*Annual Report

2024-2025



REGION 16
Education Service Center
Serve
Lead
Ignite

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 that approaching our work through a ***spirit of collaboration***, having fun, commitment, collegiality, and ***enjoying the journey*** makes us all better.

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.



LETTER FROM OUR Executive Director



As we reflect on the past year and look ahead to the 2025-2026 school year, we are filled with excitement for the journey we continue to share. This year, our annual report celebrates not just achievements, but the milestones we have reached together – each one a testament to our collective dedication and the unwavering spirit of the Panhandle educational community.

At Region 16 Education Service Center, our purpose remains steadfast. Our Vision to be an indispensable part of the educational community, and our Mission of enhancing student success by providing quality services, are the bedrock of everything we do. These are not mere statements; they are living commitments that guide our every action.

We continue to live by our Guiding Principles: delivering Extraordinary Customer Service, fostering Innovative and Impactful Practices, and building Trusting and Supportive Relationships. These principles, combined with our Core Values of Excellence, Growth, Integrity, and Commitment, ensure that we are not just providing services, but truly partnering with you to navigate the evolving landscape of education. Every training session, every technical assistance contact, and every collaborative initiative is a step toward a shared milestone.

The past school year saw us achieve significant milestones, from enhancing student outcomes through targeted support to expanding our reach in crucial areas like technology and leadership development. These accomplishments are a direct result of your trust in us and the tireless efforts of our dedicated team.

We are honored to be your service center, and we extend our deepest gratitude for trusting us to partner with you in this vital work. Together, we will continue to ***Serve. Lead. Ignite.***, reaching new heights and celebrating countless future milestones.

Tanya Larkin

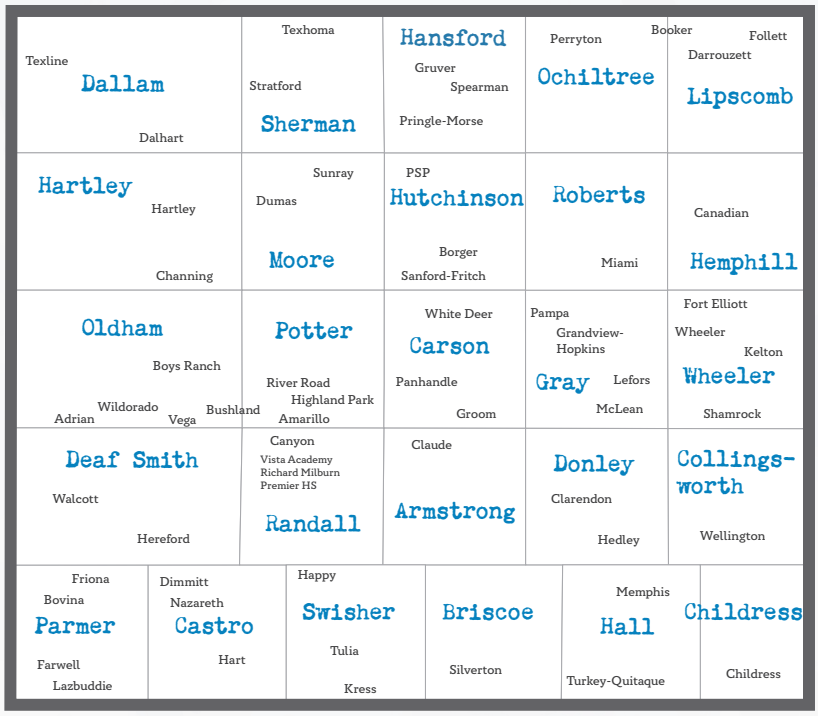
Tanya Larkin, Ed.D.
EXECUTIVE DIRECTOR



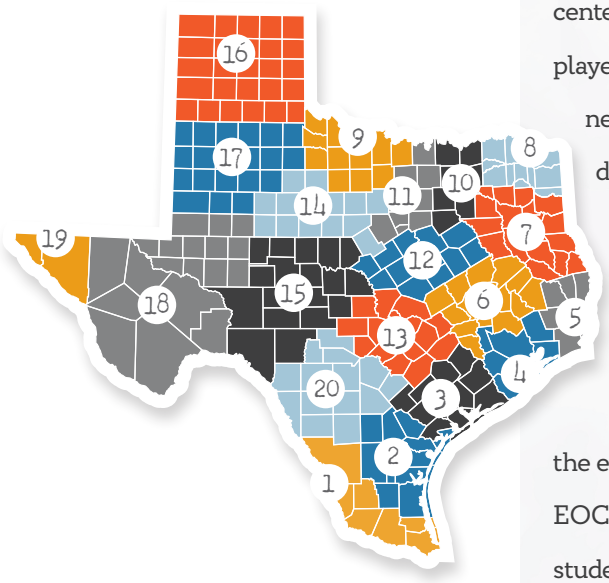
ESC 16 Geographic Region

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 79,169 students, with individual districts ranging from fewer than 50 to more than 29,000 students and a total regional school staff count of 13,154.



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



Kathleen Morris
VICE CHAIR
PLACE 5
Amarillo



Lee Porter
SECRETARY
PLACE 7
Pampa



Tim Gilliland
PLACE 1
Canyon



Larry Appel
PLACE 3
Dumas



Justin T. Smith
PLACE 4
Miami



Doneice Ray
PLACE 6
Amarillo

ABOUT Region 16 ESC

In 2024-2025, Region 16 ESC served 60 school districts and three charter schools.

The annual budget was more than $70 million. Approximately 355 professional and support employees carried out our assigned task, providing quality services to our clients.

79,169
Students

12,154
Regional Staff

27,879
Individuals Trained

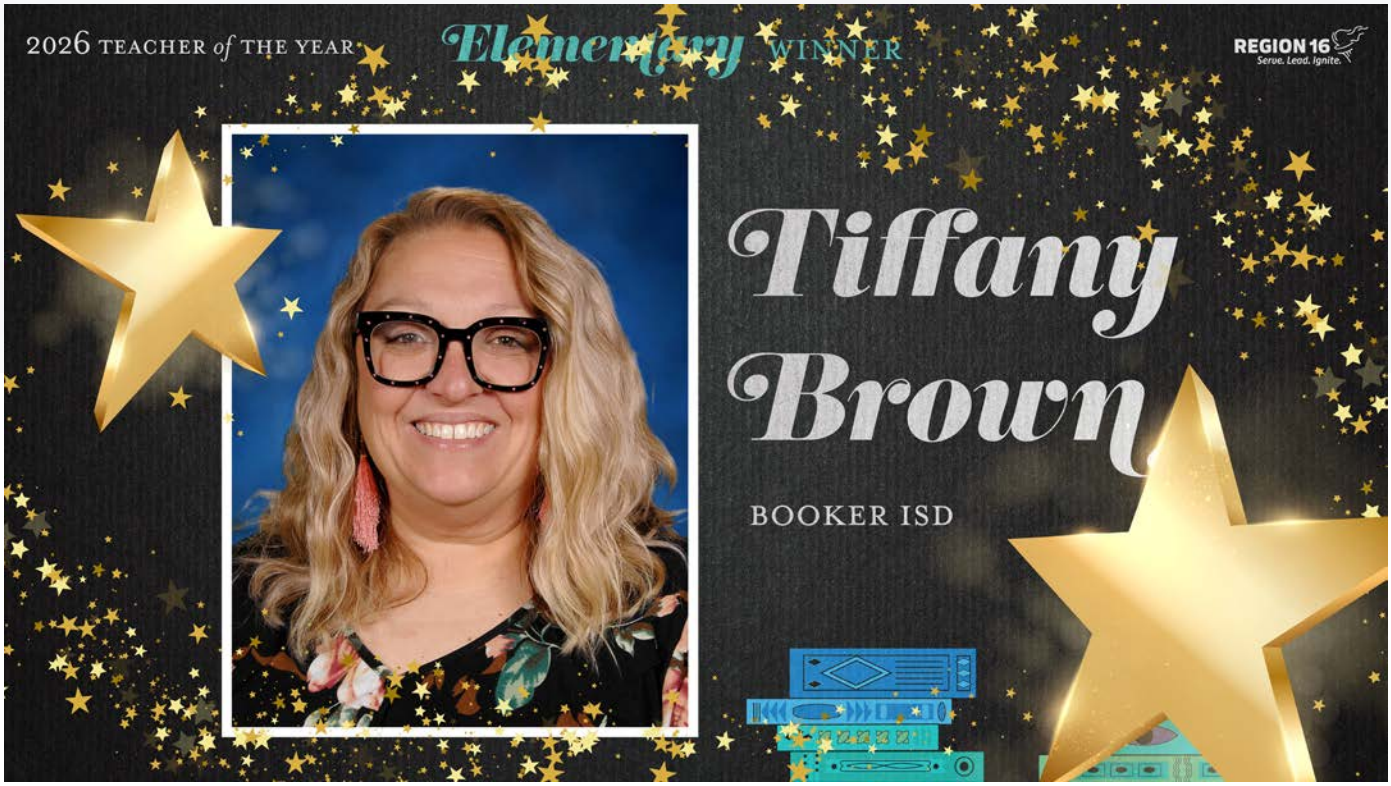
130,558
Training Contact Hours

20,557
Technical Assistance Contact Hours

401
Board Members Trained

*September 1, 2024–August 15, 2025

Congratulations to all of this year's nominees!





Programs and 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.

ARTIFICIAL INTELLIGENCE (AI)

The Artificial Intelligence (AI) Services team is dedicated to empowering districts to strategically and ethically leverage AI to enhance student learning and operational efficiency. Key services include professional development on AI concepts and classroom integration, readiness planning for district-wide implementation, and establishing an innovative framework that aligns with state and federal guidelines.

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 & TECHNICAL EDUCATION (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 federal and state CTE compliance, programs of study and labor market alignment, College, Career, and Military Readiness, graduation requirements, and postsecondary transition. 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 & 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 & 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; Title V, and Title VI, Part A, Part B, and McKinney-Vento.

GUIDANCE & 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 Information Management Services (IMS) team provides comprehensive training and support for ASCENDER Enterprise Administrative Software, covering both Business and Student Administration applications.

On the Business application side, support includes, but is not limited to, Payroll, Personnel, TRS, Leave, Budget, Finance, and the Employee Portal. On the Student application side, services include Enrollment, Attendance, Grades, Transcripts, GPA, Attendance, Scheduling, Teacher Gradebook, Parent Portal, and Student Portal.

In addition, IMS delivers essential support for TSDS/PEIMS to all districts, ensuring accurate and timely submission of state-mandated data in alignment with the Texas Student Data System (TSDS), Public Education Information Management System (PEIMS), and Texas Education Data Standards (TEDS).

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, & 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 enrolled 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
- Evaluating and Improving Student Outcomes (EISO)
- School Board Candidate Workshop
- 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 districts with IDAs, EOP, SSSP, SBTA, Sentinel and safety funding.

SCHOOL BUSINESS SERVICES

Our Region 16 team works alongside the TSFC to provide 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.

TALENT SUPPORT

Region 16 is proud to partner with districts across the region in recruiting, retaining, and growing exceptional talent. We believe that strong educators are the foundation of strong student outcomes, and we've expanded our talent services to meet the evolving needs of today's schools. Our comprehensive support now includes strategic guidance around the Teacher Incentive Allotment, Strategic Staffing, and Strategic Compensation models—designed to help districts attract and retain high-performing educators.

Whether helping districts craft sustainable compensation plans or aligning staffing strategies to student needs, our goal remains clear: equip schools with the right people in the right roles, so every student can thrive.

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 the expansion of existing technologies and for the addition of new ones is available. Support for distance learning, internet, local wide area networking, and VOIP is 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, materials internalization alignment (MIA), schoolwide culture routines, and data-driven instruction.

TEXAS STRATEGIC LEADERSHIP

The Texas Strategic Leadership Program in Region 16 provides customized executive coaching and cohort experience opportunities to superintendents and their leadership teams seeking to deeply engage in the Effective District Framework (EDF).

Texas Strategic Leadership is designed to meet the needs of superintendents and leadership teams through strategic planning activities, engagement in a landscape analysis, development of a strategic plan, change management, and stakeholder alignment.

PROGRAM Highlights

ACCOUNTABILITY, ASSESSMENT & 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 and FLIPS implementation through on-site support and completing Effective School Framework Diagnostic Final Reports to guide campuses in their school improvement efforts.

300 DAYS of direct, customized, targeted support to…

14 CAMPUSES in required improvement, including on-site implementation support and administrator coaching as well as…

providing enhanced support to **9** ADDITIONAL CAMPUSES to improve overall progress.

13
Additional Diagnostics Completed

100% of the six schools that were identified as Comprehensive Progress in 24-25 are exiting CSI based on 2025 STAAR results.

100% of the seven schools identified as a school requiring comprehensive support (CSI) in 24-25 made progress and moved to Comprehensive Progress status for 25-26 school year.

100% of schools identified as needing Additional Targeted Support (ATS), exited.

IN THE 24-25 SCHOOL YEAR: 13 campuses were required to receive support and of those:

- **100%** of campuses showed growth in overall rating
- **10** of those campuses had a 10 or more point gain in overall rating (one letter grade)
- **3** campuses had a 20 or more point gain in overall rating (two letter grades)
- **2** campuses had a 30 or more point gain in overall rating (three letter grades)
- **15.3** average point gain, in overall rating, across all 13 campuses

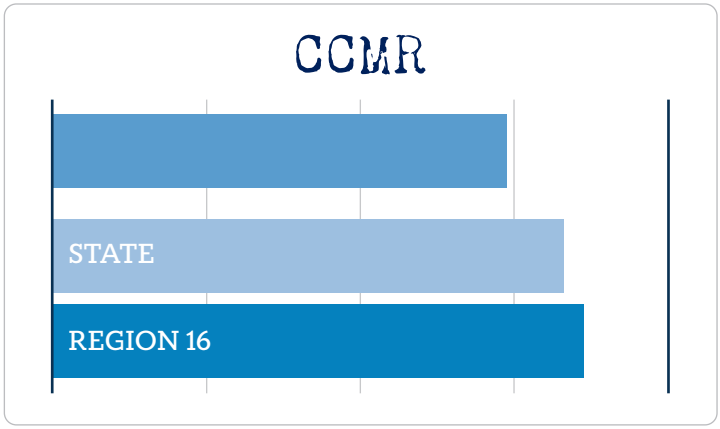
Region 16 Overall Accountability Ratings

27%	43%	70%	19%	8%	3%
A Overall Rating	B Overall Rating	A/B High Performing Campuses	C Overall Rating	D Overall Rating	F Overall Rating

73% of HS/K-12 campuses in R16 earned an A or B for CCMR (78% or more of seniors earning CCMR credit)

82% earned CCMR credit in 2024

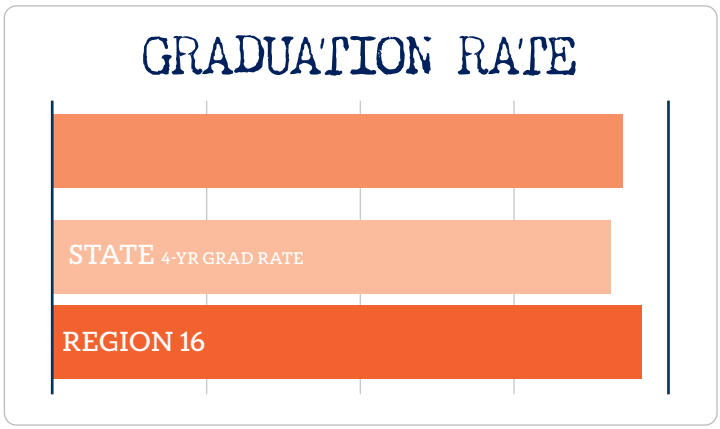
85% earned CCMR credit in 2024



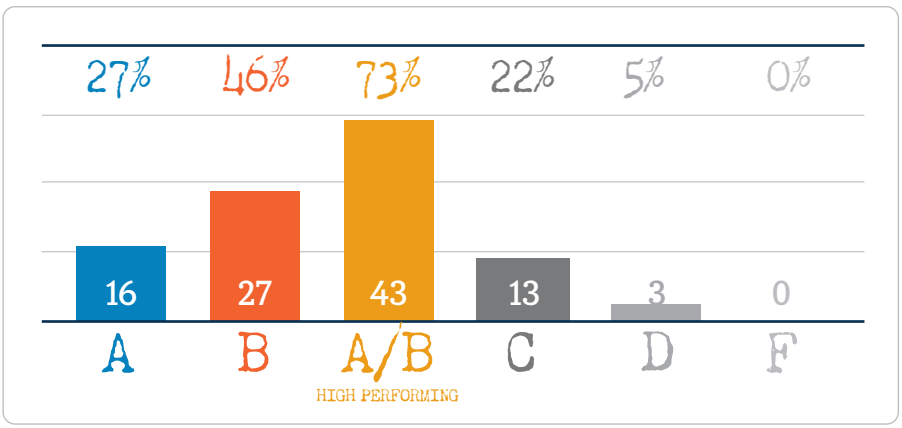
92% of all HS/K-12 campuses earned an A or B for graduation rate

90.7% grad rate for class of 2024

95.2% grad rate for class of 2024



Districts in R16 by 2025 Rating



PROGRAM Highlights

CAREER AND TECHNICAL EDUCATION & COLLEGE, CAREER AND MILITARY READINESS

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 federal and state CTE compliance, programs of study and labor market alignment, College, Career, and Military Readiness, graduation requirements, and postsecondary transition. The program also provides a Shared Services Arrangement for Perkins funding. The services and training provided align with requirements from TEA.

57 teachers, counselors, and administrators were served through the 2025 **SUMMER EXTERNSHIP PROGRAM** – a Collaborative effort between Region 16 ESC, Panhandle Workforce Solutions, and The Panhandle Regional Planning Commission

Provided **8** TEA-sponsored CTE Administrator and Counselor Trainings

Over **200** students and staff attended the 2025 **WHY TEACH** event hosted at WTAMU. This event is a collaborative effort between Region 16 CTE/CCMR, WTAMU, AC, and Region 16 P-16.

Served **33** school districts in the 2024-2025 **PERKINS SSA** with a total allocation of more than $206,000. Implemented fall and spring cluster site visits for the SSA member districts with 57 attendees.

Collaborated with Los Barrios de Amarillo, Panhandle Community Partnerships, Workforce Solutions Panhandle, Education Credit Union, and many other volunteers from the community to provide a **COLLEGE & CAREER FAIR**:

to **HIGH SCHOOLS STUDENTS**, with **439** juniors and seniors in attendance.

to **MIDDLE SCHOOLS STUDENTS**, with **600** middle school students in attendance.

93 teachers and staff across 5 districts were trained on CCMR indicators and developed action steps that each staff member can implement to support CCMR success for students.

Preparing to launch the CCMR Playbook for the 2025-2026 school year.

COUNSELING & SUPPORT SERVICES

The Counseling and Mental Health department has offered 78 workshops from September 2024 to August 2025 with 1,297 participants from across the Region.

The Mental Health topics presented include:

- Mental & Behavioral Health
- Texas Model/Comprehensive School Counseling Programs
- Advising
- Counseling Strategies/Techniques
- Data-Based Decisions/MTSS
- Counselor Fundamentals

The Counseling and Mental Health Department has actively participated in the STOPit Grant. The grant's implementation has onboarded 54 districts serving 55,946 students and addressing 247 crisis incidents. Additionally, 9 school districts received 100 days of direct school counseling services, and E-Therapy outside counseling facilitated 100 referrals.

Our direct service counselors have been instrumental in providing critical support across various initiatives. During the 2024-2025 school year, they delivered 236 days of direct service, focusing on areas such as social-emotional learning, the STOPit program, and comprehensive school programming. 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 five 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.

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.

1
Private School

57
Participating School Districts in Region 16

23
Child & Adult Care Facilities

1
Residential Child Care Institution



PROGRAM Highlights

EARLY CHILDHOOD INTERVENTION (ECI)

Region 16 is the second largest geographical program in the state.

We serve 41 school districts and 20 counties.

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.

Region 16 uses a hybrid model of service delivery, both telehealth and in-person services for approximately **50%** of the total monthly services provided.

Current program data shows **55%** of referrals, the highest percentage, comes from medical providers.

40% of referrals, a majority, are between 0-12 months

76% of the children enrolled in ECI qualified based on developmental delays

58% of the children enrolled in services have Medicaid

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

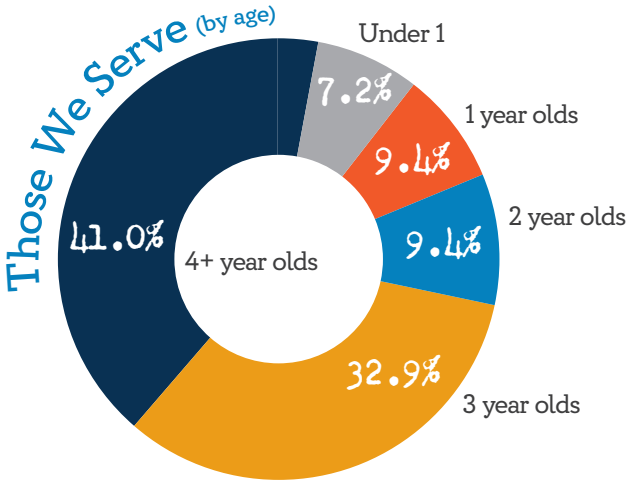
1,996 Preschool Children

564 Infants & Toddlers **56** Expectant Mothers

Head Start & Early Head Start

Total Individuals Funded

2,052



2024-2025 Head Start/Early Head Start Sites

Dallam 28.9 Dalhart (77)	**Sherman** 22.0	**Hansford** 12.0 Spearman (20)	**Ochiltree** 14.9 Perryton (37)	**Lipscomb** 26.9
Hartley 8.0	**Moore** 31.3 Dumas: Cactus (20) North (30) South (38)	**Hutchinson** 21.1 PSP (14) (8) Borger Buttercup (16)	**Roberts** 20.7	**Hemphill** 12.7
Oldham 30.2	**Potter** 32.7 River Road (50) Amarillo: Pregnant Women (45) Homebase (47) Cleveland (135) (47) Nelson (90) Eastridge (47) Hamlet (28) Opp. School (17) (48) Opp. Gratitude (16) San Jacinto (43) Wills (40) Willow Vista (11) AC-Hagy (16) Night & Day (40) Little Nest (24)	**Carson** 10.6	**Gray** 31.8 Pampa: (120) Pampa CDCC (56) Pregnant Women (10)	**Wheeler** 32.4 Shamrock (10)
Deaf Smith 23.6 Hereford: Tierra Blanca (205) Homebase (16)	**Randall** 4.4 Canyon: Lakeview (15) Sundown Ln (19)	**Armstrong** 7.1	**Donley** 6.3 Clarendon (18)	**Collings-worth** 26.6 Wellington (19)
Parmer 12.0 Bovina (17) Friona (34)	**Castro** 20.3 Dimmitt (37) Hart (20)	**Swisher** 47.3 Tulia (8)	**Briscoe** 11.4	**Hall** 12.9 Memphis (27) Little Cyclone (12)	**Childress** 31.8 Childress (36)

Head Start (# of students 'funded')
Total Sites: 28

Early Head Start (# of students 'funded')
Total Sites: 12

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 **75** professional training **SESSIONS**

Assisted **60 DISTRICTS** with the implementation of the upgraded TSDS Ed-Fi platform.

Trained more than **2,119** **PARTICIPANTS**

Provided more than **10,100** **HOURS** of technical assistance to district personnel.

Worked with **30** DISTRICTS for the OCR/CRDC contract

Managed 272 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.

Worked with **34** **DISTRICTS** that are on the PEIMS Coordinator Contract.

Managed **16** **SERVERS** for the 57 districts in Region 16 that use **ASCENDER** Software

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 EDUCATION PROGRAM (MEP)

More than **1,000** migratory students identified in Region 16, making it the THIRD MOST populated region in Texas due to our vast agricultural opportunities.

709
migratory students served with either migrant-funded supplemental instructional services or support services.

355
migratory students in four school districts served in migrant-funded supplemental summer programs to enhance learning and close gaps.

126
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	Ofelia Lopez	Pedro de Jesus Parra Gil	Rufina Salinas	Rachel Rivera
Parent Dalhart ISD	Parent Dimmitt ISD	Parent Dumas ISD	Parent Friona ISD	MEP Staff Dalhart ISD

26 Migrant Programs funded in Region 16 LEAs for 24-25:

- **2** Independent–Amarillo and Hereford
- **24** SSA Member districts

Region 16's Migrant Education Program team was recognized as the "Dream Team" during the state's Association of Migrant Educators in Texas conference for their work together and with their districts to support migratory children and their families.



*All data is current as of 08/11/2025.

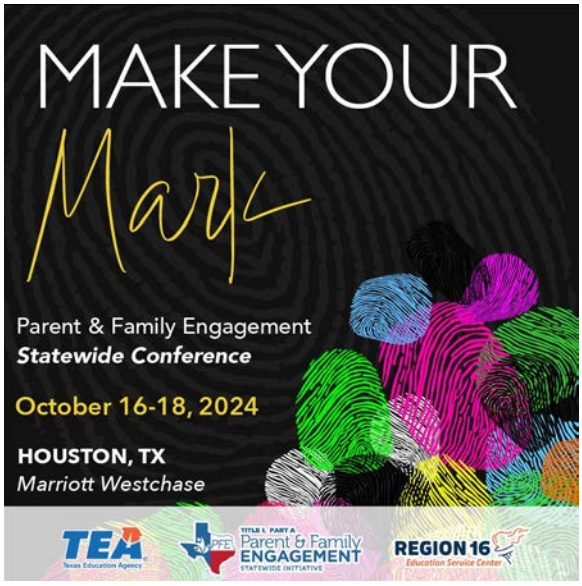
PARENT & FAMILY ENGAGEMENT (PFE)

The Parent and Family Engagement Statewide 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.

Each year, the initiative designs a number of in-person and online training sessions to support all educators—from paraprofessionals to superintendents—in federal compliance and best practices for creating meaningful partnerships with families and communities. Initiative staff use needs assessment data to create free online resources for both schools and families to meet the increasing challenges in education today. This year, the PFE team was pleased to learn that **TWO RESOURCES** they created earned a prestigious commendation from the U.S. Department of Education.

The Parent and Family Engagement Statewide 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.

The PFE State Council is a group of parents, educators, and regional service center staff representing six strategically selected regions across Texas. These members provide firsthand information and suggestions to both state initiative staff and Texas Education Agency staff regarding family, community, and school needs. In the last year, the council created a strategic plan to guide their work for the next three years.







TITLE I, PART A
Parent & Family ENGAGEMENT
STATEWIDE INITIATIVE

PROGRAM Highlights

SAFE & SUPPORTIVE SCHOOLS SERVICES

ESC 16 School Safety highlights include the School Safety Summit, safety training, EOP preparation, and supporting SSSP teams across the region. At our third annual Safety Summit 214 attendees from schools, law enforcement, health care, and community organizations came together to increase awareness and safe practices in our schools.This summit continues to grow each year and strengthens the safety community.

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 2024-2025, **38 DISTRICTS** opted for these services. For 2025-26, a new Guardian contract will be offered to districts for annual training and support of their school guardians.

We will continue to train in School Behavioral Threat Assessment and everything school safety related as we enter the 2025-2026 school year. During 2024-25, we trained **55 DISTRICT STAFF** members in the SBTA process and hosted TEA School Safety trainings on utilizing Sentinel's SBTA reporting system for 163 district staff members.

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
- 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's Office of School Safety

Communication is key to school safety. Region 16 School Safety now facilitates monthly community threat assessment meetings that bring together representatives from the FBI, Texas DPS, local law enforcement, and district school safety personnel.

Launched in the 2024–25 school year, this coordinated effort is supported by multiple communication channels, including a monthly newsletter, a dedicated Safety GroupMe, and quarterly coffee chats with the Region 16 Safety Team–ensuring timely updates and strong connections with school districts across the region.

214
School Safety Summit Attendees



SCHOOL SUPPORT & ACADEMIC SERVICES

TEXAS INSTRUCTIONAL LEADERSHIP (TIL)

WEST TEXAS A&M UNIVERSITY

10,688 Miles Driven to **46** Campuses in **7** Districts visiting **579** Classrooms over **114** Days

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	19 LEAs
	28%	32%
EUREKA MATH TEKS EDITION	30 LEAs	39 LEAs
	50%	65%
CARNEGIE LEARNING	14 LEAs	18 LEAs
	23%	30%

Regional Usage out of 60 ISDs.

BLENDED READING ACADEMIES

Category	Year 3 (22-23)	Year 4 (23-24)	Year 5 (24-25)
Total Cohorts	20	16	22
Total LEAs Participating	57 of 62	33 of 62	40 of 60
Total Blended Cohorts	2 (85 Participants)	5 (390 Participants)	13 (567 Participants)
Total Comprehensive Cohorts	18 (448 Participants)	10 (210 Participants)	5 (92 Participants)
ESC Cohorts	12	10	18
Local Implementation Cohorts	8	6	4
EPP (WTAMU)	–	1 (12 Participants)	1 (12 Participants)

STRATEGIC INTEGRATION LIAISONS

The Lead SIL team achieved significant milestones in the 24-25 grant year, focusing on equipping Strategic Integration Liaisons (SILs) with essential skills and fostering systems-level change in districts. All SILs completed Phase 2 certification by submitting District Action Plans, and 23 SILs achieved full certification in Executive Coaching and TIER Essentials.

Key actions included advising SILs on district recruitment, data analysis, and resource utilization to facilitate systems-level change. The team also provided high-quality professional development, including AIR deliverables, goal-setting sessions, data sessions, Executive Coaching, and TIER training. Coaching SILs through Executive Coaching focused on soft skills and essential functions.

The impact of this work is evident in district leaders gaining the capacity to facilitate and sustain effective systems-level change using research-based strategies, ultimately increasing positive outcomes for all students.

The team also focused on ensuring SILs could coach and connect with executive leadership teams to make data-informed decisions and implement strategies for systemic change.

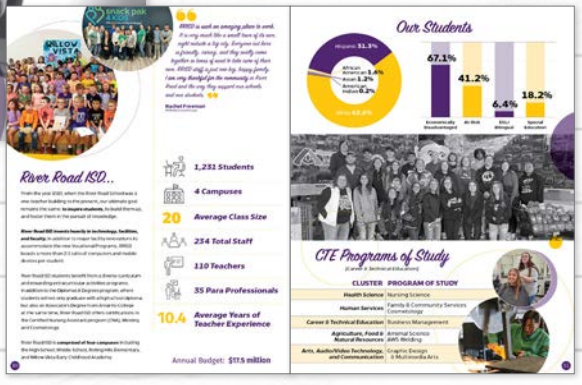
Strategic enhancements included an expedited plan to guide all Cohort 2 SILs through certification by November 2025, streamlining coaching and office hours to focus on process components, and improving Special Education Alignment across all SIL components. While strong engagement in coaching was observed, the team is actively working to evolve coaching sessions and office hours from compliance check-ins to authentic executive coaching, emphasizing inquiry, strategic alignment, and the meaningful inclusion of special education priorities within systems change. The biggest insight gained was that the District Action Plan FOI helped SILs understand how each district action plan contributes to long-term sustainability and cohesion.

TEXAS STRATEGIC LEADERSHIP

STATE HOME OFFICE

During the 2024–2025 school year, Region 16 continued its strong partnership with the Texas Strategic Leadership (TSL) initiative by supporting three districts through their second year of implementation and strategic planning. In addition, we launched three new districts into Year 1 of the TSL process, all of which successfully completed comprehensive 3 to 5-year strategic plans focused on improving student outcomes. These plans represent a clear commitment to aligning leadership, systems, and practices for long-term impact. As we move into Year 3 of our pilot, we are excited to welcome two more districts into their first year of strategic planning. This growing cohort reflects our region's dedication to developing strong systems leadership and creating sustainable, student-centered change.









TEACHER INCENTIVE ALLOTMENT (TIA)

The Teacher Incentive Allotment (TIA) is designed to reward and retain highly effective educators by providing significant financial incentives based on teacher observation data and student growth.

Region 16 provides support to districts through comprehensive technical assistance, including the local plan development, stakeholder engagement, data collection, data submission, designation system alignment, data validation, and systems monitoring. Our team partners closely with schools to ensure successful TIA implementation and long-term sustainability. We are committed to helping educators maximize their impact and access the benefits they've earned.

16
New Districts Applied for TIA in April 2025

29,000+
Hours of Technical Assistance Provided

29 districts are now involved in TIA in either Year 1, Year 2, Year 3, or Post-approval

TIA participation in Region 16 grew from
21%-49%
from June 2024-June 2025

100%
Approval Rate for New TIA Applications

$2.9M More than $2.9 million dollars were awarded to teachers in the summer of 2025

PROGRAM Highlights

TECHNOLOGY SERVICES

PARTNERSHIPS & 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, cybersecurity, 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

EdHive, developed by Region 16 Education Service Center, serves as a central hub for applications supporting educational institutions and small to medium-sized businesses. Its primary mission is to deliver impactful, low-cost solutions to enhance operational efficiency. Current applications include FMLA Tracker+, Contracts, and Assessments.

TEXAS CENTER FOR STUDENT SUPPORTS (TCSS)

During the 2024-2025 school year, the Texas Center of Students Supports engaged with 98 LEAs and over 240 campuses statewide. The following highlights reflect TCSS's ongoing commitment to addressing the non-academic needs of students across Texas:

Student Task Force

TCSS convened both virtual and in-person sessions with student representatives across Texas to gather input on addressing non-academic needs. This student voice is critical in informing our strategies and ensuring our efforts are aligned with real campus experiences.

Advisory Group

A dedicated bi-monthly advisory group-comprised of educators and content experts from across the state–guides all TCSS's work. This ensures that our work remains informed by current practices and needs in both education and non-academic support systems.

Student Support Framework

Our ESC SCG leads delivered statewide Level Set training session on the student support framework, which includes nine essential levers. Their leadership and delivery were exemplary in building foundational district capacity.

Winter Roadshow

As part of our outreach, the TCSS team traveled 24,396 miles across Texas, visiting every ESC region. This effort supported both SSF diagnostic training and direct engagement with stronger connection grant districts.

Climate Survey

TCSS conducted a school climate survey reaching 306 campuses statewide. The findings informed our approach to addressing factors that influence students' non-academic well-being.

Diagnostic Pilot

In partnership with the Texas Institute for Excellence in Mental Health, TCSS developed and administered a new diagnostic tool. It was piloted in 10 campuses, with readiness checks conducted at over 220 campuses. Pilot 2.0 will be released to over 230 campuses across the SCG schools for 2025-2026 school year.

New 2025-26 Initiatives

We have several new initiatives starting up for the 2025-2026 school year.
Stay tuned for more information as the year progresses and look for them in next year's annual report!

EDNET FIBER CONSORTIUM

The EdNet Fiber Consortium is our region's shared pathway to the future. By connecting districts through a powerful 10Gb fiber network, we are removing barriers to innovation and creating a level playing field for every student. This vital connection delivers significant cost savings and unlocks exclusive access to next-generation tools like AI platforms, robust cybersecurity defenses, and unique collaborative programs across the Panhandle. Joining the consortium is an investment in future-ready student success and a more resilient, connected, and opportunity-based community.

DATA CENTERS & NETWORK OPERATIONS

Region 16's strategic partnership with DUOS Edge AI is building the technological backbone for the Panhandle's future. We've launched the area's first SOC2-compliant edge data center in Amarillo, with more planned for neighboring communities. Monitored by Region 16 staff, this growing network is integrated with the EdNet Fiber Consortium to create unparalleled, hands-on workforce development opportunities for students in member districts. For our consortium schools, this means direct student access to real-world career pathways in data center operations, cybersecurity, and AI, guided by Region 16 staff and industry experts.

This partnership is built to be replicable, with Region 16 serving as the coordinating hub to support future collaboratives across the region. Together, we're reimagining what's possible for rural learners—one pathway, one partnership at a time.

RURAL PATHWAY EXCELLENCE PARTNERSHIP PROGRAM (R-PEP) NORTHWEST PANHANDLE INNOVATION ZONE

The R-PEP Program is an innovative and scalable workforce and education initiative designed to provide rural Texas students with dynamic college and career pathways aligned to regional labor market needs. Region 16 has launched the Northwest Panhandle Innovation Zone (NPIZ), a strategic partnership that includes Dalhart ISD, Channing ISD, Texline ISD, and Frank Phillips College – Dalhart campus. Through this collaborative effort, students will gain access to high-demand pathways in health science, diesel mechanics, and automotive technology, with future expansion already in development. This forward-thinking, replicable model will serve as a blueprint for establishing additional R-PEP initiatives throughout the Texas Panhandle, strengthening local economies and preparing students for in-demand careers.

TEXAS MIGRATORY EDUCATION PROGRAM SYSTEMS STATEWIDE INITIATIVE

Region 16 has been awarded the 2025–2026 Texas Migratory Education Program (TXMEP) Systems Initiative–a tremendous honor and opportunity to lead at the state level. As part of this initiative, Region 16 will:

- Deliver statewide Identification and Recruitment (ID&R) training and technical assistance to all 20 Education Service Centers (ESCs) and their partnering districts.
- Operate the TXMEP Helpdesk, serving as a central support hub for both state and national migratory student databases.

This statewide leadership role reinforces Region 16's commitment to equity, innovation, and excellence in service of migratory students and the professionals who support them. Together, we're paving the way for stronger systems, smoother processes, and brighter futures across Texas!

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.



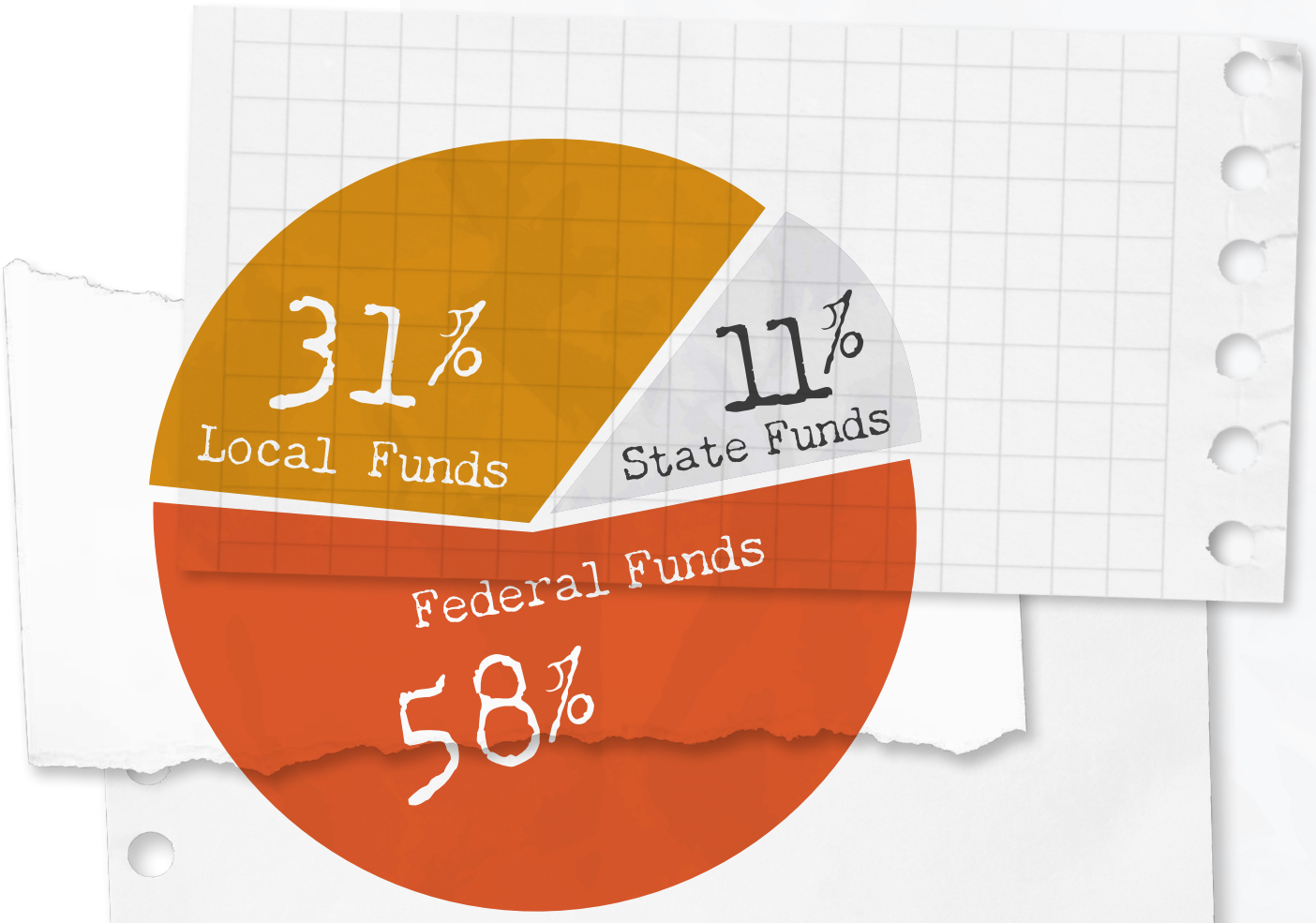


2024-2025 Overview

ESCs provide a remarkable return on investment. Region 16 leveraged the 2024-2025 local, state and federal allocations of $64,230,914 to provide programs and services to the region's 60 school districts and three charter schools. State funds represented 18% of the total; federal funds represented 58% of the total and local funds represented 24% 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.

2025-2026 RESOURCES $59,214,469



BUDGET COMPILATION 2025-2026

FUND TITLE	FUND BUDGET
ESC State Base	$1,043,825
Executive Coaching	$134,750
Instructional Services Contract	$4,418,242
Federal Programs Contracts	$777,296
School Improvement/Assessment	$35,000
Data Management Contracts	$488,420
Guidance & Counselor Contracts	$103,202
Safe & Supportive School Contracts	$166,550
School Health Services	$47,962
Support Services Contracts	$29,339
Management/Leadership Contract & Services	$286,786
Business Support Services Contracts	$1,020,000
Information Management Services Contracts	$2,281,590
Communications Technology Contracts	$2,917,434
Technology Integration & Distance Learning Contracts	$167,002
Bus Driving/CDL Training	$23,730
General Fund	$3,701,205
TEHCY Homeless Capacity Building	$135,000
Parent & Family Engagement	$400,000
School Improvement	$463,333
Title I Migrant	$766,377
IDEA-B Preschool	$163,147
IDEA-B Discretionary	$2,684,922
Texas Instructional Leadership (TIL)	$326,500
Child Nutrition	$445,672
Career/Technology	$110,000
Texas Regional Planning Network	$315,000
25/26 ESC Fellows–Texas Mentorship Training	$160,000
Texas Center for School Supports (TCSS)/ Stronger Connections	$9,997,616
ESC ESSA Basic Services Title I, Title II, Title IV	$323,478
EDGAR Technical Assistance	$20,000
STOP IT!	$999,998
Child & Adult Care Food Program	$354,
ESC Title IV Mental & Behavior Health	$66,719
SSA Career & Technology	$111,686
SSA Tile III ELA	$516,517
State Supplemental Visually Impaired Program	$124,296
ESC State Gifted & Talented	$11,000
Instructional Materials Resource Allotment	$100,000
Reading Academies	$316,954
Texas Lesson Study	$122,000
Intruder Detection Audits (IDA)	$138,852
Texas Strategic Leadership (TSL)/TCLAS	$266,000
Bluebonnet Learning Adoption/ Implementation Supports	$500,000
Teacher Incentive Allotment (TIA)	$625,000
Tri-Agency Grant for Regional Conveners	$237,500
Math Academies	$25,000
Fentanyl Contamination Grant	$104,469
24-27 Civics Training Program- ESC Implementation	$318,852
Texas Strategic Staffing	$45,000
Information Security Officer	$195,000
EdNet Fiber Consortium	$104,000
Early Childhood Intervention	$2,401,232
Texas Panhandle P-16 Council	$35,738
Equity Plan Support	$24,058
Purchasing Coops	$875,000
Technology Services Enterprise	$250,000
SSA Head Start	$16,392,220
TOTAL	$59,214,469

Region 16 STRATEGIC PLAN

STRATEGIC GOAL 1
Build a Foundation of Reading and Math

- Provide First Time Campus Administrators Training, Leadership Pathways, Leadership Coaching, Instructional Leadership, 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, planning, and implementing the Leadership and Instructional Foundations of Texas Programs.
- Head Start / Early Head Start programs will continue analyzing proficiency standards to inform and adjust practices to ensure targets are met
- Offer robust support in HQPK and all grade bands by utilizing TEKS scaffolding resources and providing sessions for low-incidence disabilities and self-contained classrooms to ensure success in literacy and math for all

STRATEGIC GOAL 2
Promote and Support College, Career & 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, including technical dual credit, to help districts analyze pathways, funding, and content to have the most beneficial plan for student readiness
- Create, train, and support K-12 College and Career Advising with a K-12 Toolkit and activities
- 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
- Leverage the opportunities in the TRPN grant to expand collaborative pathways in Region 16 school districts
- Host a transition fair for post-secondary readiness designed for Juniors and Seniors receiving special education services to explore a variety of post-secondary options. Attendees will have the opportunity to learn essential skills in self-advocacy, self-determination, financial planning, and community safety. Representatives from local colleges will be available to address disability services, while vendors will showcase valuable resources and services for transitioning into adulthood

STRATEGIC GOAL 3
Improve Low-Performing Schools

- Facilitate and promote collaboration across ESC teams through internal wraparound meetings and summertime data Roadshows with district superintendents, leveraging data-driven conversations to create strategic support packages that directly benefit campuses in required improvement
- 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, LIFT pathways, and applying for state grants to support this work
- Provide strategic support for districts in RDA: designed to assist districts in understanding the RDA indicators, interventions, and required submissions. The program areas we will cover are Bilingual/ESL, Other Special Populations (OSP), and Special Education

STRATEGIC GOAL 4
Enhance Student Outcomes In All Schools by Supporting Best Practices of Effective Schools

- Recruit and support districts in Math and Reading Initiatives 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
- Develop strategically aligned guidance and design, and best practices around Artificial intelligence use in K-12 schools
- Provide HQ paraprofessional training, behavior support through a multi-tiered system, legal updates, assistive technology, and implementation of data tracking tools to help students with disabilities

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 Acknowledged, 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
- Host the annual Path2Teaching event for teacher recruitment as supported by the P-16 Council
- Provide job posting services for districts and 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
- Provide New Teacher Academy to support educators with best practices and effective strategies, encouraging them to stay in the profession
- Provide instructional coaching that offers teachers and administrators immediate feedback and support, fostering their professional growth and enhancing their campus and 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 and align key data with ESC goals, enabling departments to monitor progress, identify trends, evaluate impact on districts and student outcomes, and make strategic, 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
- Build leadership capacity by developing "Coach Leaders" through targeted professional development and coaching that empowers leaders to empower others

STRATEGIC GOAL 7

Support Legislative Priorities & 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 (TCSS, SIL, ESCs)
  - Title I, Part C Texas Migratory Education Program Systems Initiative
  - Statewide Reading Academies for Administrators

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

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