Telling Our Story



MISSION
Enhancing student success by providing quality services

CALL TO ACTION
Serve. Lead. Ignite.

VISION
Region 16 ESC will be an indispensable part of the educational community

CORE VALUES

Excellence extraordinary performance and delivery in all that we do and say

Growth everyone, every day

Integrity honest and trustworthy in all we do and say

Commitment dedication and grit

GUIDING PRINCIPLES

Extraordinary Customer Service

Innovative and Impactful Practices

Trusting and Supportive Relationships

CORE BELIEFS

We believe the purpose of our organization is to both ***anticipate*** and be ***responsive*** to the educational ***challenges*** and needs of today's educators.

We believe that our focus should be on ***building capacity*** in ourselves and those we serve to ensure our students are future-ready.

We believe the purpose of our organization is to both ***anticipate*** and be ***responsive*** to the educational ***challenges*** and needs of today's educators.

We believe that students have the right to be educated in ***highly effective schools*** and that we play an integral role in supporting the ***continuous improvement*** of the educational community.



August 2, 2024

Letter From Our Executive Director

Did you know that the Region 16 Education Service Center was the first of its kind in Texas?
We have an amazing story about leading the state in supporting our rural school districts and igniting a legacy that continues to be a beacon of hope and an anchor of support for thousands of educators, leaders, and students across the panhandle. It is this pioneering spirit that continues to fuel our purpose today as we continue to serve our communities and lead our schools to reach new heights of success for students.

This annual report tells the story of the services, solutions, and support systems we provide to our districts in Region 16. We consider it a privilege to serve our districts, lead the way in strategic planning, and ignite the enthusiasm in all educators across the panhandle.

We do this through our vision to be ***indispensable members of the educational community*** as we live out our guiding principles of ***extraordinary customer service***, ***innovative and impactful practices***, and ***trusting and supporting relationships***. Our core business is to serve those who give of themselves daily in our schools, lead those who are blazing the trails of innovation in our districts, and ignite all those who have a genuine interest in the well-being and success of the Panhandle!

No matter how your story goes, we are here to walk alongside you every step of the way! ***We are honored to be YOUR service center, and we THANK YOU for trusting us to partner with you in this important work!***

Tanya Larkin

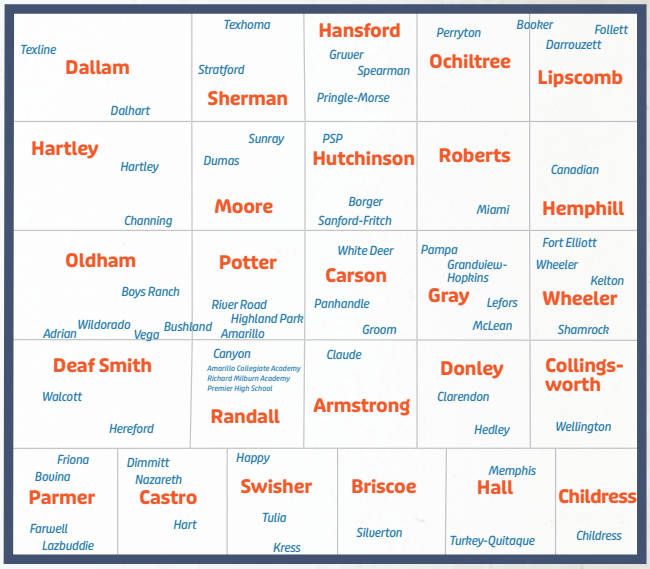
Tanya Larkin, Ed.D.
EXECUTIVE DIRECTOR



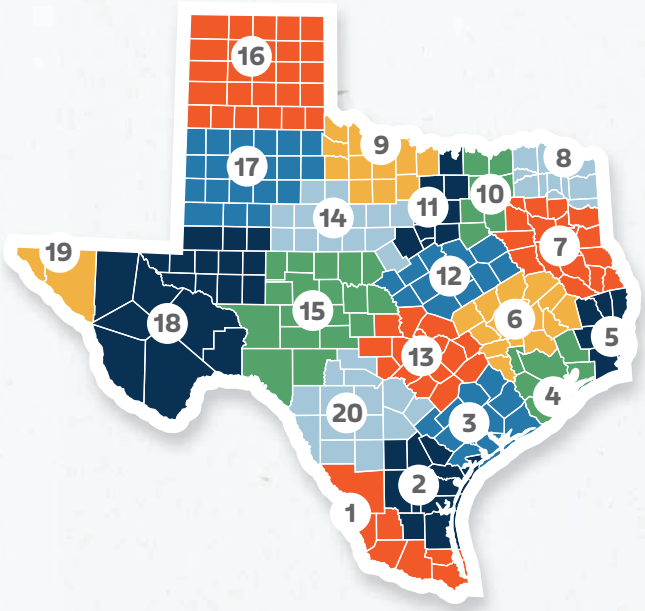
ESC 16 Geographic Region

The Texas Panhandle consists of 60 school districts and three charter schools in a 26,000 square mile area. Amarillo is the economic and geographic center of the Panhandle.

Region 16 school districts have an enrollment of 83,381 students, with individual districts ranging from fewer than 50 to more than 30,000 students and a total regional school staff count of 12,827.



Regional Education Service Centers



Since the creation of regional education service centers in 1965, Texas' 20 regional ESCs have played an integral role in the provision of necessary and essential services to school districts and charter schools in the implementation of school reform and school improvement.

In recent years, ESCs have taken the lead in preparing Texas teachers to meet the ever increasing demands of the STAAR and EOC tests. ESCs serve more than 4.9 million students and 637,000 administrative and campus staff and play an integral part in ensuring the success of Texas' education system.

1 *Edinburg*
2 *Corpus Christi*
3 *Victoria*
4 *Houston*
5 *Beaumont*
6 *Huntsville*
7 *Kilgore*
8 *Pittsburg*
9 *Wichita Falls*
10 *Richardson*
11 *White Settlement*
12 *Waco*
13 *Austin*
14 *Abilene*
15 *San Angelo*
16 *Amarillo*
17 *Lubbock*
18 *Midland*
19 *El Paso*
20 *San Antonio*

Our Board *of Directors*

Region 16 ESC is governed by an elected seven-member board of directors. Each geographic region is represented by a board member. Each board member is a strong education advocate who understands education policy and is involved in the issues, opportunities and challenges at both the state and local levels.

The Board of Directors, which meets a minimum of six times a year, establishes board policies, approves budgets and expenditures, approves the ESC's staffing pattern and provides facilities for the programs and staff of Region 16.



David Schaeffer
CHAIRMAN
PLACE 2
Dimmitt



Lawrence Bussard
VICE CHAIR
PLACE 3
Amarillo



Justin T. Smith
SECRETARY
PLACE 4
Miami



Tim Gilliland
PLACE 1
Canyon



Kathleen Morris
PLACE 5
Amarillo



Doneice Ray
PLACE 6
Amarillo



Lee Porter
PLACE 7
Pampa

About Region 16 ESC

In 2023-2024, Region 16 ESC served 61 school districts and three charter schools.

The annual budget was more than $54 million. Approximately 320 professional and support employees carried out our assigned task, providing quality services to our clients.

83,381
Students

12,827
Regional Staff

27,860
Individuals Trained

145,825
Training Contact Hours

31,757
Technical Assistance Contact Hours

468
Board Members Trained

*September 1, 2023–August 17, 2024

Congratulations to all of this year's nominees!





Programs & Services

ACCOUNTABILITY / SCHOOL IMPROVEMENT
Accountability and School Improvement provides training, technical assistance, and support for district administrators and staff. The goal is to educate district personnel on state and federal accountability while providing quality support.

BILINGUAL/ESL/TITLE III
The Bilingual/ESL/Title III team is committed to providing training and technical assistance to schools serving students who are English Language Learners. Specialized assistance includes LPAC decision-making, ELPS and State Assessment training and support.

CAREER AND TECHNICAL EDUCATION/EQUITY (CTE)
Career and Technical Education is committed to providing training and resources that meet the unique needs of operating and teaching CTE programs. The Region 16 ESC CTE program provides technical assistance to ensure accurate student coding, performance-based monitoring, and federal and state compliance questions. The program also provides a Shared Services Arrangement for Perkins funding. The services and training provided align with requirements from TEA.

CHILD NUTRITION SERVICES
Recognizing that a healthy diet facilitates learning, the child nutrition component serves districts, charter schools, private schools, and residential childcare institutions participating in the National School Lunch/Breakfast Program. We provide training concerning the prescribed federal regulations and policies. Region 16 furnishes technical assistance in nutrition education, dietary guideline compliance, meal patterns and menu analysis, marketing, food safety, and procurement.

DATA MANAGEMENT PROGRAMS
Region 16 ESC facilitates and provides technical assistance for districts in data management programs, including data disaggregation tools, benchmark testing products, and tools for administrators.

DIGITAL LEARNING
Digital Learning provides support for external clients incorporating instructional technologies for the 21st Century. Consultation and continuing technical and instructional support are provided. Technology integration and customized professional development is available to districts.

DIRECT SERVICES: NURSE, COUNSELOR AND LIBRARIAN
Direct Services is designed to provide schools with the technical assistance and support that they need in order to maintain compliance standards in the areas of health services, counseling services, and library services.

EARLY CHILDHOOD INTERVENTION SERVICES
Early Childhood Intervention (ECI) is a statewide program within the Texas Health and Human Services Commission for families with children from birth to age 3 with developmental delays, disabilities, certain medical diagnoses, and auditory or visual impairments that may impact development. For years, early intervention has helped families learn how to be the best teachers for their children with developmental delays or disabilities. Through the use of evidence based practice, Early Intervention helps families incorporate therapeutic strategies into daily routines. This delivery model increases children's rate of growth in key developmental areas, multiplies the opportunities for and effects of intervention, and increases the return on every dollar spent.

EXECUTIVE COACHING SERVICES
Region 16 provides executive coaching professional learning experiences to entities across the state, including certification and credentialing opportunities. Defining executive coaching as "the manifestation of servant leadership as one seeks to draw out, inspire, and develop the best and highest within people from the inside out," the Region 16 executive coaching team provides impactful learning experiences to leaders with a sincere desire to elevate their impact.

FEDERAL AND STATE PROGRAMS
Region 16 provides Federal Programs services to districts with a goal of providing assistance to improve student performance and aid districts as they serve students. This service includes grants, programmatic, and fiscal assistance with Title I, Part A, Part C, and Part D; Title II, Part A; Title III Part A; Title IV, Part A; and Title VI, Part A and Part B.

GUIDANCE AND COUNSELING SUPPORT SERVICES
Guidance and Counseling Support Services provide counselors with the most up-to-date information, targeted professional development, individualized support and technical assistance to meet unique needs related to the guidance and counseling program. These services support and align with the Texas Guidance and Counseling Model.

HEAD START & EARLY HEAD START SERVICES
The function of the Head Start Program is to bring about a greater degree of school readiness in children of low-income families. The Head Start Program is a leader in the early childhood field with a strong, clear, and comprehensive focus on all aspects of healthy development, including physical, cognitive, social and emotional development, all of which are essential to children getting ready for school. Services provided include health screenings, medical/dental examinations, and screening/assessment for educational purposes, mental wellness observations, disabilities assessments, and assessments of family and community needs.

INFORMATION MANAGEMENT SERVICES (IMS/TSDS)

The IMS staff provides training and support for ASCENDER Enterprise Administrative Software in the areas of Business Applications and Student Administration. The Business side includes but is not limited to support of Payroll, Personnel, TRS, Leave, Budget, Finance, and Employee Portal. The Student side has but is not limited to Enrollment, Grades, Transcripts, GPA, Attendance, Scheduling, Teacher Gradebook, Parent Portal, and Student Portal. Support for TSDS/PEIMS to all districts ensures the accuracy of state-mandated data submissions according to the guidelines of PEIMS, the Texas Student Data System, and Texas Education Data Standards.

INSTRUCTIONAL SUPPORT & PROFESSIONAL DEVELOPMENT

Region 16 Education Service Center provides quality professional development, targeted technical assistance and coaching for teachers and administrators. We offer expertise in educational research and innovative practices to improve student performance.

LEADERSHIP DEVELOPMENT, CERTIFICATION, AND COMPLIANCE

The goal of Leadership Development, Certification, and Compliance is to provide quality support and training for district administrators in all areas related to job performance. By providing the most up to date information, specialists assist districts as they strive to develop their leadership teams to better serve students.

READING ACADEMIES

Per House Bill 3 (HB 3), passed by the 86th Texas Legislature in June of 2019, all kindergarten through third grade teachers and principals must be enroll in HB3 Reading Academies if they do not currently hold a HB3 Reading Academy certification, and all first year teachers and administrators must also enroll during their first year, beginning in 2023-2024 school year.

SCHOOL BOARD TRAINING

- Orientation to the Texas Education Code for new school board members
- Updates to the Texas Education Code
- Team building for superintendent/school board
- Continuing education hours based on needs assessment
- Host PAASB (Panhandle Area Association of School Boards) sessions
- Host Region 16 School Board Conference in the fall

SCHOOL SAFETY

The School Safety team works to support and train school personnel to help reduce violence and promote school safety. Collaborations with the TEA Office of School Safety allow the School Safety team to support disctricts with IDAs, EOP, SSSP, SBTA, Sentinel and safety funding.

SCHOOL BUSINESS SERVICES

The School Business Service department provides services such as tax rate calculations, state revenue projections, federal and state fiscal compliance, cash flow and fund balance projections, processing payroll, IRS Compliance, creating W2s, TRS Reporting, paying bills, performing bank reconciliations, preparing financial reports for the school board and superintendent, and works with the school auditor regarding the school's yearly financial audit.

SPECIAL EDUCATION

Texas Service Centers are the boots on the ground support for Texas public schools in meeting the varied and unique needs of the students they serve. Region 16 works to support and serve local education agencies and charter schools in a joint effort to improve student performance. Through our Lending Library, we provide access to over 350 Assistive Technology devices to be used by students in classrooms. Through our partnership with the University of Texas' Technology Access Program, we serve as a demo center for community members to access AT devices not available in our inventory.

STATE COMPENSATORY EDUCATION

Region 16 provides services to districts with a goal of providing assistance to improve student performance and aid districts as they serve students. State Compensatory Education funds are intended to support identified at-risk students in meeting the state's challenging academic standards and to prevent students from dropping out of school.

TECHNOLOGY SERVICES

Technology Services provides support for clients incorporating current and traditional technologies. Consultation and continuing hardware and software support are provided. Assistance in planning for expansion of existing technologies and for the addition of new ones is available. Support for distance learning, internet, local wide area networking, and VOIP are also available to districts.

TEXAS CENTER FOR STUDENT SUPPORTS

TCSS empowers Texas schools to bridge consistent systems, supporting every facet of student success. The TCSS establishes and implements secure, inclusive, and supportive learning environments through a student support program structure tailored to meet the individual needs of each student, promoting their overall well-being.

TITLE I, PART C MIGRANT

The goal of the Migrant Education Program is to provide technical assistance, support services, and staff development to districts serving migrant students to ensure students achieve success in their educational experiences at all levels, pre-K through post-secondary.

TEXAS INSTRUCTIONAL LEADERSHIP

Texas Instructional Leadership is a program through which we provide training and support to campus and district leaders on their ability to build the capacity of educators that they manage. It consists of a suite of trainings intended to foster continuous improvement by helping campus and district administrators grow concrete instructional leadership skills in the areas of observation and feedback, schoolwide culture routines, and data driven instruction.

Accountability, Assessment and School Improvement

The Texas Education Agency's Division of School Improvement utilizes the Effective Schools Framework to support continuous improvement efforts of ESCs across the state of Texas. Through strategic efforts, the Region 16 ESC Accountability, Assessment, and School Improvement Team supported all school improvement campuses with achieving TIP goals through on-site implementation support and completing Effective School Framework Diagnostic Final Reports to guide campuses in their school improvement efforts.

50+
Professional Training Sessions
reaching more than
900
ADMINISTRATORS & TEACHERS

1,200 HOURS
of direct, customized, targeted support to
13 CAMPUSES
in required improvement, including on-site implementation support and administrator coaching



Child Nutrition

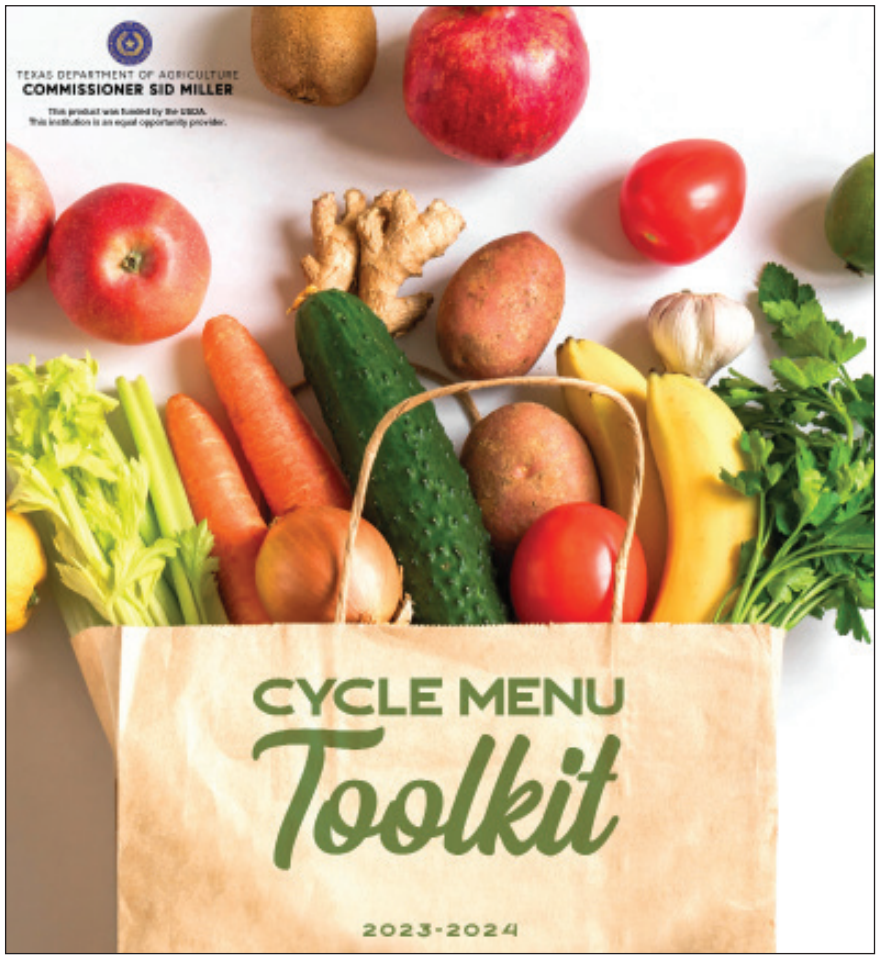
The Child Nutrition Service Area at Region 16 is administered through the ***Texas Department of Agriculture***. This service is provided to all participating school districts, private schools, residential child care institutions, day care centers, and adult day care centers throughout the region. We provide technical assistance and support for program compliance, USDA meal pattern and financial management. Assistance is available through virtual or in-person training sessions, as well as on-site assistance with child nutrition program personnel and administrators. These nutrition programs exemplify ***"eating right"*** for Texans of every age and background and help them build a bridge to success.

57 **Participating School Districts in Region 16**

1
Private School

23
Child & Adult Care Facilities

1
Residential Child Care Institution



Counseling & Support Services

Counseling and Mental Health

The Counseling and Mental Health department has offered **55 WORKSHOPS** from September 2023 to August 2024 with **900 PARTICIPANTS** from across the Region.

The Mental Health topics presented include:

- **Mental Health and Psychological First Aid**
- **Suicide Prevention, Intervention, & Postvention**
- **Substance Use & Gang Trends Among Youth**
- **Self-Care**
- **School Behavioral Threat Assessment**
- **Human Trafficking**
- **Grief Counseling**
- **School Counselor Guidance lessons, groups, and resources**

The Counseling and Mental Health Department has actively participated in the STOPit Grant. The grant's implementation has onboarded 55 districts serving 54,498 students and addressing 421 crisis incidents. Additionally, 10 school districts received 50 days of direct school counseling services, and E-Therapy outside counseling facilitated 110 referrals.

Our direct service counselors have been instrumental in providing critical support across various initiatives. During the 2023-2024 school year, they delivered 197 days of direct service, focusing on areas such as homelessness, the STOPit program, and counseling contracts. Through their efforts, they have addressed crisis incidents and supported students with mental health and community resources. Their dedication ensures that our students receive the necessary guidance and support to thrive academically and emotionally.

Additionally, the Effective Advising Grant has welcomed two new districts for planning and continues to support three districts through implementation, while the Stronger Connections Grant, in collaboration with the TCSS team, supports two districts and incorporates training with the TCSS executive coaching team.

Safe & Supportive Schools Services

ESC 16 School Safety highlights include the Mental Health/School Safety Summit, safety training, EOP preparation, and supporting SSSP teams across the region. Attendees from schools, law enforcement, health care, and community organizations came together to increase awareness and safe practices in our schools.

The program added a contract for districts to receive safety-related technical assistance such as document reviews, school safety and security audits, assistance in filing required reports to TEA and the Texas School Safety Center, and safety grant assistance. In 2023-2024, **38 districts** opted for these services.

We will continue to train in School Behavioral Threat Assessment and everything school safety as we enter the 2024-2025 school year. During 2023-24, we trained **181 district staff members** in SBTA.

We provide grant support for four different safety grant programs, including technical assistance with grant applications, program guidelines, and allowable uses of funds, amendments, and negotiations.

We send districts timely reminders regarding safety requirements, mandates and compliance deadlines. We also provide a plethora of resources to help districts maintain compliance and meet the physical and emotional needs of students to ensure safe and healthy learning environments.

We provide the following workshops:

- School Behavioral Threat Assessment
- Standard Reunification Method /Standard Response Protocol
- Suicide Prevention and Counseling on Access to Lethal Means
- Psychological First Aid for Schools
- Building a Practice to Support Educator Wellness and Trauma-Informed Classrooms
- Staying Safe: School Safety Response Training (TxSSC)
- All updates from TXSSC and TEA
- Completely revamped our Crisis Response Team and training for psychological trauma support to districts dealing with crises and tragedies.
- Region 16 School Safety now hosts monthly community threat assessment meetings involving personnel from the FBI, Texas DPS, local law enforcement, and district school safety personnel

Program *Highlights*

Career and Technical Education & College, Career, and Military Readiness

- ***53 teachers***, counselors, and administrators were served through the 2024 Summer Externship Program
  - » A ***Collaborative effort*** between Region 16 ESC, Panhandle Workforce Solutions, and The Panhandle Regional Planning Commission
- Served ***33 school*** districts in the 2023-2024 Perkins SSA with a total allocation of more than $222,000
- ***208 students and staff*** attend the WHY Teach event
- ***73 attendees*** at the third annual joint CTE Conference in partnership with Region 17
- ***Provided 8***, TEA-sponsored, CTE Administrator and Counselor Trainings
- ***100 Attendees at the first CCMR Summit***
- Inaugural year for the CCMR Success Series–we served ***6 school districts*** and created systems to improve CCMR as well as targeted onsite CCMR support
- Collaborated with Los Barrios de Amarillo, Panhandle Community Partnerships, AC, WTAMU, Education Credit Union, and many other volunteers from the community to provide a College and Career Fair to high schools students, with ***312 in attendance***

Early Childhood Intervention (ECI)

1. Region 16 is the second largest geographical program in the state. ***We serve 41 school districts and 20 counties.***
2. Region 16 has nine providers certified in ***Pathways Early Autism Intervention*** with toddlers that are suspected of or diagnosed with autism. Pathways is an ABA (Applied Behavior Analysis) based, parent training program that is also based on the latest, evidence-based research on intervention practices for this unique group of children. Pathways is best described as a Naturalistic Developmental Behavioral Intervention (NDBI) which is considered best practice for this population.
3. Region 16 uses a ***hybrid model*** of service delivery, both telehealth and in-person services for approximately 50% of the total monthly services provided.
4. Current program data shows the highest percentage of ***referrals*** at 57% come from ***medical providers***.
5. Current program data shows the majority of ***referrals*** (47%) are between 0-12 months.
6. 76% of the ***children enrolled*** in ECI qualified based on developmental delays.

Reduces Need for Special Education

The National Early Intervention Longitudinal Study (NEILS) Special Education and Part C Programs tracked children with a developmental delay and found 46% did not need special education by the time they reached kindergarten as a result of the early intervention services.

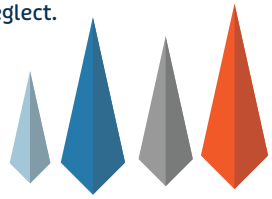
36%
had no disability, and were not receiving special education services.

10%
were reported to have a disability, but were not receiving special education.

Positive Results for Children

Studies found that children who participate in high-quality early intervention/early childhood development programs tend to have:

- Less need for special education and other remedial work.
- Greater language abilities.
- Improved nutrition and health.
- Experienced less child abuse and neglect.



Works with Brain Development

Neural circuits create the foundation for learning, behavior and health. These circuits are most flexible from birth to three.

Early social/emotional development provides the foundation upon which cognitive and language skills develop.

High-quality early intervention services can change a child's developmental trajectory and improve outcomes for children, families, and communities.

Intervention is likely to be more effective and less costly when it is provided earlier in life rather than later.

Federal & State Programs

Region 16 provides Federal Programs services to districts with a goal of providing assistance to improve student performance and aid districts as they serve students. This service includes supporting districts with programmatic and fiscal compliance for the ESSA grants and programs: Title I, Part A and Title I, Part D; Title II, Part A; Title IV, Part A; Rural and Low-Income; and SRSA.

Professional Development
Provided 30 Trainings

(TEA required training ESCs must provide to LEAs in their region)

Grants and Federal Programs Support
60 eligible school districts and 3 charter schools

Our 3 charter schools are supported by district offices that work with ESCs in other regions.

Our team directly supported **52 DISTRICTS** with program implementation and compliance for federal programs support.

Our team directly supported **37 DISTRICTS** with program implementation and compliance for State Compensatory Education Program Support.

We provide training, support, and technical assistance to ALL Region 16 districts through our ESC grants, but 8 districts were independent project districts and oversaw their own program implementation and compliance for federal and state programs.

State Compensatory Education Support
60 school districts and 3 charter schools

Our team directly supported 38 districts with program implementation and compliance for State Compensatory Education Program Support.

ESSER III

We provided direct assistance (program implementation and compliance) to 52 districts and technical assistance to 7 independent project districts

ARP Homeless Grant

Region 16 ESC received a substantial amount of grant funds to allow districts to support identified homeless children and families in Region 16. Districts requested supplies, instructional support, counseling services, clothing, emergency pantries, clothing pantries, and personal needs items for students and families. Thankfully, districts impacted by the local wildfires received additional support due to the availability of these funds.



Program *Highlights*

Head Start/Early Head Start

1,434 Preschool Children

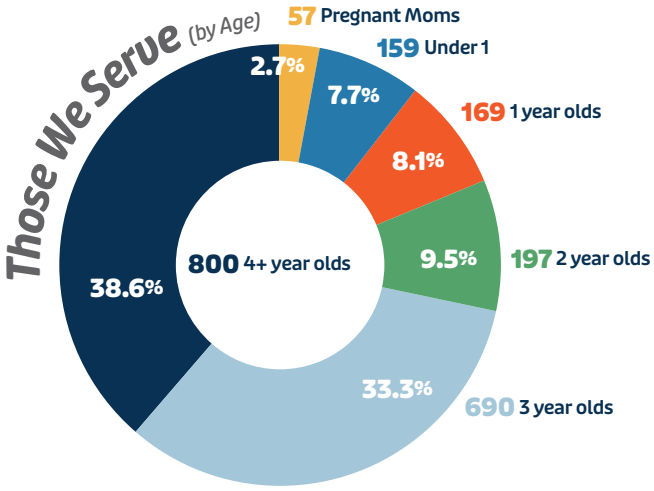
696 Infants, Toddlers, & Expectant Mothers

1,907 Families Served in 2022-2023

Head Start & Early Head Start

Total Individuals Funded

1,853



2022-2023 Head Start/Early Head Start Sites

Dallam 13.8
Dalhart (77)

Sherman 13.0
Stratford (20)

Hansford 13.2
Spearman (20)

Ochiltree 11.3
Perryton (45)

Lipscomb 11.3

Hartley 11.7

Moore 13.9
Dumas:
Cactus (20)
Morningside (18)
North (30)
Sunset (20)

Hutchinson 13.2
Borger:
Babyland (4)
Buttercup (16)
PSP (12)

Roberts 8.1

Hemphill 8.6

Oldham 14.0

Potter 23.4
River Road (50)
Amarillo: ***EHS HB (68)***
HS HB (0)
Pregnant Women (21)
Cleveland (167) (47)
Nelson (120)
Eastridge (70)
Opp. School (17) (44)
San Jacinto (37)
Wills (40)
AC-Hagy (8)
Gratitude House (16)
Night & Day (40)
Little Nest (24)
Pleasant Valley DS (24)

Carson 8.9

Gray 17.6
Pampa:
Wilson (120)
Pampa CDCC (48)
Pregnant Women (10)

Wheeler 12.4
Shamrock (10)

Deaf Smith 17.7
Hereford:
Tierra Blanca (205)
EHS Homebase (24)

Randall 11.3
Canyon:
Lakeview (16)
Sundown Ln (18)

Armstrong 11.0

Donley 19.8
Clarendon (18)

Collings-worth 21.2
Wellington (19)

Parmer 14.4
Bovina (17)
Farwell (20)
Friona (34)

Castro 20.1
Dimmitt (37)
Hart (20)

Swisher 21.1
Tulia (8)

Briscoe 16.3

Hall 24.3
Memphis (37)
EHS Memphis (12)
Little Cyclone DC (12)

Childress 25.0
Childress (36)

Head Start *(# of students 'funded')*
Total Sites: 29

Early Head Start *(# of students 'funded')*
Total Sites: 14

Poverty Rate

Information Management Services (IMS/TSDS)

The IMS staff provides training and support for ASCENDER Enterprise Administrative Software in the areas of Business Applications and Student Administration. The Business side includes but is not limited to support of Payroll, Personnel, TRS, Leave, Budget, Finance and Employee Portal. The Student side includes but is not limited to Enrollment, Grades, Transcripts, GPA, Attendance, Scheduling, Teacher Gradebook, Parent Portal and Student Portal. Support for TSDS/PEIMS to all districts ensures accuracy of state mandated data submissions according to the guidelines of PEIMS, the Texas Student Data System, and Texas Education Data Standards.

Provided more than **70** professional training ***SESSIONS***

During the parallel year, we began work with **12 DISTRICTS** to implement the multi-year upgrade to the current version of Ed-Fi.

Trained more than **1,500** ***PARTICIPANTS***

Provided more than **9,900** ***HOURS*** of technical assistance to school district personnel

Worked with **29** ***DISTRICTS*** that were on the OCR/CRDC contract to successfully complete the CRDC submission

Managed 264 Extracts for 55 Districts

These secure exports extract and upload data from ASCENDER to other software programs to help eliminate duplicated data entry and provide updated information.

Managed **13** ***SERVERS*** for the 58 districts in Region 16 that use ***ASCENDER*** Software

Worked with **30** ***DISTRICTS*** that are on the PEIMS Coordinator contract to successfully submit all ***FOUR*** state mandated submissions and ***EIGHT*** Core Data collection submissions.

All data submitted to the state are according to the guidelines of PEIMS, the Texas Student Data System, and the Texas Education Data Standards.

PROVIDED SUPPORT AND TRAVELED TO ALL **60** Region 16 school districts on ASCENDER Student and Business Applications.

ASCENDER
ELEVATING TECHNOLOGY SOLUTIONS

Program *Highlights*

Migrant

MORE THAN 1,000 MIGRATORY STUDENTS IDENTIFIED IN REGION 16

619
migratory students served with either migrant-funded supplemental instructional services or support services

374
migratory students in four school districts served in migrant-funded supplemental summer programs to enhance learning and close gaps

134
migratory parents participated in migrant-specific parent meetings such as the Parent Advisory Council and Migrant Parent Math & Reading events

The State Parent Advisory Council (PAC), overseen by the TEA Migrant Education Program, has approved ***FIVE*** Region 16 representatives from our area to serve for the next two years. *They are:*

Claudia Castañeda Parent Dalhart ISD	***Ofelia Lopez*** Parent Dimmitt ISD	***Pedro de Jesus Parra Gil*** Parent Dumas ISD	***Rufina Salinas*** Parent Friona ISD	***Rachel Rivera*** MEP Staff Dalhart ISD

27 ***Migrant Programs funded in Region 16 LEAs for 2023-24:***

2 ***Independent–Amarillo and Hereford***

25 ***SSA Member districts***

After being selected by the TEA Migrant Education Program to serve on the Statewide 2023-2024 TX-NGS Focus Group, Glenda Hadley, Region 16 Migrant Data Specialist, and Krystal Seymour, Region 16 Migrant Coordinator, have been selected to serve again during 2024-2025.

**All data is current as of 08/11/2024.*



Parent & Family Engagement (PFE)

The Parent and Family Engagement Initiative, in collaboration with the Texas Education Agency, provides resources, professional development, and support to all school districts and education service centers across Texas in the area of Parent and Family Engagement. "It takes a village to raise a child" is our belief, and we know when schools work to engage parents, families, and communities as partners in education, students succeed, and so does the entire village that supports them.

500+

School Districts/Charter Schools/Private Schools across Texas attended training with the Initiative.

6

Different states were represented at PFE Initiative events.
(CA, NM, OK, AL, OH, LA)

TITLE I, PART A
Parent & Family ENGAGEMENT
STATEWIDE INITIATIVE

11 **Events were hosted in person and virtually by the PFE Initiative**

The Parent and Family Engagement Initiative guides and supports the Texas Council on Parent and Family Engagement whose mission is to build the capacity for parent, family, and community engagement in Texas Schools by advising the Texas Education Agency on how families, community members, and educators can unite for the shared goal of equipping Texas children with the skills to become citizens and lifelong learners.

*In 23-24, the PFE Initiative worked to create **operating procedures** and guidelines for the PFE Council. These new procedures included:*

- *term limits for members*
- *the addition of new members*
- *a plan for representation from all 20 Education services centers over the next ten years*

*The council has added **6 new regional representatives**, **6 new school representatives**, and will have **6 new parent representatives** for the 24-25 school year.*

*The Council held **2, in-person** meetings and **6 online** meetings.*

***13 PFE Council Members** were trained at Harvard University Graduate School of Education in Summer 2024.*

PFE STAFF ATTENDED

5

ADDITIONAL STATE/ NATIONAL TRAININGS

School Support and Academic Services

Texas Instructional Leadership (TIL)

TIL @ WTAMU

Year 3 ('23 - 24)

- *WTAMU Leadership Team*
- *Strategic Planning*
  - » *Mission/Vision Work*
  - » *Critical Actions Aligned to TIL and new EPF*
  - » *Expectations for effective coaching and protocols in EPP*
  - » *Expectations for sequencing of TIL instructional strategies embedded in coursework*
  - » *PD training for Field Supervisors and Mentors*

3,462
Educators from the Panhandle Engaged in Sessions AUG 23–MAY 24

237
On-site District Requested Visits

TIL Participating Districts

7 DISTRICTS

46 CAMPUSES

Borger ISD | Canyon ISD | Dimmitt ISD | Highland Park ISD | Pampa ISD | Perryton ISD | River Road ISD

Open Education Resources (OER)

	23-24	24-25
Amplify.	17 LEAs	23 LEAs
	28%	38%
EUREKA MATH TEKS EDITION	30 LEAs	38 LEAs
	50%	63%
CARNEGIE LEARNING	14 LEAs	16 LEAs
	23%	27%

Regional Usage out of 60 ISDs.

Blended Reading Academies

Category	Year 3 (22-23)	Year 4 (23-24)
Total Cohorts	20	16
Total LEAs Participating	57 of 62	33 of 62
Total Blended Cohorts	2 (85 Participants)	5 (390 Participants)
Total Comprehensive Cohorts	18 (448 Participants)	10 (210 Participants)
ESC Cohorts	12	10
Local Implementation Cohorts	8	6
EPP (WTAMU)	-	1 (12 Participants)

Technology Services

Partnerships and Cost Savings

Our collaboration with the Technology Association for State Initiatives (TASI) has been fruitful. IT Directors from all ESCs have negotiated better pricing on products like Linewize and Securly, translating to significant savings for districts. We're actively exploring similar negotiations for other products to extend these savings.

Cybersecurity Excellence

Region 16 has been certified by the Texas DIR for the second consecutive year to provide cybersecurity training for school districts and boards. Our robust cybersecurity program, in alignment with House Bill 1, has positioned districts for success in state-run cybersecurity assessments. Region 16 has been recognized as a model for the program.

EdNet-Fiber Consortium

Our dedication to efficient and affordable connectivity is highlighted by the 60 letters of agency we've received, signaling a transition to a consortium model for Internet services. In preparation for the Ednet-Fiber consortium, we've upgraded our data center and internal network infrastructure. Our processing capacity has impressively risen from 10GB to over 100GB, and our internet speeds have surged from 6GB to beyond 200 GB.

Modernizing Our Software Offerings

Region 16's EdHive software portal operates as a centralized hub for clients. Some software includes contract management, cyber security, and FMLA.

See more at *https://edhive.net*

CTO as a Service

This new service program is an innovative new approach to serving the districts of the Panhandle, by providing resources to serve districts in tech planning, budget, and project management, among other services.

Esports Initiative Expansion

Our esports initiative has seen remarkable growth. The number of participating students surged from 120 to 250 this year. Furthermore, our commitment to rewarding excellence has been evident with a significant increase in prizes. From $10,000 last year, we secured a whopping $36,926 this year, with $30,000 dedicated to scholarships.



EDHIVE SM

EdNet 16 Fiber

FMLA TRACKER+
Compliance. One click at a time.

Texas Center for Student Supports (TCSS)

35
ESC **Stronger Connections Grant Leads** Trained From All 20 ESCs

Training included training of trainers with an overview of the TCSS-developed Student Support Framework and a level-set training on school culture and climate.

The TCSS created an Advisory Committee Guide to assist SCG LEAs as they implement this grant requirement.

98
PARTICIPANTS

54/99
CG LEAs Attended

14/20
ESCs Represented

2024
APRIL ROADSHOW

20
ESCs

17,497
MILES

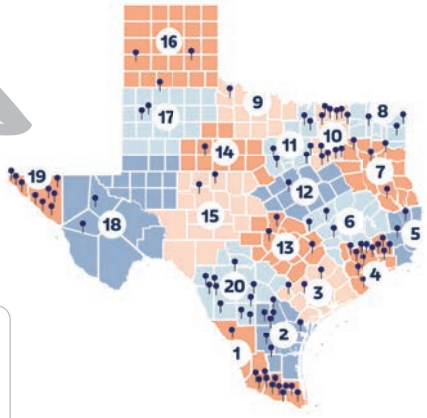
96
LEAs Reached

270
Attendees

Stronger Connections Grant

5
Meetings 23-24

99 ISDs
Stronger Connections Grant Awardees



VIRTUAL VENDOR FAIR

53
Unique Vendors

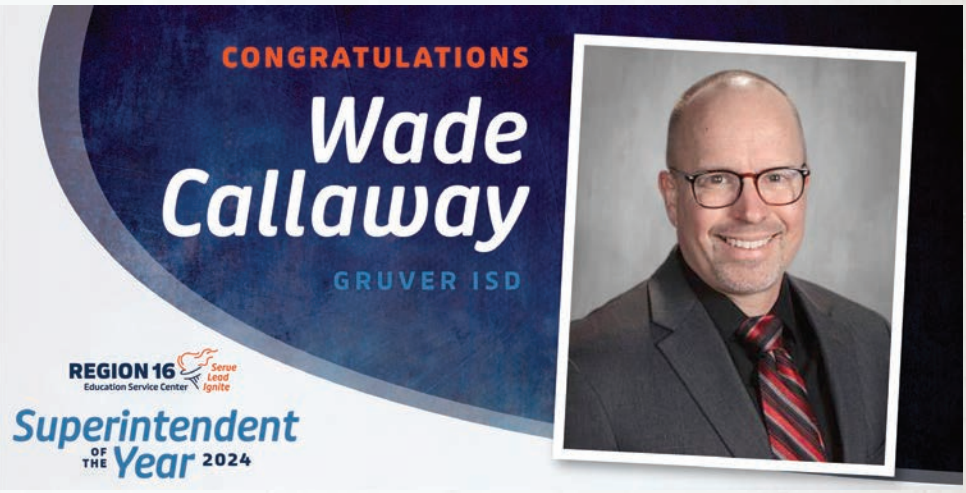
199
Participants

90+
Approved Vendors

Academic *Performance*

By August 2024, Region 16 AASI team had successfully supported 100% (6 campuses) of comprehensive progress/re-identified campuses in meeting comprehensive exit criteria.

By August 2024, Region 16 AASI team had successfully supported all newly identified comprehensive campuses (7 campuses) in meeting criteria to move to comprehensive progress for the 2024-25 school year.





New 2024-25 *Initiatives*

We have several new initiatives starting up for the 2024-2025 school year.

Stay tuned for more information as the year progresses and look for them in next year's annual report!

Texas Strategic Leadership / Board Integrated / Executive Coaching

Region 16 will continue to lead the prestigious Texas Strategic Leadership Pilot Grant for the upcoming school year, focusing on transformative strategic planning. This fall, we kick off by supporting the three districts that participated in our initial pilot process. These districts are working to implement intentional priorities and initiatives to drive positive student outcomes.

Our new districts will actively engage in a comprehensive strategic planning process, unifying their vision and mission while defining their district goals. This collaborative effort aims to precisely chart the path towards their envisioned future. Teams will receive executive coaching from Region 16 ESC, empowering them with the skills and insights needed for effective leadership. Additionally, they will immerse themselves in "exemplar learning labs" meticulously aligned with the Effective District Framework.



Lawana Pulliam
Executive Coach & TSL Lead
677-5276



Cassie Swan
TSL Data Analysis & Leadership Development
677-5282

State SIL Team

The purpose of this grant is to provide program support to LEAs through the Strategic Integration Liaison program. The 4 Lead Strategic Integration Liaison (Lead SILs) positions will participate in onboarding activities in June, July, and August of 2024 in preparation to provide onboarding and training, support, and coaching to 18 new ESCs SILs starting in August 2024.



Khara Skidgel
Coordinator of Tiered Services
677-5214



Casey Newman
Lead Strategic Integration Liaison
677-5139



Candra Clary
Lead Strategic Integration Liaison
677-5187



Krystal Hare
Lead Stategic Integration Liaison
677-5199



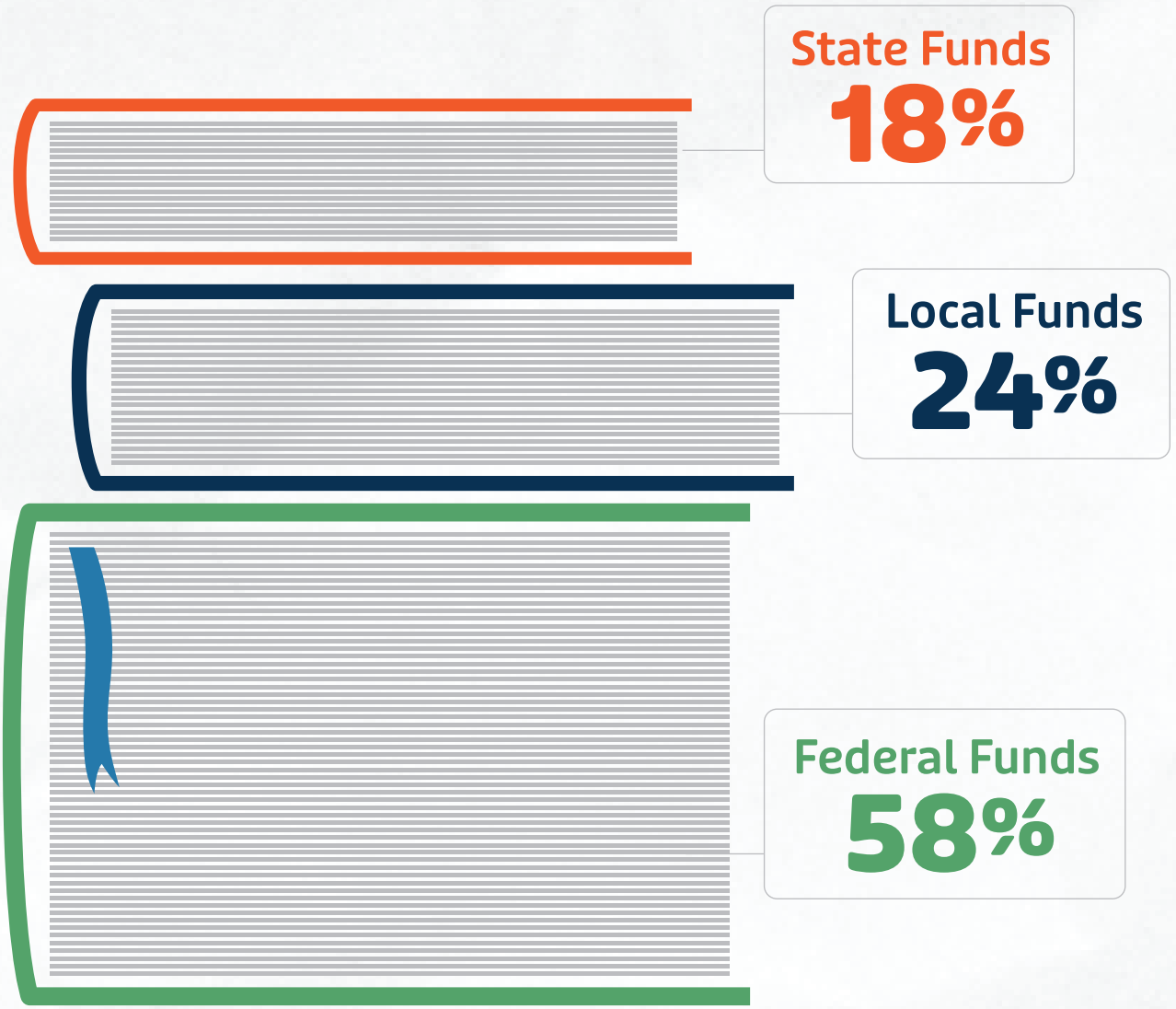
Abbee Jefferies, Ed.D.
Lead Strategic Integration Liaison
677-5176

2023-2024 *Overview*

ESCs provide a remarkable return on investment. Region16 leveraged the 2023-2024 local, state and federal allocations of $54,774,676 to provide programs and services to the region's 61 school districts and three charter schools. State funds represented 19% of the total; federal funds represented 59% of the total and local funds represented 22% of the total.

A separate funding account is maintained on each grant so each funding source is easily identified and expenditures from these sources can be readily examined.

2024-2025 Resources *$64,230,914*



Budget Compilation 2024-2025

FUND TITLE	FUND BUDGET
ESC State Base	$1,043,825
Executive Coaching	$857,143
Instructional Services Contract	$3,799,380
Instructional Leadership	$22,500
Federal Programs Contracts	$833,647
Data Management Contracts	$451,843
Guidance & Counselor Contracts	$84,502
School Health Services	$37,382
Support Services Contracts	$29,419
School Improvement/Assessment	$181,000
Management/Leadership Contract & Services	$245,224
Business Support Services Contracts	$1,000,000
Information Management Services Contracts	$1,994,281
Communications Technology Contracts	$3,924,335
Technology Integration & Distance Learning Contracts	$134,835
Bus Driving/CDL Training	$11,050
General Fund	$3,068,544
TEHCY Homeless Capacity Building	$125,000
Parent and Family Engagement	$1,138,202
School Improvement	$526,900
Title I Migrant	$1,253,295
IDEA-B Preschool	$165,210
IDEA-B Discretionary	$1,600,205
Texas Instructional Leadership (TIL)	$235,949
Child Nutrition	$445,672
Career/Technology	$203,600
Texas Center for School Supports (TCSS)/ Stronger Connections	$9,997,616
ESC ESSA Basic Services Title I, Title II, Title IV	$320,437
ESSER III-Technical Assistance	$101,000
Texas Strategic Leadership (TSL)/TCLAS	$766,667
STOP IT!	$999,998
TRI Literacy Coaching	$430,442
Child & Adult Care Food Program	$354,000
ESC Title IV Mental & Behavior Health	$70,000
SSA Career & Technology	$222,879
SSA Tile III ELA	$408,829
State Supplemental Visually Impaired Program	$131,527
ESC State Gifted & Talented	$11,000
IM Portal Review and Support	$42,259
Reading Academies	$322,386
Intruder Detection Audits (IDA)	$138,852
Teacher Incentive Allotment (TIA)	$475,000
Tri-Agency Grant for Regional Conveners	$600,000
Strong Foundations	$5,000,000
Math Academies	$25,000
Fentanyl Contamination Grant	$104,469
Information Security Officer	$195,000
PFE-Parent Involvement Program	$291,284
EDNET16	$96,500
Early Childhood Intervention	$2,513,336
Texas Panhandle P-16 Council	$35,738
Equity Plan Support	$21,532
Purchasing Coops	$750,000
SSA Head Start	$16,392,220
TOTAL	**$64,230, 914**

Region 16 **Strategic Plan**

STRATEGIC GOAL 1

Build a Foundation of Reading and Math

- Provide First Time Campus Administrators Training, Leadership Pathways, Leadership Coaching, TIL, TRI, Reading Academies, Math Academies, Numeracy development, and professional development in identifying best practices
- Provide professional development and coaching support around HQIM resources to increase the knowledge around the Science of Teaching Reading and best practices in mathematics
- Provide training, implementation support, and technical assistance to district and campus leaders around the development of an effective assessment cycle with related data checkpoints (Measured by PD opportunities, on-site support, and technical assistance tracking)
- Provide support for district and campus leadership and teachers to demonstrate the impact of foundational math and reading skills on their accountability measures
- Provide ongoing coaching and support for school leaders to improve the quality of instruction and campus performance
- Create professional development to address the needs of the gaps identified as areas of growth in the data
- Assist districts in applying and planning for the Strong Foundations Planning and Implementation grants
- Head Start / Early Head Start programs will continue analyzing proficiency standards to inform and adjust practices to ensure targets are met

STRATEGIC GOAL 2

Promote and Support College, Career and Military Readiness Initiatives

- Host the CCMR Summit, CCMR teacher training, College and Career Days, and Transition Fairs
- Train, guide, and support campus administrators and counselors in creating and implementing a K-12 CCMR scope and sequence
- Explore dual credit opportunities beyond English and Math and help districts analyze pathways, funding, and content to have the most beneficial plan for student readiness
- Support the EAF Planning Grant so districts can exit with a comprehensive career and academic guidance plan
- Expand on the work of the Tri-Agency Regional Convener to create blueprints and implement strategies to streamline and strengthen the K-12 to workforce pipeline, resulting in increased career opportunities in the Panhandle and multi-sector partnerships that are aligned with the regional labor market demands

STRATEGIC GOAL 3

Improve Low-Performing Schools

- Facilitate and promote collaboration across ESC Teams through internal wraparound meetings for the benefit of campuses in required improvement, with the creation of strategic support packages
- Trained members of the AASI Team will serve as SI Case Managers for campuses in required improvement, providing customized professional learning experiences and leadership coaching of continuous improvement processes
- Support the creation and "walk-alongside" implementation support of Targeted Improvement Plans using proven, research-based best practices, with alignment to the Effective School Framework
- Provide ESF Diagnostics to campuses in required improvement to support district and campus leadership teams in determining strengths and opportunities for growth
- Support campuses in required improvement in aligning the findings of diagnostic reports to either ESC-supported VIPs, TIL, or HQIM pathways and applying for state grants to support this work

STRATEGIC GOAL 4

Enhance Student Outcomes In All Schools by Supporting Best Practices of Effective Schools

- Recruit and support districts in the Strong Foundations in Math and Reading Initiative through TCMPC, resulting in the adoption and implementation of sound (HQIM/OER) curriculum across the region
- Analyze STAAR data for B & C campuses to determine the most high-leverage instructional best practices needed for continuous improvement in the accountability system and include those best practices in the training that we provide to all districts
- Expand the key focus areas centered on rigor and productive struggle to include additional data-driven priorities that will enhance the performance of all schools
- Promote systems supported by school safety teams to ensure each district can access best practices and procedures for emotional and physical safety
- Continue expanding innovative models such as 1882 early childhood partnerships and rural innovation zones to meet needs and fill regional gaps
- Develop highly effective communication networks that support emerging technology needs for student success, focusing on fiber networks, infrastructure, and digital equity

STRATEGIC GOAL 5

Recruit, Retain and Support Quality Teachers and Principals

- Provide technical support to districts in completing applications and implementing TIA locally. TIA allows teachers to be designated as Recognized, Exemplary, or Master teachers based on performance standards that are grounded in teacher observations and student performance
  - Conduct the Why Teach session with Amarillo College and WTAMU for all tenth through twelfth-grade students.
  - P-16 Council activities
  - Host the annual Path2Teaching event for teacher recruitment as supported by the P16 Council support
  - Provide job posting services for districts
- Offer job fairs for districts and education job seekers
  - Continue work in the Texas Strategic Staffing initiative by working alongside TEA, Universities, and LEAs to implement innovative staffing solutions to meet district needs
- Provide training, support, and tools to the WTAMU Education department that are grounded in instruction and coaching components aligned to Texas Instructional Leadership, Educator Preparation Framework, T-TESS, and Texas Teacher Standards
  - Training of WTAMU education professors, field supervisors, and teacher mentors
  - Embedded planning, modeling, and practice of Instructional strategies in the 4-year scope and sequence of candidate coursework
  - Resource toolkits for field supervisors, teacher mentors, and candidates
- Provide First Year Teacher Academy and a Second Year Teacher Academy to support educators with best practices and effective strategies, encouraging them to stay in the profession
- Provide instructional coaching that offers teachers immediate feedback and support, fostering their professional growth and enhancing their classroom effectiveness, which can increase their job satisfaction

STRATEGIC GOAL 6

Enhance Internal Efficacy to Effectively Drive Positive Change Within School Districts

- Develop a robust Customer Service foundational training program for Region 16 and implement various initiatives across departments to monitor and enhance our customer engagement experience
- Implement Project and Performance Management organization-wide to gain insights into our impact on districts and student outcomes, enabling us to make strategic and informed adjustments
- Leverage internal committees to guide decision-making, continue establishing a culture of innovation, and anticipate necessary changes to fulfill our mission
- Increase superintendent retention and capacity by implementing a board-superintendent team that provides enhanced training and development of CEOs and effective governance in districts
- Organize and align systems internally to provide a comprehensive, wrap-around model for our districts

STRATEGIC GOAL 7

Support Legislative Priorities and TEA Grants and Initiatives

- Implement, monitor, and meet deliverables for TEA grant initiatives
  - Effectively and efficiently implement and monitor all TEA grant initiatives, including meeting all objectives and deliverables
- Work alongside TEA to implement, expand, and improve efforts in the following statewide initiatives:
  - Parental and Family Engagement Initiative (PFE)
  - Texas Center for Student Support (TCSS)
  - Strategic Integration Liaison Leads (SIL)
  - Strong Foundation Fiscal Management (SF)
  - Executive Coaching (TSL, TSL BIP, TCSS, SIL, ESCs)
  - Statewide Reading Academies for Administrators

The ESC Region 16 Strategic Plan is aligned to the TEA Strategic Priorities, 2024–2026.



VISION

Region 16 Education Service Center will be an indispensable part of the educational community.

MISSION

Enhancing student success by providing quality services.

REGION 16
Education Service Center

Serve
Lead
Ignite

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