code requirements.*

i. LEA homeless liaisons will assist students and families identified as homeless in obtaining required immunizations through county health offices or other medical providers, including outreach to community service organizations that provide medical services and supplies, such as

glasses or hearing aids. LEA homeless liaisons will assist unaccompanied homeless youths, including runaways, in enrolling in any available Medicaid programs and in accessing health care services under state statute.

ii. LEA homeless liaisons will inform all staff, with particular attention to staff responsible for enrollment or registration of students, that students or families who may be homeless are not required to provide proof of residency.

iii. Upon request for enrollment, LEA homeless liaisons will assist the student or family in obtaining birth certificates or other necessary documentation, including payment of any fees to obtain state or county records. Upon request from the enrolling school, all LEAs will release student records within five days, per Montana code.

iv. LEA homeless liaisons will inform all staff, with particular attention to staff responsible for enrollment or registration of students, that students who are not in the physical custody of a parent or guardian have the right to self-enroll in any public school. Family members providing care to a child without legal guardianship will be encouraged to complete a Caretaker-Relative Affidavit, per Montana code. Such an affidavit will not alter a student's designation as homeless.

v. LEA homeless liaisons will work with local organizations to provide students with uniforms or clothing items to meet school dress code policies or class participation guidelines.

## **6. Policies to Remove Barriers**

*(722(g)(1)(I) of the McKinney-Vento Act): Demonstrate that the SEA and LEAs in the State have developed, and will review and revise, policies to remove barriers to the identification of homeless children and youth, and the enrollment and retention of homeless children and youth in schools in the State, including barriers to enrollment and retention due to outstanding fees or fines, or absences.*

The state coordinator will annually review and recommend revisions to state-level policies or procedures that may create barriers to the identification, enrollment, and retention of students identified as homeless. This review will be conducted in collaboration and coordination with other state and federally funded programs, including Title I, Title III, Migrant Education, IDEA, and Indian Education. Such review will be conducted with input from LEAs receiving subgrant funds, including urban, rural, and reservation communities.

The OPI will provide written guidance documents regarding the need to enroll and retain children and youth who are homeless, including the unique needs of various at-risk and diverse subgroups of students.

The state coordinator will collaborate with other divisions within the OPI that provide specific support, such as Migrant Education, Indian Education, Special Education, Gifted and Talented Education, Preschool Programs, Career and Technical Education, and other programs and initiatives relevant to the needs of children and youth identified as homeless.

Montana Code prohibits all public schools from holding student records for fines or fees.



## **7. Assistance from Counselors**

*(722(g)(1)(K)): A description of how youths described in section 725(2) will receive assistance from counselors to advise such youth, and prepare and improve the readiness of such youth for college.*

The state coordinator will work with the Montana School Counseling Association (MSCA) to increase awareness among school counselors of the need to assist high school students identified as homeless in receiving appropriate credit for full or partial coursework. The state coordinator will also work with the MSCA to provide all school counselors in the state with training regarding the need to assist students identified as homeless in preparing for college, careers, or community across the K-12 continuum. It is recommended that all school counselors participate in professional development to increase awareness of the unique needs of children and youth experiencing homelessness. Webinars are available through the federal technical assistance provider, the American School Counseling Association, and the Teacher Learning Hub.

## Appendix A

### Measurements of interim progress

*Instructions: Each SEA must include the measurements of interim progress toward meeting the long-term goals for academic achievement, graduation rates, and English language proficiency, set forth in the State’s response to Title I, Part A question 4.iii, for all students and separately for each subgroup of students, including those listed in response to question 4.i.a. of this document. For academic achievement and graduation rates, the State’s measurements of interim progress must take into account the improvement necessary on such measures to make significant progress in closing statewide proficiency and graduation rate gaps.*

#### A. Academic Achievement

##### Academic Achievement Goals: English Language Arts Proficiency Rates

| Subgroups                  | Language Arts: Baseline Data (2017) | Language Arts: Year 1: (2018) | Language Arts: Year 2: (2019) | Language Arts: Year 3: (2020) | Language Arts: Year 4: (2021) | Language Arts: Year 5: (2022) | Language Arts: Year 6: (2023) |
|----------------------------|-------------------------------------|-------------------------------|-------------------------------|-------------------------------|-------------------------------|-------------------------------|-------------------------------|
| All Students               | 50.3%                               | 52.4%                         | 54.4%                         | 56.3%                         | 58.1%                         | 59.9%                         | 61.5%                         |
| Economically Disadvantaged | 37.7%                               | 40.3%                         | 42.8%                         | 45.2%                         | 47.5%                         | 49.8%                         | 51.9%                         |
| Children with Disabilities | 18.3%                               | 21.8%                         | 25.1%                         | 28.3%                         | 31.4%                         | 34.4%                         | 37.3%                         |
| English Learners           | 6.5%                                | 10.6%                         | 14.5%                         | 18.4%                         | 22.1%                         | 25.7%                         | 29.2%                         |
| White                      | 55.3%                               | 57.2%                         | 59.0%                         | 60.7%                         | 62.4%                         | 64.0%                         | 65.5%                         |
| American Indian            | 21.4%                               | 24.8%                         | 28.0%                         | 31.1%                         | 34.1%                         | 37.0%                         | 39.8%                         |

**Academic Achievement Goals: Mathematics Proficiency Rates**

| <b>Subgroups</b>                      | <b>Math<br/>Baseline<br/>Data (2017)</b> | <b>Math<br/>1:<br/>(2018)</b> | <b>Math<br/>2:<br/>(2019)</b> | <b>Math<br/>3:<br/>(2020)</b> | <b>Math<br/>4:<br/>(2021)</b> | <b>Math<br/>5:<br/>(2022)</b> | <b>Math<br/>6:<br/>(2023)</b> |
|---------------------------------------|--|-------------------------------|-------------------------------|-------------------------------|-------------------------------|-------------------------------|-------------------------------|
| <b>All Students</b>                   | 41.3%                                    | 43.7%                         | 46.1%                         | 48.3%                         | 50.5%                         | 52.5%                         | 54.5%                         |
| <b>Economically<br/>Disadvantaged</b> | 29.3%                                    | 32.2%                         | 35.1%                         | 37.8%                         | 40.4%                         | 42.9%                         | 45.3%                         |
| <b>Children with<br/>Disabilities</b> | 14.7%                                    | 18.3%                         | 21.8%                         | 25.1%                         | 28.3%                         | 31.4%                         | 34.3%                         |
| <b>English<br/>Learners</b>           | 6.9%                                     | 11.0%                         | 14.9%                         | 18.7%                         | 22.4%                         | 26.0%                         | 29.4%                         |
| <b>White</b>                          | 46.0%                                    | 48.3%                         | 50.4%                         | 52.5%                         | 54.5%                         | 56.4%                         | 58.2%                         |
| <b>American<br/>Indian</b>            | 15.3%                                    | 18.9%                         | 22.3%                         | 25.7%                         | 28.8%                         | 31.9%                         | 34.9%                         |

**A. Graduation Rates**

| <b>Subgroups</b>                      | <b>Baseline<br/>(2016)</b> | <b>Year 1:<br/>(2017)</b> | <b>Year 2:<br/>(2018)</b> | <b>Year 3:<br/>(2019)</b> | <b>Year 4:<br/>(2020)</b> | <b>Year 5:<br/>(2021)</b> | <b>Year 6:<br/>(2022)</b> |
|---------------------------------------|----------------------------|---------------------------|---------------------------|---------------------------|---------------------------|---------------------------|---------------------------|
| <b>All students</b>                   | 85.6%                      | 86.4%                     | 87.0%                     | 87.7%                     | 88.3%                     | 88.9%                     | 89.5%                     |
| <b>Economically<br/>Disadvantaged</b> | 76.4%                      | 77.6%                     | 78.8%                     | 79.9%                     | 80.9%                     | 81.9%                     | 82.9%                     |
| <b>Children with<br/>Disabilities</b> | 77.8%                      | 79.1%                     | 80.4%                     | 81.7%                     | 82.9%                     | 84.0%                     | 85.1%                     |
| <b>English Learners</b>               | 58.7%                      | 61.5%                     | 64.1%                     | 66.6%                     | 68.9%                     | 71.2%                     | 73.3%                     |
| <b>White</b>                          | 87.3%                      | 88.0%                     | 88.7%                     | 89.3%                     | 89.9%                     | 90.5%                     | 91.0%                     |
| <b>American Indian</b>                | 65.6%                      | 67.5%                     | 69.4%                     | 71.2%                     | 72.9%                     | 74.5%                     | 76.0%                     |

**B. Progress in Achieving English Language Proficiency**

**World Class Instructional Design & Assessment (WIDA): Students showing Progress**

| <b>Subgroups</b>        | <b>Baseline<br/>(2016)</b> | <b>WIDA:<br/>Year 1:<br/>(2017)</b> | <b>WIDA:<br/>Year 2:<br/>(2018)</b> | <b>WIDA:<br/>Year 3:<br/>(2019)</b> | <b>WIDA:<br/>Year 4:<br/>(2020)</b> | <b>WIDA:<br/>Year 5:<br/>(2021)</b> | <b>WIDA:<br/>Year 6:<br/>(2022)</b> |
|-------------------------|----------------------------|-------------------------------------|-------------------------------------|-------------------------------------|-------------------------------------|-------------------------------------|-------------------------------------|
| <b>English Learners</b> | 44.6%                      | 47.3%                               | 49.8%                               | 52.3%                               | 54.7%                               | 57.0%                               | 59.1%                               |

## **Appendix B**

### **Section 427 GEPA**

The Montana OPI and the Montana Special Education Advisory Committee plan to review existing policies and procedures to ensure that the ESSA Consolidated State Plan aligns with the requirements of Section 427. The OPI will ensure equitable access to and participation in programs for students, teachers and other program beneficiaries with special needs.

The Montana OPI has a comprehensive Affirmative Action Plan. It is the policy of the state to recruit, hire, train, and promote persons in all job titles regardless of gender, race, national origin, color, disability, or age. Please see the following link for the complete plan:

[http://www.montanadrive.mt.gov/pdf/Superintendent/AAP2010\\_final.pdf](http://www.montanadrive.mt.gov/pdf/Superintendent/AAP2010_final.pdf)

## Appendix B

OMB Control No. 1894-0005 (Exp. 03/31/2017)

### NOTICE TO ALL APPLICANTS

*The purpose of this enclosure is to inform you about a new provision in the Department of Education's General Education Provisions Act (GEPA) that applies to applicants for new grant awards under Department programs. This provision is Section 427 of GEPA, enacted as part of the Improving America's Schools Act of 1994 (Public Law (P.L.) 103-382).*

#### **To Whom Does This Provision Apply?**

*Section 427 of GEPA affects applicants for new grant awards under this program. **ALL APPLICANTS FOR NEW AWARDS MUST INCLUDE INFORMATION IN THEIR APPLICATIONS TO ADDRESS THIS NEW PROVISION IN ORDER TO RECEIVE FUNDING UNDER THIS PROGRAM.***

*(If this program is a State-formula grant program, a State needs to provide this description only for projects or activities that it carries out with funds reserved for State-level uses. In addition, local school districts or other eligible applicants that apply to the State for funding need to provide this description in their applications to the State for funding. The State would be responsible for ensuring that the school district or other local entity has submitted a sufficient section 427 statement as described below.)*

#### **What Does This Provision Require?**

*Section 427 requires each applicant for funds (other than an individual person) to include in its application a description of the steps the applicant proposes to take to ensure equitable access to, and participation in, its Federally-assisted program for*

*students, teachers, and other program beneficiaries with special needs. This provision allows applicants discretion in developing the required description. The statute highlights six types of barriers that can impede equitable access or participation: gender, race, national origin, color, disability, or age. Based on local circumstances, you should determine whether these or other barriers may prevent your students, teachers, etc. from such access or participation in, the Federally-funded project or activity. The description in your application of steps to be taken to overcome these barriers need not be lengthy; you may provide a clear and succinct description of how you plan to address those barriers that are applicable to your circumstances. In addition, the information may be provided in a single narrative, or, if appropriate, may be discussed in connection with related topics in the application.*

*Section 427 is not intended to duplicate the requirements of civil rights statutes, but rather to ensure that, in designing their projects, applicants for Federal funds address equity concerns that may affect the ability of certain potential beneficiaries to fully participate in the project and to achieve to high standards. Consistent with program requirements and its approved application, an applicant may use the Federal funds awarded to it to eliminate barriers it identifies.*

#### **What are Examples of How an Applicant Might Satisfy the Requirement of This Provision?**

*The following examples may help illustrate how an applicant may comply with Section 427.*

*(1) An applicant that proposes to carry out an adult literacy project serving, among others, adults with limited English proficiency, might describe in its application how it intends to distribute a brochure about the proposed project to such potential participants in their native language.*

*(2) An applicant that proposes to develop instructional materials for classroom use might describe how it will make the materials available on audio tape or in braille for students who are blind.*

*(3) An applicant that proposes to carry out a model science program for secondary students and is concerned that girls may be less likely than boys to enroll in the course, might indicate how it intends to conduct "outreach" efforts to girls, to encourage their enrollment.*

*(4) An applicant that proposes a project to increase school safety might describe the special efforts it will take to address concern of lesbian, gay, bisexual, and transgender students, and efforts to reach out to and involve the families of LGBT students*

*We recognize that many applicants may already be implementing effective steps to ensure equity of access and participation in their grant programs, and we appreciate your cooperation in responding to the requirements of this provision.*

**Estimated Burden Statement for GEPA Requirements**

*According to the Paperwork Reduction Act of 1995, no persons are required to respond to a collection of information unless such collection displays a valid OMB control number. Public reporting burden for this collection of information is estimated to average 1.5 hours per response, including time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. The obligation to respond to this collection is required to obtain or retain benefit (Public Law 103-382. Send comments regarding the burden estimate or any other aspect of this collection of information, including suggestions for reducing this burden, to the U.S. Department of Education, 400 Maryland Ave., SW, Washington, DC 20210-4537 or email [ICDocketMgr@ed.gov](mailto:ICDocketMgr@ed.gov) and reference the OMB Control Number 1894-0005.*

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## Appendix C



HOPE for Montana Students

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### **Multiple OPI Departments are hands on with student supports for mental health and suicide prevention.**

**PREVENTION**

**MITIGATION**

**PROTECTION**

**RESPONSE**

**RECOVERY**

**The following are offered through partnerships: Students:**

Youth Mental Health First Aid is an 8-hour, in-person training designed to teach parents, family members, schools, and others how to help an adolescent (age 12-18) who is experiencing a mental health or addictions challenge or is in crisis.

Heads Up - Peer Leadership Camp focused on Mental Health, including careers in the field and Youth Mental Health First Aid.

Signs of Suicide (SOS) provides tools to help youth identify the signs and symptoms of depression, suicide, and self-injury in themselves and their peers.

ASIST Applied Suicide Intervention Skills Training (ASIST) is a 16-hour, in-person training for anyone 16 or older.

SafeTALK is a half-day in person alertness workshop that prepares anyone over the age of 15.

Montana Behavior Initiative (MBI) is a proactive approach in creating behavioral supports and a social culture that establishes social, emotional, and academic success for all students.

School Climate work and multi-tiered systems of supports, such as support groups.

Comprehensive School and Community Treatment (CSCT) are mental health services in schools for students who meet the criteria for a serious emotional disturbance.

Columbia Suicide Severity Rating Scale (C-SSRS) and various other screeners like the Systematic Screening for Behavior Disorders (SSBD) and the Patient Health Questionnaire 9 (PHQ-9).

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### **Schools and staff:**

SAFESCHOOLS- The two-hour online course meets the requirements of the Jason Flatt Act and offers school staff members an awareness-level understanding.

The Jason Foundation series of online Staff Development Training Modules provide information on the awareness and prevention of youth suicide suitable for teachers, coaches, other school personnel.

QPR-Just like CPR, QPR is an emergency response to someone in crisis and can save lives.

Bully-Free Tool Kit

Youth Mental Health First Aid Trauma-

Informed Practices Teacher Learning

Hub courses

The new Health Standards include education around mental health.

Emergency Operations Planning and Safety including Threat Assessment Training Coming soon –

Kognito *At-Risk* online interactive training

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### **Tribal Schools:**

Suicide and Crisis Response Project School

Climate Work

Wraparound Services designed to build a supportive network around youth and their families.

**Suicide is a community concern and OPI is grateful for the collaboration with our partners.**

**Partners:**

Youth Aware of Mental Health (YAM) from the Montana State University Center for Mental Health Research and Recovery Extension Office.

National Alliance on Mental Illness (NAMI)

Department of Public Health and Human Services (DPHHS) Montana

Counselors Association

Montana Hospital Association

Multiple Representatives

Shodair Children's Hospital

Youth Dynamics

Acadia Healthcare

Jason DeShaw

Substance Abuse and Mental Health Services Administration (SAMHSA) Montana SOARS

*(Support, Outreach, and Access for the Resiliency of Students)* Schools: Browning, Butte, and Kalispell



## Appendix D

### Montana OPI Meetings & Discussions since January 2017

| WHEN 2017                                 | WHAT  | WHERE                      | WHO  |
|---|---|----------------------------|--|
| Jan. 12 <sup>th</sup> & 13 <sup>th</sup>  | Assessment Conference<br>ESSA Session   | Missoula                   | -Assessment Directors<br>-Administrators<br>-Educators   |
| Jan. 24 <sup>th</sup>                     | CCSSO Webinar on ESSA and changes   | Helena OPI                 | OPI ESSA STAFF   |
| Jan. 27 <sup>th</sup>                     | Conference call with CCSSO discussing ESSA and the ACT  | Helena OPI                 | OPI & National Education Orgs.   |
| Feb. 1 <sup>st</sup> & 2 <sup>nd</sup>    | Assessment Conference<br>ESSA Session   | Billings                   | -Assessment Directors<br>-Administrators<br>-Educators   |
| Feb. 6 <sup>th</sup> & 7 <sup>th</sup>    | Title 1 Support Conference<br>ESSA Info.  | Helena                     | -Administrators<br>-Educators<br>-Title 1 Directors  |
| Feb. 14 <sup>th</sup>                     | High-tiered Community of Practice Meeting<br>ESSA Updates & Listening                                       | Missoula                   | -SPED Directors<br>-Innovative Placement/Program Directors<br>-Educators<br>-Corrections<br>-Higher Ed. & more |
| March 3 <sup>rd</sup>                     | Contact others for feedback on the Dec. 28 <sup>th</sup> plan   | Helena<br>Conference Calls | Ed NW<br>CCSSO<br>Center for Assessment  |
| March 15 <sup>th</sup>                    | Legislative Ed. Caucus Morning  | Helena Capitol             | Multiple Legislators   |
| March Wednesdays throughout               | Tribal Legislative Ed. Caucus Afternoon   | Helena Capitol             | Multiple Legislators   |
| March 16 <sup>th</sup> & 17 <sup>th</sup> | Board of Public Education Meeting<br>ESSA update on info. released March 13 <sup>th</sup> from Dept. of Ed. | Helena                     | -Board of Public Ed. Members<br>-Members from SAM and other Ed. Orgs.  |

|   |  |                 |   |
|---|--|-----------------|---|
| March 22 <sup>nd</sup>                    | Legislative Conference and CCSO ESSA Meeting   | Washington D.C. | Montana and statewide ESSA reps.  |
| April 3 <sup>rd</sup>                     | MACIE Meeting<br>Montana Advisory Council on Indian Education<br>ESSA Updates & Listening        | Helena          | -Tribal leaders<br>-Stakeholders in American Indian Education including sups and others       |
| April 7 <sup>th</sup>                     | Ombudsman Discussion   | Helena          | -Private School Representatives   |
| April 15 <sup>th</sup>                    | MASS Meeting<br>ESSA Updates & Listening   | Belgrade        | -Superintendents  |
| April 18 <sup>th</sup>                    | State-wide Title 1 Conference<br>ESSA Power Point and multiple in-depth presentations & sessions | Helena          | -Administrators<br>-Educators<br>-Title/Federal Program Directors                             |
| April 26 <sup>th</sup>                    | College and Career Readiness Discussion  | Bozeman         | -LEA Superintendent and OPI   |
| April 27 <sup>th</sup>                    | IGNITE Conference<br>College Career Readiness  | Billings        | -Teachers<br>-Administrators<br>-JMG Program Directors and DLI                                |
| April 28 <sup>th</sup> & 29 <sup>th</sup> | Math Summit<br>ESSA Updates & Listening  | Fairmont        | -Math Educators<br>-Administrators<br>-Higher Ed.<br>-STREAM Grant participants<br>-OPI Staff |
| May 4 <sup>th</sup>                       | CSPD Comprehensive System of Personnel Development<br>ESSA Updates & Listening                   | Helena          | -Early Childhood stakeholders<br>-SPED Directors<br>-School Admin.                            |

|                      |  |                       |   |
|----------------------|--|-----------------------|---|
| May 5 <sup>th</sup>  | Education Organization Collaborative Meeting<br>Legislative & ESSA Discussions | Helena                | Reps from:<br>MTSBA<br>MEA-MFT<br>SAM<br>BOPE<br>MREA<br>MQEC<br>MASBO<br>OPI   |
| May 8 <sup>th</sup>  | Visit and Discussion<br>Providing legislative update and ESSA updates          | White Sulphur Springs | -School Superintendent<br>-Principal<br>-School Board Chair                     |
| May 9 <sup>th</sup>  | MASS Meeting<br>Providing materials & discussion<br>ESSA Updates & Listening   | Lewistown             | -Regional Superintendents<br>-Special Education Co-op<br>-County Superintendent |
| May 9 <sup>th</sup>  | Visit and Discussion<br>Providing legislative update and ESSA updates          | Lewistown             | News-Argus Reporter Deb Hill  |
| May 10 <sup>th</sup> | RESA Directors Meeting<br>ESSA Updates & Listening                             | Helena                | -RESA members   |
| May 16 <sup>th</sup> | Visit providing ESSA updates   | Missoula              | -School Sup. Schools<br>-Principals<br>-Assessment Director                     |
| May 16 <sup>th</sup> | Visit providing ESSA updates & Listening                                       | Missoula              | -MSU Education Department   |
| May 17 <sup>th</sup> | Visit providing ESSA/Legislative updates                                       | Missoula              | -KGVO Staff   |
| May 17 <sup>th</sup> | Visit providing ESSA updates & Listening                                       | Arlee                 | - School Sup.   |
| May 17 <sup>th</sup> | Visit providing ESSA updates & Listening                                       | Bigfork               | -School Sup.  |

|                      |  |             |  |
|----------------------|--|-------------|--|
| May 17 <sup>th</sup> | Kalispell School District Education Leadership Meeting on ESSA | Kalispell   | -Admin. From the area<br>-Previous Stakeholders<br>-Educators<br>-Curriculum Director<br>-Board of Pub. Ed. Member         |
| May 17 <sup>th</sup> | High School Agricultural Center                                | Kalispell   | -Ag. Ed. Instructor<br>-District Sup.  |
| May 17 <sup>th</sup> | Visit providing ESSA/Legislative updates                       | Kalispell   | -Daily Interlake Staff<br>-Flathead Beacon Staff   |
| May 18 <sup>th</sup> | Visit providing ESSA updates                                   | Missoula    | -Previous Stakeholder  |
| May 18 <sup>th</sup> | Visit providing ESSA/Legislative updates                       | Missoula    | -Missoulian Staff  |
| May 18 <sup>th</sup> | Visit providing ESSA/Legislative updates                       | Missoula    | -Legislator  |
| May 23 <sup>rd</sup> | ESSA Presentation and Discussion School District Tour          | Browning    | -Browning School District Leadership Team Including Admin. Instructional Coaches, Curriculum Directors, Educators and more |
| May 23 <sup>rd</sup> | Visit providing ESSA/Legislative updates                       | Browning    | -BCC Staff   |
| May 23 <sup>rd</sup> | Visit providing ESSA/Legislative updates                       | Valier      | -Valier School District Sup.   |
| May 23 <sup>rd</sup> | Visit providing ESSA/Legislative updates                       | Great Falls | -Great Falls Tribune Education Reporting Staff   |
| May 23 <sup>rd</sup> | Visit providing ESSA/Legislative updates                       | Belt        | -Belt School District Sup.   |

|                      |  |                 |  |
|----------------------|--|-----------------|--|
| May 23 <sup>rd</sup> | Visit providing ESSA/Legislative updates | Geyser          | -Geyser School District Sup.   |
| May 23 <sup>rd</sup> | Visit providing ESSA/Legislative updates | Stanford        | -Business Manager<br>-Admin.   |
| May 24 <sup>th</sup> | Visit providing ESSA/Legislative updates | Great Falls     | -East Middle School Leadership Team  |
| May 24 <sup>th</sup> | Visit providing ESSA/Legislative updates | Great Falls     | -Previous Stakeholders, Educators, Admin.  |
| May 24 <sup>th</sup> | Visit providing ESSA/Legislative updates | Sidney          | -Sidney School District Sup.<br>-Curriculum Director<br>-Title 1 Director  |
| May 24 <sup>th</sup> | Visit providing ESSA/Legislative updates | Sidney          | -Visit with Sidney High School Staff and Admin.  |
| May 24 <sup>th</sup> | Visit providing ESSA/Legislative updates | Eastern Montana | -Oil and Gas Leadership Team Including Superintendents and Business Managers from Fairview, Westby, Terry, Bainville and Plevna.<br>-Previous Stakeholders |
| May 24 <sup>th</sup> | Visit providing ESSA/Legislative updates | Miles City      | -Miles City School District Sup.   |
| May 24 <sup>th</sup> | Visit providing ESSA/Legislative updates | Great Falls     | -Great Falls School District Leadership Teams for Middle and High School<br>- Great Falls School District Sup.<br>-Previous Stakeholders                   |
| May 24 <sup>th</sup> | Visit providing ESSA/Legislative updates | Great Falls     | -Montana Council for Military Children Representatives   |

|                      |  |             |   |
|----------------------|--|-------------|---|
|                      |  |             | -Legislator<br>-Previous Stakeholders   |
| May 30 <sup>th</sup> | Visit providing ESSA and discussions on legislation  | Three Forks | -Three Forks Sup.<br>-Principals  |
| May 30 <sup>th</sup> | Visit providing ESSA info. and discussion on accountability indicators and more.                                       | Lockwood    | -Lockwood Sup.<br>-Federal Program Director<br>-Principals  |
| May 30 <sup>th</sup> | Visit providing ESSA and discussions on how the Library association can be involved and how we can involve librarians. | Laurel      | -Executive Director of the Montana Library Association  |
| May 30 <sup>th</sup> | Interview and ESSA Discussion  | Billings    | -Education Reporter for the Gazette   |
| May 31 <sup>st</sup> | Visit providing ESSA information and discussions especially on Title Programs  | Glendive    | -Glendive School District Leadership Team including Principals<br>- Glendive School District Sup.<br>-Clerk |
| May 31 <sup>st</sup> | Visit providing ESSA information and discussions   | Glendive    | -Ranger Education Reporter  |
| May 31 <sup>st</sup> | Visit providing ESSA information and discussions   | Wibaux      | -Wibaux School Sup.<br>-Principal<br>-Clerk   |
| May 31 <sup>st</sup> | Visit providing ESSA information and discussions   | Miles City  | -Miles City Star staff  |
| June 1 <sup>st</sup> | Visit providing ESSA information and discussions   | Ashland     | -St. Labre School Sup.  |



|                       |   |   |  |
|-----------------------|---|---|--|
| June 1 <sup>st</sup>  | Visit providing ESSA information and discussions  | Lame Deer                                       | -Lame Deer School clerk<br>-Legislators  |
| June 1 <sup>st</sup>  | Visit providing ESSA information and discussions  | Hardin  | -Hardin School clerk<br>-Left information for the Sup.<br>-Elementary school staff |
| June 1 <sup>st</sup>  | Interview and ESSA Discussion   | Hardin  | -Education Reporter for the Hardin paper   |
| June 12 <sup>th</sup> | ESSA Presentation by OPI staff and experts from multiple division then opportunity for questions and input. | Heritage Hall<br>Great Falls College            | - Educators, administrators, parents, community members, chamber and more          |
| June 13 <sup>th</sup> | Visit providing ESSA information and discussions. Consultation on certain aspects of the plan.              | Helena  | -Previous Stakeholder<br>-Governor's Office Staff<br>-Higher Ed.                   |
| June 14 <sup>th</sup> | ESSA Update and information provided  | Bozeman   | -Montana Council on Economics Members  |
| June 15 <sup>th</sup> | ESSA Presentation by OPI staff and experts from multiple division then opportunity for questions and input. | Dawson Community College Auditorium<br>Glendive | - Educators, administrators, parents, community members, chamber and more          |
| June 15 <sup>th</sup> | ESSA Discussion   | Billings  | -Billings School District Superintendent   |
| June 16 <sup>th</sup> | ESSA Presentation by OPI staff and experts from multiple division then opportunity for questions and input. | Billings Public Library                         | - Educators, administrators, parents, community members, chamber and more          |

|                        |  |                |  |
|------------------------|--|----------------|--|
| June 16 <sup>th</sup>  | ESSA Discussion & 21 <sup>st</sup> Century Program Visit   | Billings       | -Boys and Girls Club Director  |
| June 26 <sup>th</sup>  | ESSA Presentation by OPI staff then opportunity for questions and input.                                 | Bozeman        | -MREA Members  |
| June 29 <sup>th</sup>  | ESSA Presentation by OPI staff then opportunity for questions and input.                                 | Helena         | -State Special Education Advisory Council  |
| June 29 <sup>th</sup>  | Focus Groups on specific ESSA topics of interest<br>Title IV Part A<br>Long Term Goals<br>Accountability | Helena         | -Browning School District<br>-Great Falls School District<br>-Helena School District |
| July 6 <sup>th</sup>   | Focus Groups on specific ESSA topics of interest<br>Long Term Goals<br>Accountability                    | Helena         | -the Office of Higher Education<br>-MT DLI<br>-State Library Association             |
| July 11 <sup>th</sup>  | ESSA Draft Review  | Helena         | -Governor's Office   |
| August 2 <sup>nd</sup> | ESSA Presentation by OPI staff then opportunity for questions and input.                                 | Helena         | -SAM Members   |
| August 3 <sup>rd</sup> | ESSA Draft presentation and discussion   | Bozeman<br>MSU | -Librarians from across the state  |
| August 3 <sup>rd</sup> | ESSA Draft presentation and discussion   | Helena         | -Governor's Office   |
| August 4 <sup>th</sup> | ESSA Draft presentation and discussion   | Box Elder      | -MACIE   |

|                         |  |                  |  |
|-------------------------|--|------------------|--|
| August 10 <sup>th</sup> | ESSA Draft presentation and discussion | Lame Deer        | -Northern Cheyenne Tribal Leaders                              |
| August 14 <sup>th</sup> | ESSA Family Engagement Discussion      | Phone Conference | -Statewide PTA   |
| August 14 <sup>th</sup> | ESSA Draft presentation and discussion | Helena           | -Governor's Office   |
| August 14 <sup>th</sup> | ESSA Draft presentation and discussion | Helena           | -Governor Bullock  |
| August 14 <sup>th</sup> | ESSA Draft presentation and discussion | Helena           | -Education Advocates<br>-MT-PEC<br>-Governor's Office          |
| August 29 <sup>th</sup> | ESSA Draft presentation and discussion | Helena           | -Early Childhood Services Bureau Chief<br>-Head Start Director |
| August 30 <sup>th</sup> | ESSA Draft Discussion                  | Lolo             | -Statewide PTA   |
| August 31 <sup>st</sup> | ESSA Draft Discussion                  | Deer lodge       | -Montana Counselors Association                                |
| August 31 <sup>st</sup> | ESSA Draft Discussion                  | Deer lodge       | -K-8 Superintendent  |

|                           |  |                  |  |
|---------------------------|--|------------------|--|
| September 6 <sup>th</sup> | ESSA Draft Discussion                  | Belgrade         | -Superintendents from the 4 rivers MASS region |
| September 6 <sup>th</sup> | ESSA Draft Discussion                  | Livingston       | -School Psychologists                          |
| September 8 <sup>th</sup> | ESSA Draft presentation and discussion | Bozeman          | -Multiple school district personnel            |
| September 8 <sup>th</sup> | 5 <sup>th</sup> Indicator Discussion   | Phone Conference | -Sup. Evergreen School                         |

**Appendix E**  
**OPI Student Records Confidentiality Policy**  
**Effective Date Sept. 15, 2015**



**Office of Public Instruction Policy**

|  |   |
|--|---|
| Policy: OPI 7.2.01   | Subject: STUDENT RECORDS<br>CONFIDENTIALITY   |
| Chapter 7: INFORMATION<br>TECHNOLOGY                               | Page 1 of 8 and Resource A—OPI Employee AIM Access Request; Resource B—OPI Employee Confidentiality Agreement; Resource C—OPI Data Tiers for Release of Data; Resource D—OPI Cell Suppression Flow Chart; Resource E—OPI Affidavit of Non-Release; Resource F—Contractor’s Employee or Contractor Nondisclosure Statement; Resource G—Researcher-FERPA Memorandum of Understanding; Resource H—FERPA Memorandum of Understanding Audit-Evaluation Exception |
| Owner: MEASUREMENT AND<br>ACCOUNTABILITY DIVISION<br>ADMINISTRATOR | Effective Date:<br>September 15,<br>2015  |
|  | Revised: October 5, 2016  |

**I. POLICY**

This policy establishes procedures and responsibilities under federal and state laws governing the access, use, and dissemination of confidential, sensitive, and/or restricted student information by the Montana Office of Public Instruction (OPI).

**II. APPLICABILITY**

These policies and procedures apply to all OPI departments, divisions, programs, and employees.

**III. DEFINITIONS**

**Agent of the OPI** is an entity that contracts with the OPI or with the U.S. Department of Education with written authorization to analyze confidential data or to provide some other service involving confidential data.

**AIM** (Achievement in Montana) is Montana's statewide student information system.

**Covered Entities** are local education agencies, nonpublic accredited schools, state-operated schools, and residential treatment centers.

**Data Breach** is defined in [Montana Code Annotated \(MCA\) 2-6-1501](#).

**Data Privacy and Security Committee** is the committee whose members are the OPI Senior Office Administrator, chief legal counsel, and administrator for the OPI Measurement and Accountability Division (M&A).

**Directory Information** means information, as defined in FERPA [20 U.S.C. §1232g\(a\)\(5\)\(A\)](#), [34 CFR §99.3](#), collected by the local education agency pertaining to an individual student that would not generally be considered harmful or an invasion of privacy if disclosed.

**Disclosure** means to permit access to, or the release, transfer, or other communication of, education records, or a student's personally identifiable information contained in those records, to any party, by any means, including oral, written, or electronic means.

**Education Records** means records, files, documents, and other materials recorded in any way that contain information directly related to a student and are maintained by an education agency or institution or by a person acting for such agency or institution. See FERPA [20 U.S.C. §1232g\(a\)\(4\)](#).

**FERPA** is the acronym for the Family Educational Rights and Privacy Act, 34 CFR, Part 99, <http://www.ed.gov/policy/gen/guid/fpco/ferpa/index.html>.

**Local Education Agency (LEA)** means the local school district board of trustees recognized as the administrative agency for a public elementary or secondary school. For the purpose of this policy, references to LEAs include the State of Montana special education cooperatives.

**OPI Employee** is any person employed by the OPI, including full-time, part-time, seasonal, permanent staff, temporary staff, and short-term workers. Honoraria recipients and independent contractors are not employees.

**Personally Identifiable Information (PII)** means education records which pertain to an individual student and may easily lead to that student's identity with reasonable certainty. FERPA regulations list personally identifiable student information as including, but not limited to, the following:

- the student's name;

- the name of the student's parent or other family member;
- the address of the student or student's family;
- a personal identifier, such as a social security number or student number;
- a list of personal characteristics that would make the student's identity easily traceable; or
- other information that would make the student's identity easily traceable.

#### **IV. OFFICE OF PUBLIC INSTRUCTION PROCEDURES**

##### **A. Mandatory Training**

Training regarding confidentiality of student records is mandatory for all OPI employees. Training consists of reading this policy and watching the [OPI Student Records Confidentiality and Security presentation https://youtu.be/31wr\\_QOzOho](https://youtu.be/31wr_QOzOho) on the OPI website.

##### **B. General Requirements for Disclosure of Student Information**

1. All information about Montana individual students submitted to the OPI is considered an education record protected by FERPA, with strict limitations regarding who may see or have access to the records or data. No data handled by the OPI is considered to be directory information.
2. The Information Technology Services Division and the M&A at the OPI are primarily responsible for releasing student-level data once the appropriate form has been signed.
3. The OPI Security Officer and AIM Unit Manager will maintain copies of all signed and approved access request forms, confidentiality agreements, and affidavits of non-release. Any rights that need to be assigned to employees or agents of the OPI will be assigned by either the OPI Security Officer or the AIM Unit Manager.
4. The OPI will disclose education records, without consent, to the parties listed below under the following conditions:
  - a. other schools in order to facilitate school enrollment when a student is transferring;
  - b. specified officials for audit or evaluation purposes;
  - c. organizations authorized by a school to conduct certain studies for or on behalf of the school;
  - d. appropriate officials in cases of health and

- safety emergencies; and
  - e. Department of Justice driver's license staff for traffic education course completion and traffic education learner licenses issued by approved instructors.
5. The OPI may disclose, without consent, student information in aggregate form as described in the [Resource D—Cell Suppression Flow Chart](#).

### **C. Obtaining Access to Confidential Student Information**

#### **1. OPI Employees.**

- a. Access to PII shall be granted only to personnel who are authorized by the OPI on a need-to-know basis in the performance of their duties. Access to confidential information carries with it the responsibility to protect the data from further disclosure.
- b. OPI employees who need to access PII in AIM must complete and submit an [Resource A—OPI Employee AIM Access Request Form](#) maintained by the AIM Unit Manager and the [Resource B—OPI Employee Confidentiality Agreement](#) maintained by the OPI Security Officer. The division administrator of the person requesting access to confidential information must sign the form that indicates the person needs access to this information in the performance of his or her assigned duties and responsibilities. The OPI AIM Staff will disable AIM user accounts after 90 days of inactivity.
- c. OPI employees who do not need access to AIM but who need to use PII in the course of their job duties must sign the [Resource B—OPI Employee Confidentiality Agreement](#)
- d. Authorization to access or receive PII must be evaluated annually and reapproved as appropriate to ensure access to the data is still required. The OPI Security Officer will coordinate the annual evaluation.
- e. OPI employees may not access confidential student information for any personal reason or purpose.

#### **2. Non-OPI Staff.**

- a. Agent of the OPI—Data collection and analysis for the purpose of



fulfilling the objectives of a contract with an agent of the OPI may not be released to any third party, including contractor's employees, for any purpose without written permission of the OPI.

- i. The OPI liaison responsible for contracting with an agent of the OPI to provide a service involving confidential data is also responsible for securing an [Resource F— Contractor's Employee or Contractor Nondisclosure Statement](#) with the agent of the OPI to ensure strict confidentiality of the confidential data or PII with the original contract.
  - ii. When an agent of the OPI contracts with another entity (third party) to provide a service involving confidential data, these entities are considered agents for data access purposes. The OPI employee responsible for contracting with an agent of the OPI must ensure that the third party enters a [Resource F—Contractor's Employee or Contractor Nondisclosure Statement](#) and complies with the same conditions applicable to any agent of the OPI.
  - iii. Prior to gaining access to PII, an agent of the OPI must sign and have approved the appropriate data access request form. Authorization must be evaluated annually and reappraised as appropriate.
  - iv. The OPI employee responsible for releasing confidential data must ensure that a [Resource E: OPI Affidavit of Non-Release](#) has been signed prior to the data being released and filed with the OPI Security Officer.
- b. Researchers—The Data Privacy and Security Committee is responsible for reviewing and approving requests by researchers for confidential data or PII.
- i. The release of data to researchers outside the agency is considered a loan of data. Recipients of the data do not have ownership of the data.
  - ii. Following approval by the Data Privacy and Security Committee, the administrator of M&A is responsible for contracting with any researcher approved to analyze confidential data or PII to ensure strict confidentiality, including that any PII shared with researchers must be destroyed when the data is no longer needed for the purposes for which it was requested. See the [Resource G— Researcher- FERPA Memorandum of Understanding](#).
- c. Auditors and Evaluators—The OPI liaison responsible for contracting with an entity to analyze confidential data, or to provide some other service involving confidential data, must

ensure that the terms of the contract comply with the same conditions applicable to the OPI liaison and that a [Resource E— OPI Affidavit of Non-Release](#) or the [Resource H— FERPA Memorandum of Understanding Audit-Evaluation Exception](#) has been signed by the contractor and filed with the original contract.

#### **D. Protecting Student Data**

1. All agency employees, agents of the OPI, researchers, and other entities with access to confidential student PII are responsible for protecting the data.
2. Measures to protect confidential student PII include:
  - a. protect visibility of reports and computer monitors when displaying and working with confidential information;
  - b. lock or shutdown workstations when left unattended;
  - c. store electronic data in a password protected, secure location only accessible by the authorized entity;
  - d. protect physical data (including hard copies of reports, storage media, notes, and backups) from unauthorized persons and secure when not in use;
  - e. change data to guarantee anonymity and omit or mask counts of five or fewer if reports containing any confidential student information are used in meetings or presentations or presented to anyone without authorized access to the information;
  - f. shred paper reports and destroy electronic files in accordance with the [Montana Secretary of State's Local Government Retention and Disposition Schedule](#) when no longer needed;
  - g. do not fax PII;
  - h. stamp or otherwise mark all reports, CDs, or any other media containing PII (including protective envelopes) as confidential prior to being released outside the agency;
  - i. encrypt email containing PII, or use the file transfer process set up in ePass. Instruction for using ePass can be found at <https://app.mt.gov/epass/portal/instruct.html>; and
  - j. permanently delete any email received containing unencrypted PII and reply to the sender with instructions on acceptable methods for transmitting PII.
  - k.

## E. Cell Suppression Flow Chart

1. No cells of data that contain five or fewer students in a group will be publicly reported or released and must be suppressed to protect the identity of the students.
2. Exceptions to this policy are:
  - a. total school enrollment counts and school enrollment counts disaggregated by grade level, and/or gender are reportable for any count;
  - b. providing data to a school official with a legitimate education interest that includes only data from that school district and its students are reportable for any count;
  - c. providing data to an OPI employee with a legitimate educational interest related to that employee's program are reportable for any count; and
  - d. if the data are for special education disability counts, the counts are suppressed if they are less than 10.
3. The OPI will report student counts to the U.S. Department of Education and other federal agencies as required by federal laws and regulations governing education grant programs. The OPI will not suppress data reported to federal agencies. These federal agencies are subject to FERPA policy and regulations regarding the disclosure of confidential student information.
4. The OPI will suppress data in the form of percentages when the percentage is 100 percent for any student demographic category. Percentages will also be suppressed whenever the cell count that makes up the percent is five or fewer.
5. If cell counts or percentages are broken into separate categories and the total is listed (i.e., separated by proficiency levels on a test and the total number of students tested) then additional rules apply to suppression. If only one cell is suppressed because it contains five or fewer, then a second cell must also be suppressed, even if it is not five or fewer.
6. If all suppressed cells within a group have counts of zero, then one additional cell must be suppressed. The rules in this paragraph only apply if the total number of the group is listed, with the reasoning being an exact cell count of five or fewer should not be able to be found from the other data being presented.
7. Any given numeric or nonnumeric characteristics, variable values, or data element shared by five or fewer students in individual or aggregate (e.g., school, district, state) data sets or reports may

contain potentially confidential student information. Even non-confidential student information may be confidential when combined with other data elements and, therefore, will be suppressed as appropriate. Refer to [Resource C—Tiers for Release of Data](#).

#### **F. Breach of Security**

In the event of a breach of security, the requirements and procedures related to notification outlined in [2-6-1503, MCA](#) of the Montana Code Annotated will be followed as appropriate.

#### **V. CLOSING**

Questions concerning this policy should be directed to the division administrator of the Measurement and Accountability Division.

#### **VI. REFERENCES**

- Notification of Breach of Security of Data System—[2-6-1503, MCA](#)
- *Family Educational Rights and Privacy Act (FERPA) 34 CFR, Part 99* located at <http://www.ed.gov/policy/gen/guid/fpco/ferpa/index.html>
- Montana Secretary of State, Local Government Retention and Disposition Schedule located at <http://sos.mt.gov/records/Local/index.asp>
- ePass Montana Instructions—<https://app.mt.gov/epass/portal/instruct.html>

#### *Other useful resources:*

- Destruction of Local Government Records—[MCA 2-6-1012, MCA 2-6-1201, MCA 2-6-1205](#)
- Transparency and public availability of public school performance data - reporting - availability for timely use to improve instruction—[20-7-104, MCA](#)
- Authority of Department to Issue Identification, Cards –Lawful Presence Verification—[61-12-501, MCA](#)
- Protection of Personal Information—Compliance—Extensions [2-6-1502, MCA](#)
- Basic system of free quality public elementary and secondary schools defined - identifying educationally relevant factors—establishment of funding formula and budgetary structure - legislative review - [20-9-309, MCA](#)
- POL—Internet Privacy and Security \_  
<https://montana.policytech.com/dotNet/documents/?docid=807&public=true>
- Montana School Accreditation Standards and Procedures Manual—  
<http://opi.mt.gov/Portals/182/Page%20Files/School%20Accreditation/Standards>

[% 20of%20Accreditation/AccreditationStandards\\_Ch55.pdf](#)

OPI Records Management Policy—

<http://opi.mt.gov/Portals/182/Page%20Files/Data%20Governance%20%26%20Student%20Privacy/1.1.05%20OPI%20Records%20Management%20Policy.pdf>

## **VII. ATTACHMENTS**

## **VIII. RESOURCES**

Resource A—[OPI Employee AIM Access Request](#) Resource

B—[OPI Employee Confidentiality Agreement](#) Resource C—

[OPI Data Tiers for Release of Data](#) Resource D—[OPI Cell](#)

[Suppression Flow Chart](#) Resource E—[OPI Affidavit of Non-Release](#)

Resource F—[Contractor’s Employee or Contractor Nondisclosure Statement](#)

Resource G—[Researcher-FERPA Memorandum of Understanding](#)

Resource H—[FERPA Memorandum of Understanding Audit-Evaluation Exception](#)

## Appendix F

### Family Engagement in Montana



#### FAMILY ENGAGEMENT IN MONTANA

The six standards described in Rule: 10.55.701, Montana School Accreditation Standards & Procedures, is a directive for every local school district, and implementation will easily work throughout ESSA. Creating comprehensive family engagement policy from Chapter 55 Rule: 10.55.701 aligned to meet the six goals will increase each school district's success in ESSA. The Montana PTA is dedicated to supporting the implementation of these standards and will work collaboratively with the Office of Public Instruction, educators and school leaders on these efforts across Montana.

1. Families actively participate in the life of the school and feel welcomed, valued, and connected to each other, to school staff, and to what students are learning and doing in class.
2. Families and school staff engage in regular, two-way meaningful communication about student learning.
3. Families and school staff continuously collaborate to support student learning and healthy development, both at home and at school, and have regular opportunities to strengthen their knowledge and skills to do so effectively.
4. Families are empowered to be advocates for their own and other children, to ensure that students are treated equitably and have access to learning opportunities that will support their success.
5. Families and school staff partner in decisions that affect children and families and together inform, influence, and create policies, practices, and programs.
6. Families and school staff collaborate with members of the community to connect students, families, and staff to expand learning opportunities, community services, and civic participation.

**Appendix G**  
**Ineffective Teacher Amendment Documents**



March 25, 2019

Dear Partners in Education,

Under No Child Left Behind, states were required to provide a definition of “highly qualified teacher.” Under ESSA, states are now required to submit a definition of “ineffective teacher” to the U.S. Department of Education (DOE). The OPI is seeking feedback on a draft amendment to Montana’s ESSA State Plan which provides a definition for an “ineffective teacher” in Montana. **The draft amendment can be viewed at this [link](#). Feedback can be sent to [ESSAInput@mt.gov](mailto:ESSAInput@mt.gov).**

Timeline:

- 2015- Montana Plan to Ensure Equitable Access to Excellent Educators
- January 2017-February 2019- Discussions with education advocates and research on definitions across the country
- November 2018- the DOE published the process for writing amendments to state plans
- March 19, 2019- ESSA Update and posting of the amendment for public comment
- March 25, 2019- consultation with the Governor’s office
- **April 4, 2019- at 9:00am Q & A Conference Call: (712)-770-3665 code: 514145**
- May 8, 2019- submit the amendment to the DOE before the May 15th deadline

Current definitions that will be posted in the amendment:

- **Ineffective: Montana teachers who are non-licensed or show a pattern of ineffective practices as determined by a local evaluation.**
- Out-of-field: Montana licensed teachers teaching outside their endorsed subject areas.
- Inexperienced: Montana teachers with less than one year of teaching experience.





Reporting:

- State and LEA report cards are required to document the percentages of inexperienced teachers, teachers teaching with emergency and provisional credentials, and out-of-field teachers. **Ineffective teacher data is not included on the report card.**
- The analysis to ensure minority and economically disadvantaged students are not served at a disproportionate rate by ineffective, out-of-field, or inexperienced teachers will be done and a description of the results will be posted on the OPI website to meet the public reporting requirements of the DOE.
- Data collected in TEAMS and MSEIS is used to determine the number of teachers meeting the definitions of ineffective, out-of-field, or inexperienced teachers. TEAMS users indicate whether or not the "Board of Trustees has written policies and procedures for regular and periodic evaluation of all regularly employed personnel in accordance with requirements listed in ARM 10.55.701(4)". **Montana is a local control state and evaluations are done at the local level, therefore, the OPI does not collect data on local teacher evaluations.**

*Please send feedback, input and questions to [ESSAinput@mt.gov](mailto:ESSAinput@mt.gov)*

Elsie Arntzen, Superintendent  
PO Box 202501  
Helena, MT 59620-2501  
406.444.5643  
In-State Toll-free: 1.888.231.9393  
TTY Users: 406.444.0235  
opi.mt.gov

OFFICE OF PUBLIC INSTRUCTION  
STATE OF MONTANA

Putting Montana Students First **A<sup>+</sup>**



May 13, 2019

The Honorable Betsy Devos  
U.S. Secretary of Education

U.S. Department of Education  
400 Maryland Avenue, SW  
Washington, D.C. 20202

Dear Secretary Devos,

The U.S. Department of Education approved Montana's State Plan under the Every Student Succeeds Act with the understanding that by May 15, 2019, Montana would submit an amendment to its State Plan to comply with ESEA section 1111(g)(1)(B) which requires definitions of ineffective, out-of-field, and inexperienced teachers to show that low-income and minority children enrolled in Title I, Part A schools are not served at disproportionate rates by these three categories of teachers. Montana's current State Plan has approved definitions for out-of-field and inexperienced teachers. This amendment is to provide a definition for ineffective teacher.

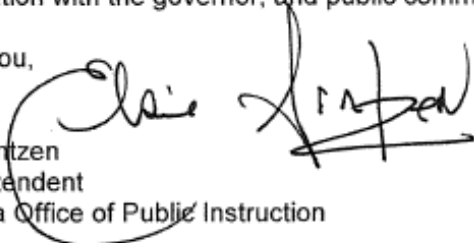
Montana has defined these terms as:

- **Ineffective:** Montana teachers who are non-licensed or show a pattern of ineffective practices as determined by a local evaluation.
- **Out-of-field:** Montana licensed teachers teaching outside their endorsed subject areas.
- **Inexperienced:** Montana teachers with less than one year of teaching experience.

Montana is a local control state and does not collect data on local evaluations. Upon approval of this amendment, the data on non-licensed teachers will be analyzed and reported along with out-of-field and inexperienced teachers.

Attached to this email is a public document describing our amendment process, consultation with the governor, and public comment period.

Thank you,

  
Elsie Arntzen  
Superintendent  
Montana Office of Public Instruction



June 10, 2019

### Montana Amendment Clarification for Ineffective Teacher

#### Amended Definition Submitted to the DOE:

The U.S. Department of Education approved Montana's Consolidated State Plan in January 2018 under the federal Every Student Succeeds Act (ESSA) with the understanding that by May 15, 2019, Montana would submit an amendment to its State Plan to comply with ESEA section 1111(g)(1)(B) which requires definitions of ineffective, out-of-field, or inexperienced teachers to show that low-income and minority children enrolled in Title I, Part A schools are not served at disproportionate rates by these three categories of teachers. Montana's current State Plan has approved definitions for out-of-field and inexperienced teachers. **This amendment is to provide a definition for ineffective teacher.** Montana has defined these terms as:

- **Ineffective:** Montana teachers who are non-licensed or show a pattern of ineffective practices as determined by a local evaluation.
- **Out-of-field:** Montana licensed teachers teaching outside of their endorsed subject areas.
- **Inexperienced:** Montana teachers with less than one year of teaching experience.

#### Description

The percent of ineffective, out-of-field, or inexperienced teachers for the 2018-2019 school year was gathered and evaluated to determine if low-income and minority students enrolled in schools receiving funds under Title I, Part A are served at disproportionate rates by ineffective, out-of-field, or inexperienced teachers defined in ESEA Section 1111(g)(1)(B). The OPI used annual non-fiscal data collected through the Montana State Educator Information System ([MSEIS](#)) to report the percent of ineffective, out-of-field (mis-assigned), or inexperienced teachers. The ineffective teacher data is reflected in the non-licensed teacher data generated through MSEIS. Further, the OPI used data collected annually through the Achievement in Montana ([AIM](#)) statewide student information system to establish the poverty and minority quartiles for statistical analysis in the determinations of disproportionate rates of access to effective educators in Title I, Part A schools.

Through this evaluation, Montana verified that low-income and minority children enrolled in Title I, Part A schools are not served at disproportionate rates by ineffective, out-of-field, or inexperienced teachers as defined in ESEA section 1111(g)(1)(B). This data is presented in the following tables.

## Data Analysis for the 2018-2019 School Year

**Table 1:** Comparison of Poverty Quartiles by Percent of Ineffective, Out-of-Field, or Inexperienced Teachers

| Poverty Quartiles | Percentage of Ineffective Teachers* | Percentage of Out-of-Field Teachers | Percentage of Inexperienced Teachers |
|-------------------|-------------------------------------|-------------------------------------|--------------------------------------|
| Low Poverty       | 0.12%                               | 0.00%                               | 2.61%                                |
| High Poverty      | 0.38%                               | 0.26%                               | 3.58%                                |

Percentages are calculated to the nearest hundredth.

\*Consistent with ESEA section 1111(g)(1)(B) this description should not be construed as requiring a State to develop or implement a teacher, principal or other school leader evaluation system. Since Montana is a local control state and does not collect data on local evaluations, the percentages reported for ineffective teachers is data on non-licensed teachers.

### Table 1 Analysis

Table 1 displays the percentage of ineffective, out-of-field, or inexperienced teachers in all Title 1, Part A schools by high and low poverty quartiles. The analysis determined that in Montana, high poverty quartile Title I, Part A schools are not served at a disproportionate rate of ineffective, out-of-field, or inexperienced teachers. The difference between the low and high poverty quartiles for all three categories of teachers is less than 1%.

**Table 2:** Comparison of Minority Quartiles by Percent of Ineffective, Out-of-Field, or Inexperienced Teachers

| Minority Quartiles | Percentage of Ineffective Teachers* | Percentage of Out-of-Field Teachers | Percentage of Inexperienced Teachers |
|--------------------|-------------------------------------|-------------------------------------|--------------------------------------|
| Low Minority       | 0.22%                               | 0.10%                               | 2.64%                                |
| High Minority      | 0.34%                               | 0.23%                               | 3.36%                                |

Percentages are based on quartiles demographics and calculated to the nearest hundredth.

\*Consistent with ESEA section 1111(g)(1)(B) this description should not be construed as requiring a State to develop or implement a teacher, principal or other school leader evaluation system. Since Montana is a local control state and does not collect data on local evaluations, the percentages reported for ineffective teachers is data on non-licensed teachers.

### Table 2 Analysis

In Table 2, the OPI team compared the percentage of ineffective, out-of-field, or inexperienced teachers in all Title 1, Part A schools, in 2019, by high and low minority quartiles. The analysis determined that in Montana, high minority quartile Title I, Part A schools are not served at a disproportionate rate of ineffective, out-of-field, or inexperienced. The difference between the low and high minority quartiles for all three categories of teachers is less than 1%.

### Public Reporting of Disproportionate Rates of Access to Educators

As required by the ESSA, the OPI will publicly report the percent of teachers described and determined as ineffective, out-of-field, or inexperienced. The public reporting will be consistent with applicable federal and state privacy law and policies. The public report will be posted on the Montana OPI website, under the [ESSA tab](#).



UNITED STATES DEPARTMENT OF EDUCATION  
OFFICE OF ELEMENTARY AND SECONDARY EDUCATION

● - 1 2019

The Honorable Elsie Arntzen  
Superintendent  
Montana Office of Public Instruction  
P.O. Box 202501  
Helena, MT 59620

Dear Superintendent Arntzen:

I am writing in response to the Montana Office of Public Instruction's (OPI) request on June 10, 2019, to amend its approved consolidated State plan under the Elementary and Secondary Education Act of 1965 (ESEA), as amended by the Every Student Succeeds Act. Prior to implementing any revisions to its approved consolidated State plan, a State must submit its proposed amendments to the U.S. Department of Education (the Department) for review and approval.

I have determined that the amended request meets the requirements in the ESEA and, for this reason, I am approving Montana's amended State plan. A summary of Montana's amendment is enclosed. This letter, as well as Montana's revised ESEA consolidated State plan, will be posted on the Department's website. Any further requests to amend Montana's ESEA consolidated State plan must be submitted to the Department for review and approval.

Please be aware that approval of Montana's consolidated State plan is not a determination that all the information and data included in the State plan comply with Federal civil rights requirements, including Title VI of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972, Section 504 of the Rehabilitation Act of 1973, Title II of the Americans with Disabilities Act, and requirements under the Individuals with Disabilities Education Act. It is Montana's responsibility to comply with these civil rights requirements.

Please note the submission of the approved amendment to the consolidated State plan also fulfills the terms of the condition the Department placed on Montana's fiscal year 2018 Title I, Part A grant. As a result of the approval of this amendment, the condition is removed.

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Page 2 – The Honorable Elsie Arntzen

Thank you for the work that OPI has put into your consolidated State plan under the ESEA. If you need any assistance regarding the implementation of your ESEA consolidated State plan, please contact Lakesha McKenzie of my staff at: [Montana.oese@ed.gov](mailto:Montana.oese@ed.gov).

Sincerely,

A handwritten signature in black ink, appearing to read "Frank T. Byogan". The signature is fluid and cursive, with a large loop at the end.

Frank T. Byogan  
Assistant Secretary  
for Elementary and Secondary Education

Enclosure

cc: Susie Hedalen, Deputy Superintendent of Education Services, OPI

### **Amendment to Montana's Consolidated State Plan**

The following is a summary of Montana's amendment request. Please refer to the Department's website at <https://www2.ed.gov/admins/lead/account/stateplan17/map/mt.html> for Montana's complete consolidated State plan.

- Disproportionate Rates of Access to Educators (ESEA section 1111(g)(1)(B))

Montana amended its plan to describe how low-income and minority children enrolled in schools assisted under Title I, Part A of the ESEA are not served at disproportionate rates by ineffective teachers and inexperienced teachers.

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