
Annual Report
2025-2026
SERVE - LEAD - IGNITE
MILESTONES
REGION 16
Education Service Center

REGION 16
Education Service Center

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

MISSION
Enhancing student success by providing quality services

CALL TO ACTION
Serve.
Lead.
Ignite.

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



It is an honor to welcome you to our Annual Report for the 2025-2026 school year.

This year is not just a reflection of the incredible work accomplished over the past twelve months– it is a celebration of a monumental milestone. This year marks the 60th anniversary of Education Service Centers in Texas.

Our history is a source of unique pride. In 1965, before the statewide system even existed, our journey began right here as the Panhandle Education Service Organization (PESO). We were the trailblazers. Texas legislators looked at the success, dedication, and impact of the PESO model and used it as the blueprint to establish the network of 20 ESCs that serve the state today. So, while we might be number 16 in your program, we are always number one in your hearts!

For six decades, our core vision and mission have never wavered: to be an indispensable part of the educational community by enhancing student success through our quality services!

Inside this report, you will find a comprehensive look at the 2025-2026 school year. Through short narrative spotlights and data-driven metrics, we have captured the scope of our services, including:

- *Innovative professional development and teacher support*
- *Robust administrative and technological solutions*
- *Direct student service programs and specialized regional initiatives*
- *Fiscal stewardship and cost-saving measures designed to keep support our regional schools and staff*

Behind every metric in this report is a teacher and staff member in one of our schools who received world-class training, a superintendent, principal, counselor, or nurse who found a trusted partner, and a student who was given a better opportunity to succeed.

Thank you for your continued partnership, trust, and shared commitment to excellence. Here's to celebrating 60 years of innovation, and to the bright future ahead for Region 16 schools.

Tanya Larkin

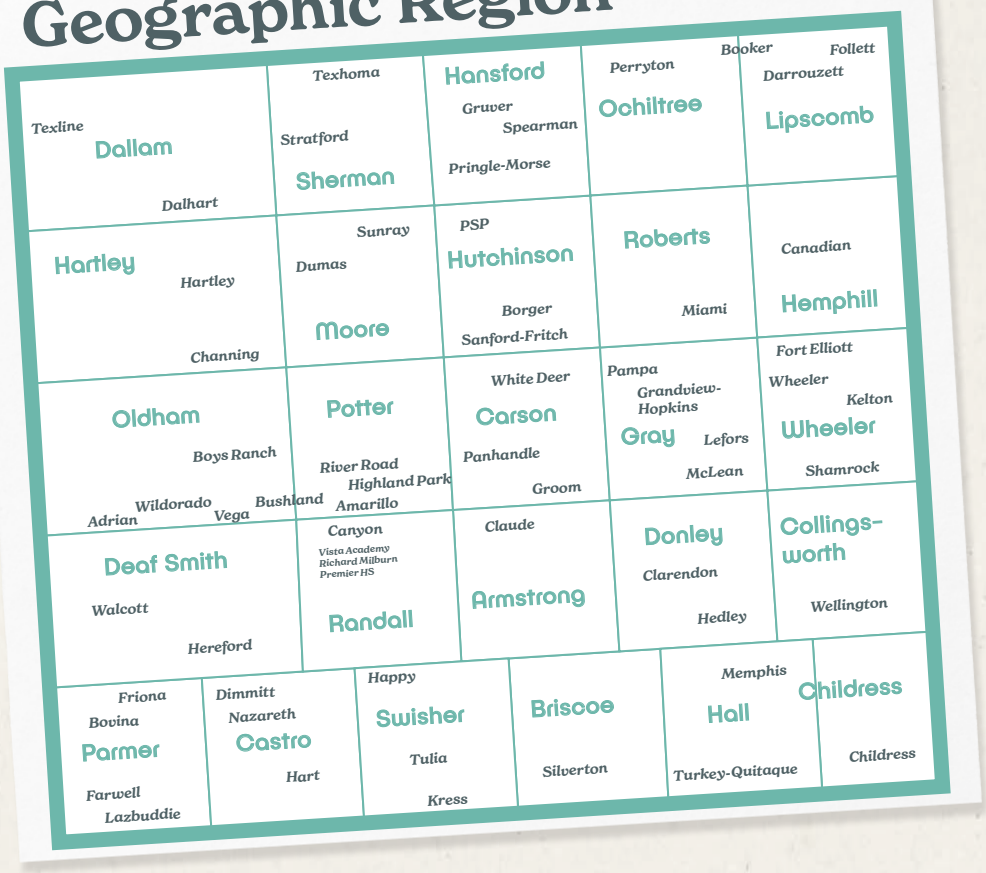
Tanya Larkin, Ed.D.

EXECUTIVE DIRECTOR



Shamrock High School, Class of '90

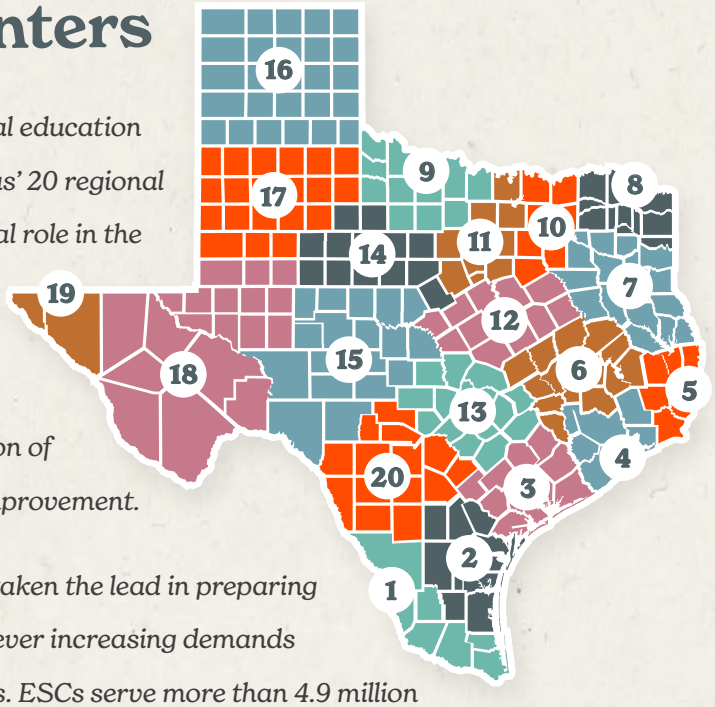
Geographic Region



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 76,822 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

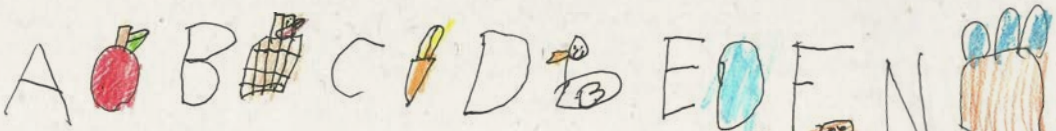


Since the creation of regional education service centers in 1965, Texas' 20 regional ESCs have played an integral role in the provision of necessary and essential services to school districts and charter schools in the implementation of school reform and school improvement.

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.

Texas ESCs

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

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About Region 16 ESC

In 2025-2026, Region 16 ESC served **60** *school districts and* **three** *charter schools.*

The annual budget was more than **$59** *million. Approximately* **400** *professional and support employees carried out our assigned task, providing quality services to our clients.*

76,822
Students

12,955
Regional Staff

27,120
Individuals Trained

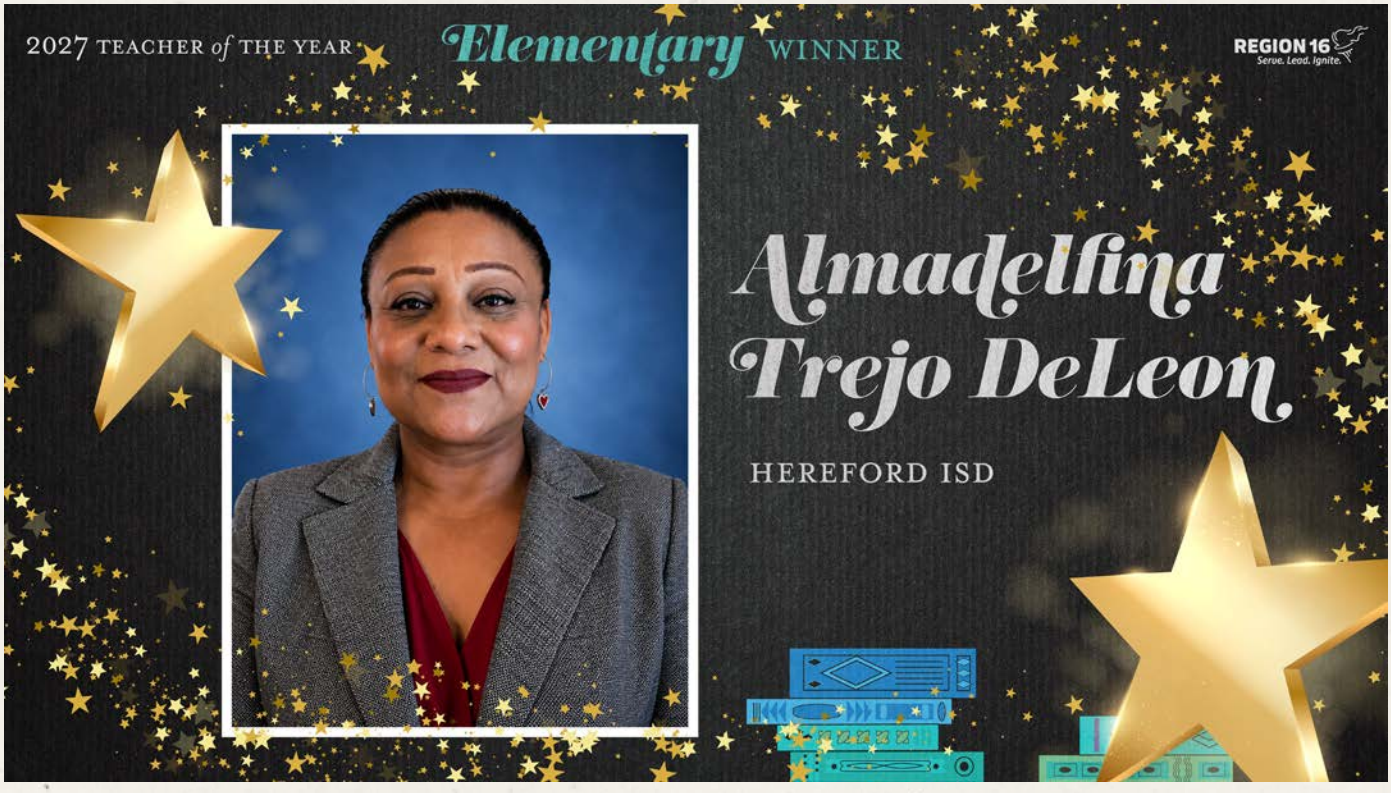
132,281
Training Contact Hours

83,541
Technical Assistance Contact Hours

465
Board Members Trained

**September 1, 2025 – August 19, 2026*

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.

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.

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 Model for Comprehensive School Counseling Programs framework.

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.

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.

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.

PARENT & FAMILY ENGAGEMENT STATEWIDE INITIATIVE

The Parent and Family Engagement Statewide Initiative empowers schools and families to form strong, collaborative partnerships that directly support student success. By providing high-quality resources, technical assistance, and professional development to educators and families across Texas, the initiative fosters meaningful engagement strategies. These efforts are designed to bridge the gap between home and school, cultivate inclusive educational communities, and ultimately enhance student academic and personal outcomes.

PRESCHOOL

Region 16's provides comprehensive support to help districts build thriving early learning environments through targeted technical assistance that ensures compliance with High-Quality PreK requirements. To elevate daily instruction, our specialists guide educators in designing highly engaging lessons, seamlessly integrating purposeful play, implementing proactive classroom management strategies, and delivering specialized interventions tailored for self-contained Early Childhood Special Education (ECSE) settings. To maximize this impact without straining local budgets, Region 16 offers a completely free contract of support that provides districts with an ongoing, job-embedded partnership. Through this free agreement, PreK teachers and support staff receive a customized series of professional development sessions, personalized in-classroom coaching, and dedicated guidance for PLCs to foster collaboration and continuous instructional growth.

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, TIVA Safety Trainings and Compliance, 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 students with disabilities. Region 16 works to support and serve local education agencies and charter schools in a joint effort to improve student performance. Coaching, professional learning, and tailored district supports are available at no cost to districts in order to support students with a spectrum of educational needs, both academic and nonacademic.

LENDING LIBRARY

Through our Lending Library, we provide access to over 350 Assistive Technology (AT) devices to be used by students in classrooms. Because student needs are diverse, our inventory is designed for maximum depth and versatility–ranging from low-tech essentials like tactile task boxes to high-tech tools like Braille LEGOs. These diverse resources are carefully curated to assist educators in delivering highly engaging and accessible instruction. Additionally, 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 immediate 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 and supportive learning environments through a student support framework 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 migrantory 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.



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 (AASI) supported all school improvement campuses in achieving TIP/TAP/LIP goals and FLIPS implementation. The AASI team provided individualized on-site accountability training, customized coaching support, improvement plan writing, leadership development, and implementation of needed services to guide campuses in their school improvement efforts.

38 **CAMPUSES** were supported with developing and implementing school improvement plans.

400+ **DAYS** of direct, customized, targeted support to...

19 **CAMPUSES** in required improvement, including on-site implementation support and administrator coaching as well as...

providing enhanced support to **17** **ADDITIONAL CAMPUSES** to improve overall progress.

40

TIP/TAP/LIP plans completed.

100%

of those plans were TAPS approved by TEA on initial submission.

92% *of federally identified campuses in 25-26 are projected to exit comprehensive status or move to comp progress based on preliminary STAAR data.*

98% *of districts completed accountability roadshows.*

IN THE 25-26 SCHOOLYEAR: of campuses indentified for School Improvement:

78% *of campuses showed growth in overall rating*

89% *of those campuses had a gain in overall rating* (one letter grade)

22% *of those campuses gained 10 or more points in their overall rating* (two letter grades)

7 *average point gain, in overall rating, across all of these campuses*

Region16 Overall Campus Accountability Ratings

68% **A/B** High Performing Campuses



Program Highlights

CTE & CCMR

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.

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

8
TEA-sponsored CTE Administrator and Counselor Trainings Provided

Over **200** *students and staff attended the 2026* **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 2025-2026* **PERKINS SSA** *with a total allocation of more than $191,000.*

Collaborated with P-16 Council, Workforce Solutions Panhandle and many other volunteers from the community to provide a **COLLEGE & CAREER FAIR**:

to **HIGH SCHOOLS STUDENTS**, *with* **552** *juniors and seniors in attendance.*

to **MIDDLE SCHOOLS STUDENTS**, *with* **654** *middle school students in attendance.*

17 *districts piloted the CCMR Advising Blueprint*

1,267 *seniors tracked*

74% *graduated on the distinguished plan*

35% *dual credit ready*

396 *Industry-based certifications earned*

75+ *hours of CCMR technical assistance to more than*

150 *staff members spanning more than*

30 *districts*

4 *districts launched the CCMR Playbook*

8 *districts provided the CCMR Playbook TOT*

50 *participants served*

COUNSELING / SUPPORT SERVICES

During the 2025–2026 academic year, the Counseling and Mental Health Department delivered high-impact professional development, scaled mental health partnerships, and managed proactive safety grants. The team designed and executed a catalog of workshops tailored to pressing regional needs. These professional learning sessions equipped area educators with specialized skills spanning six core domains:

- *Mental & Behavioral Health*
- *the Texas Model for Comprehensive School Counseling Programs*
- *Academic Advising*
- *Advanced Counseling Strategies and Techniques*
- *Counselor Fundamentals*
- *Data-Based Decision Making within MTSS*

A pillar of the department's success this year was the onset of the Behavioral Health Partnership Program (BHPP), launched with our partners with the Texas Panhandle Center for Mental Health. This strategic collaboration significantly boosted regional capacity by creating 38 new specialized training opportunities for school-based mental health professionals. The program also extended its reach past administration and straight into the classroom, directly delivering mental health training and educational presentations to 2,397 students across the region.

COUNSELING DIRECT SERVICES & GRANT METRICS

The department also maintained its rigorous oversight of key state and regional grants, transforming funding into direct, measurable student support. Through the implementation of the STOPit Grant, the team successfully managed critical safety platforms and placed direct counseling assets exactly where they were needed most. Simultaneously, the Effective Advising and Stronger Connections grants expanded leadership frameworks for long-term student success.

INITIATIVE/GRANT	REGIONAL SCALE	DIRECT STUDENT IMPACT	SERVICE & ENGAGEMENT METRICS
STOPit Grant	**43** DISTRICTS ON-BOARDED	**50,345** STUDENTS SERVED	***330*** *crisis incidents addressed;* ***100*** *total days of direct school counseling provided across 9 districts.*
Effective Advising Grant	**7** TOTAL DISTRICTS	SYSTEM-WIDE FRAMEWORKS	***2*** *new districts welcomed for strategic planning;* ***5*** *districts supported through ongoing implementation.*
Stronger Connections Grant	**2** DISTRICTS	TARGET CAMPUS COHORTS	*Executed in collaboration with the TCSS team; incorporates specialized training with the TCSS executive coaching team.*

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*

78% *of the children enrolled in ECI qualified based on developmental*

62% *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

36%

had no disability, and were not receiving special education

10%

were reported to have a disability, but were not receiving special

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 **16** Trainings

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

A new format for trainings was started in 25-26.

Instead of focusing only on the "what" needs to be done, a new emphasis has been added providing the "why" of the requirement as well as real-world "how" steps with templates and guided work sessions for districts.

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.

Program Monitoring Validations (PMV) – TEA's Federal Program Compliance Division launched the 25-26 Program Monitoring Validation process for ESSA programs. This replaced the former Random Validation approach. **9** districts were selected for in-depth validations in 25-26, and Region 16 specialists provided concentrated assistance to those who were chosen. Within a **6**-year period, all districts will eventually be chosen for PMV. We stand ready to be your partner in understanding, assembling, and submitting the required documentation to TEA.

Federal Fiscal Monitoring (FFM) Protocol – TEA's Federal Fiscal Monitoring Division released the 2026 Federal Subrecipient Fiscal Monitoring Protocol, containing indicators with legal citations, requirement descriptions, compliance questions, and documentation examples. Reviews – full fiscal or flash – vary by indicators selected, grant program, and risk level. The protocol examines financial management systems, internal controls, and expenditure allowability. ESC 16 federal programs specialists met with the **8** districts who were selected this year and provided support in reviewing fiscal policies, updating administrative procedure manuals, and providing other guidance as specific questions arose. TEA will continue to monitor districts each year, and your federal programs team is gaining in knowledge of this new process in order to assist districts as they are identified for monitoring.

Program Highlights

HEAD START

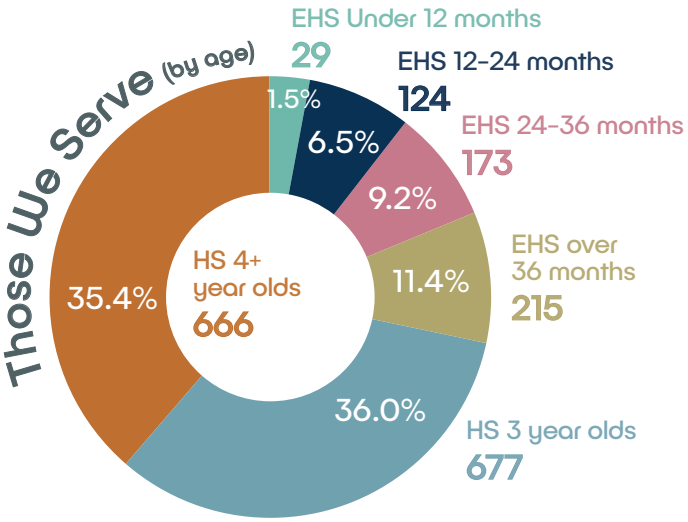
1,343 Preschool Children

541 Infants & Toddlers **43** Expectant Mothers

Head Start & Early Head Start

Total Individuals Funded

1,927



2025-2026 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)

Collingsworth 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
(2025-2026)

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 Multi-Factor Authentication (MFA) and partnership with the Texas Education Exchange.

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 293 Extracts for 56 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 **35 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

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.

1,700
Migrant-funded supplemental instructional services or support provided during the regular school year to migratory students ages 3-21.

1,170
Migrant-funded supplemental summer programs to enhance learning, close gaps, and meet the needs of migratory students.

75+
Region 16 migratory students attended the Close Up Leadership experience in Austin, TX and 7 migratory students attended the Tapia STEM Camp at Rice University in Houston, TX. Watch out for these rising student leaders!"

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

2 Independent–Amarillo and Hereford

24 SSA Member districts

Texas Migratory Education Program Systems Statewide

As part of this initiative, Region 16:

- *Delivers 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!

735 *help desk tickets created from across the state*

98% *of the help desk tickets were resolved*

22 *regional ESC trainings conducted*

828 *participants trained*

37 *new resources created, including a website, FAQ, manual, online certification reports and a visual learning library*

9 *focus group meetings were held, comprised of MEP experts from across the state, guiding TXMEP Systems' work to support ESCs and school systems.*

*All data is current as of 08/01/2026.

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

20
Child & Adult Care Facilities

1
Residential Child Care Institution

36 *Workshops offered by the School Health department, both in-personand virtually, from Sept 2025–July 2026*

450+ *Participants Trained*

The School Health topics presented include:

- School Health Updates & Compliance
- Unlicensed Diabetes Care Assistant (UDCA) Training
- Drug Impairment Training for Education Professionals (DITEP)
- Stop the Bleed
- Fentanyl Awareness and Opioid Overdose Prevention
- Understanding IDEA vs 504

*Through the **Fentanyl Contamination Grant**, the School Health department has actively engaged with regional safety initiatives, successfully training over 50% of Region 16 school districts to ensure campuses are equipped with life-saving awareness and response protocols.*

Our direct service personnel have been instrumental in providing critical wellness and safety support across various initiatives. During the 2025–2026 school year, they delivered

45	**530**	**55**
days of direct service	*hours of technical assistance*	*comprehensive school visits*

Through their dedicated efforts, they ensure that regional campuses receive the necessary guidance, clinical compliance tracking, and hands-on support to maintain safe and healthy learning environments.

PARENT & FAMILY ENGAGEMENT (PFE)

The Parent and Family Engagement (PFE) Statewide Initiative, in collaboration with the Texas Education Agency, provides resources, professional development, and technical support to all school districts and education service centers across Texas. Driven by the belief that "it takes a village to raise a child," the initiative empowers schools to engage parents, families, and communities as true partners in education to ensure every student succeeds.

Program Highlights & Key Initiatives

- *Statewide Impact & Event Attendance Expanded professional learning opportunities across the state, drawing participants from 231 unique school districts to PFE-hosted training events and conferences to build localized capacity for meaningful family involvement.*
- *Statewide & National Professional Development Expanded educational impact by delivering training and breakout presentations at 2 National Events and 4 State Conferences. Additionally, the team provided specialized training to Title I, Part A and Title IV, Part A staff members from all 20 regional education service centers in parent and family engagement best practices.*
- *Expanding Our Reach: GCA Con 2026 Looking forward, the team will be expanding its statewide reach by establishing the Grants Compliance Administration Conference (GCA Con) in November 2026. Currently halfway through its development phase, this premier, all-in-one event will integrate family engagement with all federal program areas and Title compliance strands, breaking down administrative silos to serve districts across both instructional and fiscal landscapes.*
- *High-Impact Events & Training Sessions Hosted 2 major in-person conferences, including the annual PFE State Conference, to foster deep collaboration among educators and families. To ensure widespread accessibility, the team also hosted 14 online training sessions open to all Texas schools, designed to support educators, administrators, parents, and families.*
- *PFE State Council & Strategic Leadership Led the PFE State Council—a dedicated group of parents, educators, and regional staff representing strategically selected regions across Texas. Over the course of the year, the team facilitated critical leadership and council meetings to advise the TEA and implement a three-year strategic plan.*
- *Family Leadership Board "Pilot" Program Launched an innovative "pilot" family engagement school program for the 2025–2026 school year. The initiative team met closely with campus leadership and families to successfully design, develop, and deploy a sustainable campus Family Leadership Board.*

TITLE I, PART A
Parent & Family ENGAGEMENT
STATEWIDE INITIATIVE

231
Unique Districts
School districts represented by attendees at PFE-hosted training events and conferences.

20
ESC Regions Title I, Part A and Title IV, Part A staff members trained across Texas in parent and family engagement best practices.

14
Online Sessions
Statewide training webinars hosted to support Texas educators, administrators, parents, and families.

10
Leadership Meetings Conducted
across our PFE State Council and inaugural pilot campus to build sustainable family leadership structures.

6
National & State Presentations Delivered
at premier educational conferences to share innovative family engagement frameworks.

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 fourth annual Safety Expo 235 attendees from schools, law enforcement, health care, and community organizations came together to increase awareness and safe practices in our schools. The expo 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 2025-2026, **38 districts** *opted for these services, and 22 out of the 38 also opted to receive complete Audit Services. For 2025-26, the Guardian contract offered districts 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 2026-2027 school year. During 2025-26, we trained **77 district staff** *members in the SBTA process and hosted TEA School Safety Training in August and TEA School Safety trainings on utilizing Sentinel's SBTA reporting system for 163 Region 16 districts.*

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*
- *TIVA Trainings for well-rounded education and TIVA Compliance*

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 Safety Dance virtual Zooms with the Region 16 Safety Team–ensuring timely updates and strong connections with school districts across the region.

235
School Safety Expo Attendees

37 *three-year safety audits completed for 25-26 by the Safety Team*

194 *Intruder Detection Audits were conducted in the 25-26 school year.*

430 *participants were served and trained in the 25-26 school year with*

44 *School Safety training opportunities.*

Program Highlights

SCHOOL SUPPORT & ACADEMIC SERVICES

TEXAS INSTRUCTIONAL LEADERSHIP

WEST TEXAS A&M UNIVERSITY

9,400 *Miles Driven to* **44** *Campuses in* **6** *Districts*
visiting **570** *Classrooms over* **90** *Days*

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

Bluebonnet Learning

67% *Elementary Math Participation*

48% *Secondary Math Participation*

52% *Elementary RLA Participation*

Reading Academies

Category	Year 3 (22-23)	Year 4 (23-24)	Year 5 (24-25)	Year 6 (25-26)
Total Cohorts	20	16	22	14
Total LEAs Participating	57 of 62	33 of 62	40 of 60	35 of 60
Total Blended Cohorts	2 (85 Participants)	5 (390 Participants)	13 (567 Participants)	8 (518 Participants)
Total Comprehensive Cohorts	18 (448 Participants)	10 (210 Participants)	5 (92 Participants)	4 (90 Participants)
ESC Cohorts	12	10	18	12
Local Implementation Cohorts	8	6	4	2
EPP (WTAMU)	–	1 (12 Participants)	1 (12 Participants)	0

STRATEGIC INTEGRATION LIAISONS

Strategic Integration & Special Education Liaisons:

The Liaison project is a collaborative, statewide initiative building school system capacity to improve outcomes for students with disabilities. Aligned around systems change, all liaisons leverage continuous improvement cycles, root cause analysis, and data-driven planning. By integrating frameworks like MTSS and fostering accountability, the project ensures a cohesive approach to transforming educational systems and improving student access. ***Although united by this overarching mission of systems change, the three primary liaison groups maintain distinct operational focuses to ensure support is comprehensive at every level:***

- **Special Education (SPED) Liaisons:** *Focus on targeted technical assistance and compliance. They support districts – specifically DL 2-4 – in navigating Differentiated Monitoring and Support (DMS), analyzing Special Education Performance Diagnostic (SPD) data, and managing the new funding model transition.*
- **Strategic Integration Liaisons (SILs):** *Focus on executive-level systems coaching. They partner with school system leadership to develop actionable, multi-year plans, integrate broader TEA initiatives (such as High-Quality Instructional Materials and the Effective District Framework), and build the leadership readiness required to support systems-level change.*
- **SIL Coaches:** *Focus on statewide capacity-building and alignment. Rather than working directly with school districts, these coaches support the SILs by delivering job-embedded coaching, designing and facilitating statewide Professional Learning Communities (PLCs), and ensuring the quality and fidelity of TEA-aligned resources across regions.*

As the 2025-27 SIL Coach grantee, Region 16 supported four coaching positions and integrated 45 SILs statewide. Key 2025-26 milestones include:

- **Professional Development and Efficacy** *Through comprehensive training and High-Quality Professional Development (HQPD) feedback, 80% of SILs reported feeling confident and thoroughly prepared to guide district Executive Leadership Teams.*
- **District Action Plans and Framework Alignment** *Statewide engagement has grown rapidly, expanding from 58 to 153 participating Local Education Agencies (LEAs). Districts submitted 149 action plans, with the vast majority (143) focused on MTSS implementation, alongside goals for High-Quality Instructional Materials (HQIM) and meaningful access via Universal Design for Learning (UDL).*
- **Executive Coaching and Statewide Integration** *Utilizing the Escalate Coaching framework, SIL Coaches serve as strategic partners to build internal leadership capacity and sustain systems-level change. By aligning with key initiatives—including Bluebonnet Learning, LIFT, and School Improvement—the project maximizes educator support and ensures meaningful access for students with disabilities.*



Program Highlights

TEXAS STRATEGIC LEADERSHIP

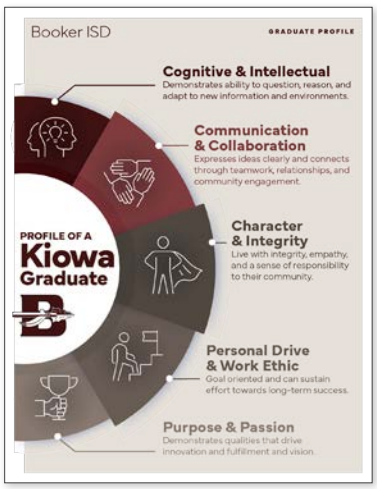
During the 2025-2026 school year, Region 16 continued its strong partnership with the Texas Strategic Leadership (TSL) initiative by supporting three districts through their second year of mplementation and strategic planning.

In addition, we launched two 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. 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) recognizes that outstanding teachers are the cornerstone of student success. By linking financial incentives to teacher observation and student growth data, TIA helps districts attract and retain highly effective educators.

At Region 16, we walk alongside our districts to make this complex process manageable. Our team provides dedicated, hands-on guidance through plan development, stakeholder engagement, data submission, and long-term systems monitoring. We are proud to partner with our schools to ensure a sustainable system that celebrates our teachers and delivers the rewards they richly deserve.

16
New Districts Applied for TIA in April 2026

75,000+
Hours of Technical Assistance Provided

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

8,396 miles traveled to provide individual support

TIA participation in Region 16 grew from

49% - 75%

from June 2025 to June 2026

$9M+
was awarded to teachers in the summer of 2026

182
Master Teachers

302
Exemplary Teachers

239
Teachers

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.

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.

EdNet 16 Fiber

EDHIVE™

FMLA TRACKER+
Compliance. One click at a time.



TEXAS CENTER FOR STUDENT SUPPORTS (TCSS)

During the 2025-2026 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:

TCSS
TEXAS CENTER *for* STUDENT SUPPORTS

Diagnostic Pilot

Established a statewide implementation baseline with 97% of SCG campuses participating. Diagnostic findings identified Mental Health & Wellness (61.9%) and Behavior Support & Responsive Practices (43.1%) as the highest-priority areas for implementation.

Climate Survey

50
campuses improved overall school climate

170
campuses advanced to a stronger climate zone

5,674
or 65.4% of all climate indicators reflected improvement

SST Institute

105 participants/21 teams

Knowledge level increased from

2.89 to 4.44 *(a 54% increase)*

The most actionable thing I learned was...

"How important SST is for the success of students."

TCSS Convening

As part of our outreach, the TCSS team Breakout sessions featuring SCG district and campus staff sharing implementation strategies

4.78/5
overall breakout rating

336
SCG staff participated state-wide



SCG Voices

If you could share one message with state, regional, or local leaders about

WHY THIS WORK MATTERS.

"This work has allowed for students to be heard and, most importantly, seen."

-Point Isabel ISD

"Our why is unified. We do this for students, families & each other."

-Benavides ISD

"We have to start with relationships and connections first before content."

-Trinity Basin Preparatory

New 2025-26 Initiatives

We have several new initiatives starting up for the 2026-2027 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.

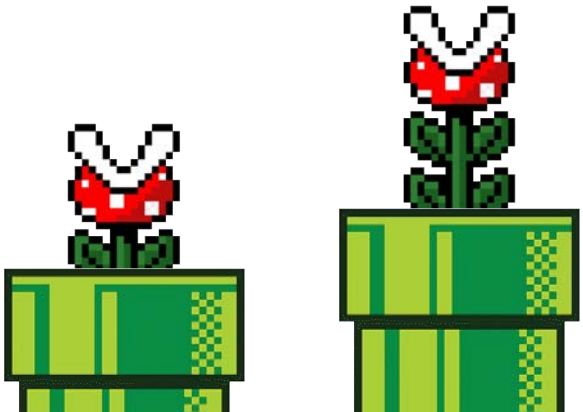
DATA CENTERS & NETWORK OPERATIONS

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 celebrates 1 successful year of implementation of the Northwest Panhandle Innovation Zone (NPIZ), a strategic partnership that includes Dalhart ISD, Channing ISD, Texline ISD, and Frank Phillips College – Dalhart campus. In August of 2026, Region 16 will launch its second rural collaborative called PRIME, Panhandle Rural Innovation for Meaningful Education. This collaborative will serve students from Follett, Darrouzett, Canadian and Perryton ISDs. Through these collaborative efforts, students will gain access to high-demand pathways in health science, welding, 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.



Academic Performance

Region 16 demonstrated outstanding systemic performance in the 2026 accountability evaluations, achieving a ***100% passing rate*** *across all 60 public school districts with zero districts receiving an unacceptable F rating. 71% of the region's districts earned top-tier marks, securing either an exemplary A or recognized B rating. This broad achievement underscores a high baseline of educational quality and organizational stability throughout the region, reflecting a commitment to maintaining rigorous academic standards and supporting student growth.*

At the campus level, secondary education stood out as a major driver of regional success, with high schools consistently achieving top evaluations. These positive outcomes were heavily supported by impressive high school graduation scale scores and exceptional College, Career, and Military Readiness performance, where multiple high schools achieved perfect 100-point scale ratings. This ***strong momentum in postsecondary readiness*** *provides a solid foundation for continuous regional advancement as educators build upon these foundational accomplishments to elevate learning outcomes across all grade bands.*





2025-2026 Overview

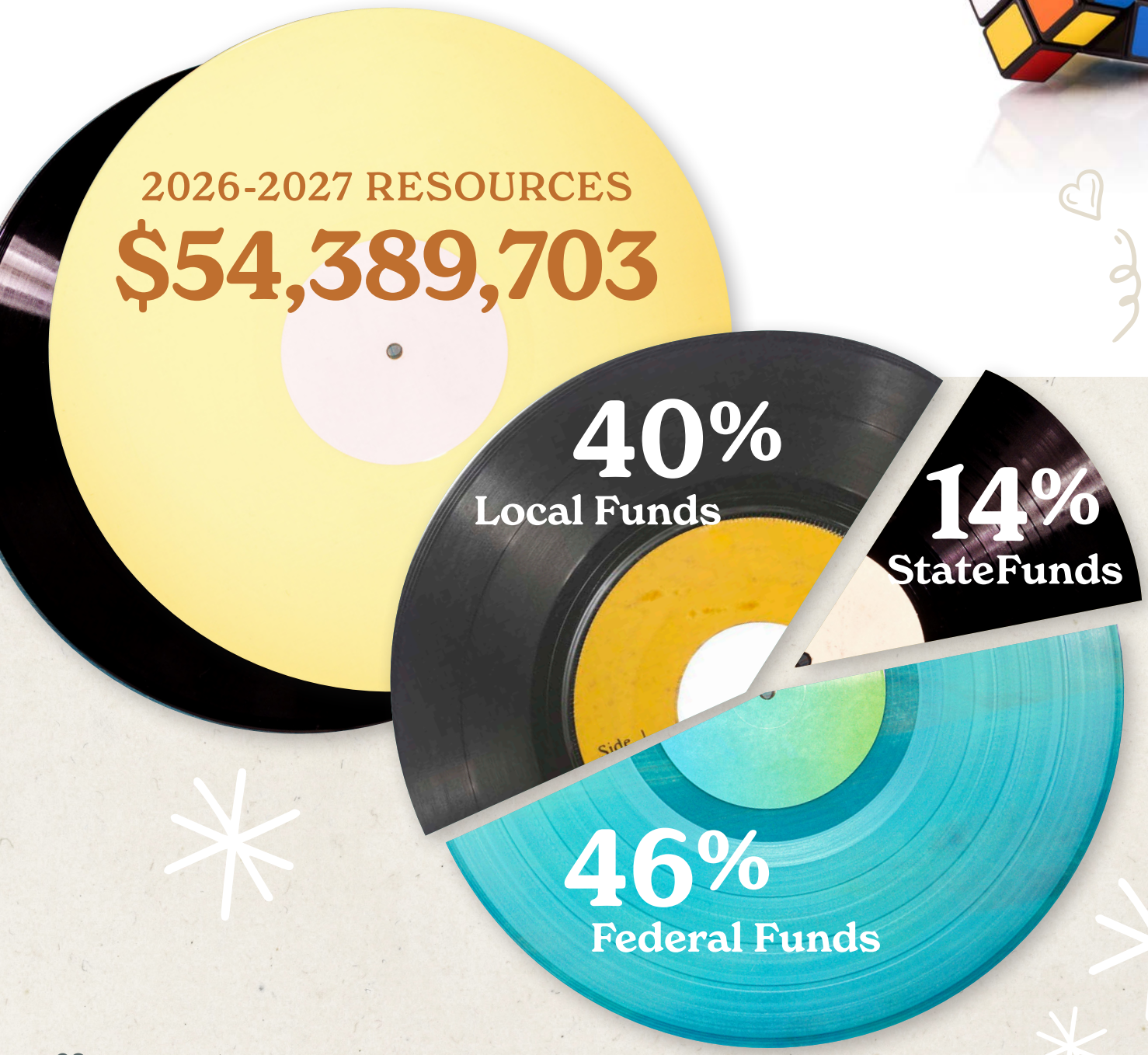
ESCs provide a remarkable return on investment. Region 16 leveraged the 2025-2026 local, state and federal allocations of $59,214,469 to provide programs and services to the region's 60 school districts and three charter schools. State funds represented 11% of the total; federal funds represented 58% of the total and local funds represented 31% 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.



2026-2027 RESOURCES

$54,389,703



Budget Compilation 26-27

FUND TITLE	FUND BUDGET
ESC State Base	$1,043,825
Instructional Services Contract	$8,275,360
Federal Programs Contracts	$664,667
School Improvement/Assessment	$100,000
Data Management Contracts	$400,000
Guidance & Counselor Contracts	$102,500
Safe & Supportive School Contracts	$155,000
School Health & Support Services	$76,449
Management/Leadership Contract & Services	$239,200
Business Support Services Contracts	$994,600
Information Management Services Contracts	$2,267,817
Communications Technology Contracts	$1,746,356
Technology Integration & Distance Learning Contracts	$352,000
Bus Driving/CDL Training	$28,465
General Fund	$3,508,528
TEHCY Homeless Capacity Building	$125,000
Parent and Family Engagement	$900,000
School Improvement	$630,000
Title I Migrant	$1,058,184
IDEA-B Preschool	$167,290
IDEA-B Discretionary	$2,671,056
Texas Instructional Leadership (TIL)	$165,000
Child Nutrition	$445,672
Career/Technology	$220,000
Texas Regional Planning Network	$400,000
Texas Center for School Supports (TCSS)/Stronger Connections	$780,000
ESC ESSA Basic Services Title I, Title II, Title IV	$681,337
Child & Adult Care Food Program	$354,000
ESC Title IV Mental & Behavior Health	$66,464
SSA Career & Technology	$148,989
SSA Title III ELA	$906,558
State Supplemental Visually Impaired Program	$125,637
ESC State Gifted & Talented	$11,000
Reading Academies	$316,954
Intruder Detection Audits (IDA)	$123,700
Texas Strategic Leadership (TSL)/TCLAS	$400,000
Bluebonnet Learning Adoption/ Implementation Supports	$500,000
Teacher Incentive Allotment (TIA)	$775,000
Tri-Agency Grant for Regional Conveners	$237,500
Math Academies	$100,000
Fentanyl Contamination Grant	$104,469
24-27 Civics Training Program – ESC Implementation	$451,222
Texas Strategic Staffing	$45,000
Texas Mentorship Training	$150,000
Rural Pathway Excellence Partners (R-PEP)	$80,000
Information Security Officer	$195,000
EDNET Fiber Consortium	$104,000
Early Childhood Intervention	$2,746,340
Texas Panhandle P-16 Council	$41,211
Equity Plan Support	$22,500
Amarillo Area Foundation (Sleintz)	$125,000
Purchasing Coops	$875,000
Technology Services Enterprise	$406,835
Escalate – Executive Coaching	$284,059
SSA Head Start	$16,494,959
TOTAL	**$54,389,703**

Region 16 Strategic Plan

STRATEGIC CATEGORY 1
Build a Foundation of Reading and Math

- Strengthen Leadership Pipelines by providing First-Time Campus Administrator Training, Leadership Pathways, Leadership Coaching, Instructional Leadership development, Reading Academies, Math Academies, and professional learning in evidence-based best practices
- Build Capacity in HQIM Implementation through professional development and coaching that deepen understanding of the Science of Teaching Reading and research-based instructional strategies (RBIS) in RLA and Mathematics
- Develop Effective Assessment Cycles by offering training, implementation support, and technical assistance to district and campus leaders to design and execute assessment systems with aligned data checkpoints, measured through PD delivery, on-site support, and technical assistance tracking
- Support Accountability Alignment by equipping district and campus leaders and teachers to analyze and demonstrate the impact of foundational reading and math skills on accountability outcomes
- Provide Ongoing Leadership Coaching to improve instructional quality, strengthen decision-making, and elevate overall campus performance
- Design Targeted Professional Development
- 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 CATEGORY 2
Promote and Support College, Career & Military Readiness Initiatives

- Host the CCMR Summit, CCMR teacher training, Middle School College and Career Day, and High School College and Career Day to include transition for post-secondary readiness for students receiving Special Education services
- Develop a 3 year plan to train and guide CCMR teams in transitioning to sustainable practices for implementing the 2031 differential weighting of CCMR indicators for maximum CCMR growth.
- 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 via the

STRATEGIC CATEGORY 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 CATEGORY 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

The ESC Region 16 Strategic Plan is aligned to the TEA Strategic Priorities, 2025–2027.

2025 to 2027

STRATEGIC CATEGORY 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 ninth through twelfth-grade students.
- Host the annual Path2Teaching event for teacher recruitment as supported by the P16 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
- Collaborate with WTAMU education department to provide clinical experiences by supporting districts with intervention support
- Provide the 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 CATEGORY 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 CATEGORY 7
Support Legislative Priorities & TEA Grants and Initiatives

- Provide leadership, training, and technical assistance to other ESCs as statewide leads to strengthen statewide implementation fidelity and impact of key 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)
    - Executive Coaching (TCSS, SIL, ESCs)
    - Title I, Part C Texas Migratory Education Program Systems Initiative
    - Statewide Reading Academies for Administrators





REGION 16
Education Service Center

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