

Andover

**Plans for the Use of ESSER III Funds:**

The United States Department of Education (USED) is requiring two plans from all recipients of ESSER III funds:

- 1) **A plan for the safe return to in-person instruction** and continuity of services  
The requirement for this plan is likely met by your District Reopening Plan submitted to DESE in August of 2020, along with any subsequent amendments (see Tab 3 Assurances). It will need to be revisited and revised as necessary every 6 months, including soliciting stakeholder input and considering changes to CDC guidance.
- 2) **A plan for the Use of ESSER III Funds**, based on broad stakeholder input, and addressing the following:
  - The district's **prevention and mitigation strategies**, including extent district has adopted CDC recommendations ( Step 4.4)
  - How the district will use its **20% reservation of ESSER III funds to address loss of instructional time with evidence-based interventions (Step 4.2 and Tab 6, Budget)**
  - How the district will spend the remainder of its ESSER III funds for **allowable expenditures (Tab 5) and budget (Tab 6)**
  - How the use of ESSER III funds will respond to the **academic, social, emotional and mental health needs** of all students, especially those **disproportionately impacted by the COVID-19 pandemic (Tab 4.2, Tab 4.3)**, including:
    - students from low-income families
    - students of color
    - English learners
    - students with disabilities
    - students experiencing homelessness
    - students in foster care
    - migratory students
    - students who are incarcerated
    - other underserved students

This application, when fully and thoughtfully completed, along with your District Reopening Plans, will constitute the plans required by USED. These plans must be published on your website and must be accessible to families in a language they understand, either translated in writing or orally, as well as in an accessible format for those with disabilities.

You should expect that DESE will be collecting data and other information from you as a result of implementation of your plans for and use of ESSER funds.

Step 4.1 of 4.4	ESSER III regulations require that the stakeholder groups below be meaningfully consulted as part of the planning process for use of ESSER III funds. Which of the following groups have you consulted with? (check all that apply)	If you have not yet consulted with this group in planning for use of ESSER III funds, when and how do you plan to get their input?
<input checked="" type="checkbox"/>	Students	
<input checked="" type="checkbox"/>	Families	
<input checked="" type="checkbox"/>	School and District administrators, including special education administrators	
<input checked="" type="checkbox"/>	School leaders	
<input checked="" type="checkbox"/>	Teachers	
<input checked="" type="checkbox"/>	Other educators	
<input checked="" type="checkbox"/>	School staff	
<input checked="" type="checkbox"/>	Unions representing educators and school staff	
<input type="checkbox"/>	Tribes*	NA
<input type="checkbox"/>	Civil rights organizations (including disability rights organizations)*	N/A
<input checked="" type="checkbox"/>	Stakeholders representing the interests of children with disabilities, English learners, children experiencing homelessness, children in foster care, migratory students, children who are incarcerated, and other underserved students.*	

**TIP:** The cells in the right column will be red until you either 1) check the box next to the stakeholder in the left-hand column or 2) write your plan to consult the stakeholder group in the left-hand column.

\*To the extent present in or served by the district

**Step 4.2 of 4.4 Evidence-Based Strategies, Interventions, and Supports:**  
Describe how ESSER III funds, including the required 20% reservation, will be used to respond to students' social, emotional, and academic needs through *evidence-based* interventions, how progress will be measured, and how/if chosen interventions address disproportionate impact of COVID-19 on underserved subgroups. Select from the following list of evidence-based interventions and provide a narrative at the bottom of this step for any of your district's evidence-based initiatives that are not listed. **Note: Your district's 20% reservation to address loss of instructional time must be spent on evidence-based interventions.**

Enhanced Core Instruction	Our district is using ESSER III funds for this strategy	This strategy will address pandemic-related learning loss/disproportionate impact	What data will you use to measure progress?	Does this strategy/intervention address the disproportionate impact of COVID-19 on underserved student subgroups (each major racial and ethnic group, students from low-income families, students with disabilities, English learners, gender, migrant students, students experiencing homelessness and students in foster care)? If yes, please explain which group(s) are being served, what impact is being addressed, and how this strategy/intervention will provide support.
Expanding access to full-day, high-quality prekindergarten	Select	Select		
Purchasing and/or expanding use of high-quality, aligned instructional materials (any content area) and associated professional development	Yes	Yes		These funds will support the purchase of high quality instructional materials across content areas and associated professional development in mathematics, social emotional learning. Additionally, high quality supportive curriculum will be purchased to address needs based on district assessment data in order to fill gaps across content areas to align content
Professional development for teachers and administrators re: culturally responsive teaching	Yes	Yes		These funds will support the purchase of high quality instructional materials across content areas and associated professional development in mathematics and social emotional learning. Additionally, high quality supportive curriculum will be purchased to fill gaps in alignment in content areas K-12. These supports will address our underserved hispanic

Screening assessments and associated professional development (e.g., early literacy screening)	Yes	Yes		These funds will be used to purchase screening assessments for all students K-12 in early literacy, math, and social emotional learning, as well as other district assessments necessary to identify students' needs for support. These supports will address our underserved hispanic latino, ELL, and students with special needs student populations.
Expanding access to career-technical education (including "After Dark" district/vocational partnerships), innovation pathways, and advanced placement courses (including fee subsidies and teacher training)	Select	Select		
Extending the school day/year and prioritizing student access to additional time by student need	Select	Select		
Tutoring programs and support, including early literacy tutoring (including training paraprofessionals) and peer tutoring programs.	Yes	Yes	District assessments and MCAS results	A range of tutoring offerings will be created and offered to students in early literacy, math, and other programmatic needs. Math, literacy, and ELA tutors will allow the district to provide individualized and small group instruction for students who need support accessing curriculum. Assessment data demonstrates that additional academic support will
Developing or strengthening data cycles to facilitate and inform student learning and associated professional development and support personnel	Yes	Yes	District assessments and MCAS results	A range of tutoring offerings will be created and offered to students in early literacy, math, and other programmatic needs. Math, literacy, and ELA tutors will allow the district to provide individualized and small group instruction for students who need support accessing curriculum. Assessment data demonstrates that additional academic support will
Early college programs, particularly those focused on students underrepresented in higher education	Select	Select		
<b>Targeted Student Supports</b>	<b>Our district is using ESSER III funds for:</b>	<b>This strategy will address pandemic-related learning loss/disproportionate impact</b>	<b>What data will you use to measure progress?</b>	<b>Does this strategy/intervention address the disproportionate impact of COVID-19 on underserved student subgroups (each major racial and ethnic group, students from low-income families, students with disabilities, English learners, gender, migrant students, students experiencing homelessness and students in foster care)? If yes, please explain which group(s) are being served, what impact is being addressed, and how this strategy/intervention will provide support.</b>
Developing or expanding high quality co-teaching and inclusion models for students with disabilities and associated professional development	Select	Select		
Acceleration academies (during school year vacations) and summer learning opportunities for individualized instruction and enrichment	Select	Select		
Language support programs, including dual language and heritage language programs (students learning in-home/native language) and associated professional development	Select	Select		
Community-based afterschool programs for parents, including citizenship and ESL classes	Select	Select		
Dropout prevention and recovery programs	Select	Select		
<b>Talent Development and Staffing</b>	<b>Our district is using ESSER III funds for:</b>	<b>This strategy will address pandemic-related learning loss/disproportionate impact</b>	<b>What data will you use to measure progress?</b>	<b>Does this strategy/intervention address the disproportionate impact of COVID-19 on underserved student subgroups (each major racial and ethnic group, students from low-income families, students with disabilities, English learners, gender, migrant students, students experiencing homelessness and students in foster care)? If yes, please explain which group(s) are being served, what impact is being addressed, and how this strategy/intervention will provide support.</b>
Academic support staff, including academic coaches, interventionists, student teaching residency programs, paraprofessionals	Yes	Yes	District assessments and MCAS results	Academic supports will be offered throughout the district before, during, and after school to support students suffering from
Diversifying the educator workforce through recruitment and retention strategies	Select	Select		
Strategies to staff hard-to-staff schools and positions with high-performing educators	Select	Select		
Increasing staff and opportunities for arts, enrichment, world languages, athletics, and elective courses	Select	Select		
Increasing high-quality common planning time for teachers and academic support staff	Select	Select		
Developing leadership pipeline programs for schools	Select	Select		
Labor-management partnerships to improve student performance	Select	Select		
<b>Conditions for Student Success - Social/Emotional and Mental Health Supports</b>	<b>Our district is using ESSER III funds for:</b>	<b>This strategy will address pandemic-related learning loss/disproportionate impact</b>	<b>What data will you use to measure progress?</b>	<b>Does this strategy/intervention address the disproportionate impact of COVID-19 on underserved student subgroups (each major racial and ethnic group, students from low-income families, students with disabilities, English learners, gender, migrant students, students experiencing homelessness and students in foster care)? If yes, please explain which group(s) are being served, what impact is being addressed, and how this strategy/intervention will provide support.</b>
Increasing personnel and services to support holistic student needs, including school guidance and adjustment counselors, nurses, psychologists, and/or social workers	Yes	Yes	SEL and District Assessments and MCAS results	A range of SEL supports and increased personnel and services will be created to support holistic student needs and will be offered to students in grades K-12. Assessment data demonstrates that additional SEL supports will benefit holistic and special populations of students, including ELL students from economically disadvantaged families, and students with
Building/strengthening partnerships with community-based organizations to increase student/family access to services for mental/physical health and well-being	Select	Select		
Working with community-based organizations that provide enrichment during the school day and/or out of school time	Select	Select		
Arranging for wraparound services to be provided at schools	Select	Select		

Engaging community partners to build capacity among educators and support personnel to implement equitable and culturally responsive learning environments	Select	Select		
Create transitional programs, partnering with community based organizations, for students with mental health or behavioral-related absences returning to school	Select	Select		
Parent-teacher home visiting programs to build positive relationships between home and school	Select	Select		
Facilities improvements to create healthy and safe school environments	Select	Select		
<b>Other Interventions/Strategies/Supports</b> <i>Use this section to describe evidence-based strategies your district will fund with ESSER III that are not listed above</i>		This strategy will address pandemic-related learning loss/disproportionate impact	What data will you use to measure progress?	Does this strategy/intervention address the disproportionate impact of COVID-19 on underserved student subgroups (each major racial and ethnic group, students from low-income families, students with disabilities, English learners, gender, migrant students, students experiencing homelessness and students in foster care)? If yes, please explain which group(s) are being served, what impact is being addressed, and how this strategy/intervention will provide support.
High quality professional development in the areas of Social and Emotional Learning, Math, Literacy, and ELA to improve Tier I instruction		Yes	District assessments and MCAS results	The district's strategy to provide high quality professional development in social and emotional learning, math, literacy, and ELA will provide for improved Tier I instruction allowing us to better meet the expectations of the Acceleration Roadmap. <del>This strategy will support our hispanic-latino_ELL_ and students with special needs</del>
Curricular alignment		Yes	District assessments and MCAS results	The district's strategy to coordinate curriculum alignment to MA Framework standards in math, ELA & literacy, science, social studies, art, music, health, PE, and social and emotional learning, will provide for improved Tier I instruction allowing us to better meet the expectations of the Acceleration Roadmap as well as the needs of our underrepresented
		Select		

**Step 4.3 of 4.4 Equitable Use of ESSER III Funds**

**How is your district taking educational equity into account when planning for expending your ESSER III funds?**

For example,

- 1) allocating funds both to schools and districtwide activities based on student needs, and
- 2) implementing an equitable and inclusive return to in-person learning by, for example, avoiding over-use of exclusionary discipline and creating a positive and supportive learning environment for all students.

1) allocating both funds to schools and district-wide activities based on students' needs 2) implementing an equitable and inclusive return to school and in-person learning by creating a positive and supportive learning environment for all students and avoiding over-use of exclusionary discipline.

**Step 4.4 of 4.4 CDC School Safety Recommendations**  
*This information will come from your District Reopening Plan as well as any supplemental/ revised reopening policies for your district.*

CDC Recommendation	Does your district have a policy or policies on this topic?	If "Yes," is it described in your District Reopening Plan?	If you have a policy but it is not described in your District Reopening Plan, please briefly describe here.
1 Universal and correct wearing of masks	Yes	Yes	
2 Modifying facilities to allow for physical distancing (e.g., use of cohorts/podding)	Yes	Yes	
3 Handwashing and respiratory etiquette	Yes	Yes	
4 Cleaning and maintaining healthy facilities, including improving ventilation	Yes	Yes	
5 Contact tracing, isolation, quarantine in collaboration with health departments	Yes	Yes	
6 Diagnostic and screening testing	Yes	Yes	

**TIP:** Note that your district is not required to adopt [CDC school safety recommendations](#) to receive ESSER III funds. This data is being collected for reporting purposes.

7	Efforts to provide vaccination to school communities	Select	No	
8	Appropriate accommodations for children with disabilities with respect to health and safety policies	Yes	Yes	
9	Coordination with state and local health officials	Yes	Yes	