

Northside ISD Family Engagement Program

Strategic Plan

2020-2022

Introduction

Definition of Family Engagement

Purpose

Vision

Strategic Anchors and Belief Statements

Standard 1: A Clear Vision for Services

Standard 2: Respect and Trust Connects Families and Communities with Schools

Standard 3: Meaningful Two – Way Communication

Standard 4: Varied Opportunities for Involvement and Student Success

Standard 5: Maximize Efficient & Effective Use of Resources

Standard 6: Evaluation, Accountability, and Continuous Improvement

When schools, families, and communities work together to support learning, children do better in school, stay in school longer, and enjoy their educational experience. Title 1, Part A provides for parent and family engagement at every level of the program, such as in the development and implementation of district and school plans as well as carrying out the district and school improvement provisions. Section 1116 of the Every Student Succeeds Act (ESSA) contains the primary Title 1, Part A requirements for school and school systems to engage parents and family members in their children's education. Consistent with Section 1116, the district will work to ensure that the Family Engagement Strategic plan meet the requirements of Section 1116(b) and (d) of the ESSA.

Input and suggestions from parents, family members, and staff w

Mission: Northside Family Engagement will provide support to our staff, families, and community partners to create meaningful relationships that facilitate student success.

Vision: Northside Family Engagement will connect schools, families, and the community through partnerships that are accountable, support student success, and empower families.

The strategic anchors are the lenses through which all decisions that are made about Family Engagement must be filtered. Every program, decision, or outcome should be tied to one of the three anchors decided and agreed upon by the Family Engagement Focus Team. Every strategic anchor is bolstered by a belief statement that is shared by the Northside

NISD Family Engagement will build parents' and schools' capacity for strong family engagement in order to support a partnership among the campuses, families, and the community to improve academic learning of students by implementing the following standards of engagement. These standards span across six areas to coincide with Joyce Epstein's six types of family engagement and will be addressed through individual action steps the district will take to ensure fidelity of implementation. The action steps will include research based models and recommendations from the Texas Education Agency as well as best practices from leaders in the field of Family Engagement and Education. The standards are broken into four service areas that will be the course of the academic school year through the Family Engagement Strategic Plan.

Number	Action Step
V:1	Re-conceptualize the vision of family engagement in accordance with the belief statements expressed by the district's mission and th r

V:6

Build a common vocabulary for family engagement by

T:4

Build a climate of respect for cultural and class differences by ensuring educators make eve

C:4

Work with Communications Department to improve how family engagement is packaged and marketed making sure to address parents as equal and valuable partners in the educational process.

O:7

Recognize and celebrate the contributions of families for rate th

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- R:5 Provide ongoing training to family engagement staff to include but not be limited to home visits, community outreach, two-way communication, and any other components of family engagement.
- R:6 Establish a Family Resource Center that provides connection to community services for families.
- R:7 Provide opportunities for staff to visit other schools in Northside or other districts to view effective family, community, and school partnerships and share best practices with school staff and other staff in the district.
- R:8 Work with the Partnerships department to build strong connections between school and community organizations to expand resources available to all Title schools and families.
- R:9 Create a forum for sharing innovative and effective partnership ideas among principals and schools.
- R:10 Allocate additional resources, as needed, to support family and community partnerships that are consistent with the district's goals for student success.

Create an evaluation and accountability system and include it as a key component in the district's family and community engagement efforts.

Link family and community engagement efforts to student learning with measurable results.

Family engagement staff will support campuses in conducting a self-assessment of what's working and what's not working by engaging a task force.

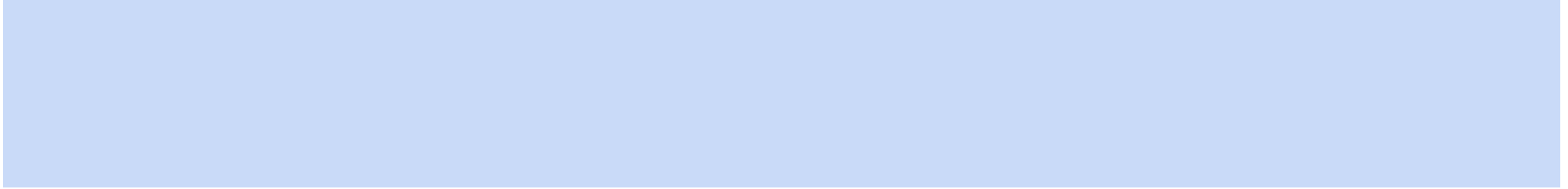
	Family engagement staff will support campuses in translating the results of their individual task force evaluations into future actions steps reflected in the schools improvement plans with benchmarks of success, timeline, and accountability mechanisms.
	Ensure that emerging data guides program development.
	Create opportunities for collaboration between programs by sharing data to build collective knowledge about what's working and what is not.
	Family engagement staff will meet with assigned campuses as early as possible in the school year to develop a simple plan of action and support that is individualized to each school. Staff will then assist in scheduling and implementing the activities to support each school.
	Monitor progress through an annual family engagement evaluation and report findings to the school board as part of the annual report.

The three year strategic plan addresses each of the identified Family Engagement standards to ensure fidelity of implementation. Each of the standards has been grouped into four domains that will be carried out accordingly:

Program Conceptualization and Development: January 2020 – December 2020

Program Awareness and Implementation: August 2020-August 2021

Program Evaluation: August 2021- May 2022



establishing policy, and making decisions beyond compliance.

V:1) Re-conceptualize the vision of family engagement in accordance with the belief statements expressed by the district's mission and vision linking family and community partnerships to student success in all schools.

The Family Engagement Advisory Team will meet monthly to review district policies, goals, and provide feedback towards the re-conceptualized vision, mission, and belief of family engagement to student success.

Family Engagement Coordinator,
Family Engagement Advisory Team

State and Federal Programs,
Title 1

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engagement by providing staff development on the characteristics of effective family-school partnerships.

Engagement.

This definition n ag 0

<p>R:4) Provide professional development to principals that include role clarity, schedules that match needs, opportunities for collaboration, and effective communication strategies to increase quality family – school partnership and efficient /effective use of staff.</p> <p>O:1) Balance engagement opportunities to include some conducted at school, home, and in community settings.</p> <p>O:4) Create action steps towards building two-way communication, providing off-campus outreach, providing non-threatening fun activities focused on student-achievement, and building a positive school climate at the campus/district level in an effort to build relationships with families and schools.</p>	<p>The Family Engagement program will create a Family Engagement Training for campus staff. This training will include:</p> <p>Family Engagement Definitions State and Federal program mandates Roles and Responsibilities of district and campus staff Research based Family Engagement resources Strategies to balance engagement opportunities to include families engaged at school, home, and in the community Strategies/activities towards building two-way communication Strategies/activities for off-campus outreach Strategies/activities for fun activities focused on student achievement Strategies/resources for building a positive school climate as well as relationships with families</p>	<p>Family Engagement Coordinator</p>	<p>Family Engagement Specialists, Title 1 Compliance, State and Federal Programs</p>	<p>Family Engagement Training Power Point, Unified talent sign-in sheets or attendance google form, schedule of training dates for campuses</p>	<p>Starting May 2021 COMPLETE Staff from every T1 School received training on how to Engage Every Family. Completed November 2021</p>
<p>O:7) Recognize and</p>	<p>The Family Engagement Training will also include:</p>	<p>Family Engagement</p>	<p>Family Engagement</p>	<p>Family Engagement</p>	<p>Starting May 2021 COMPLETE</p>

celebrate the contributions of families for all types of involvement and not just showing up to events.

V:7) Build capacity by creating a culture of learning and support to push campuses beyond activities and workshops.

O:10) Increase programs that support transitions for families and students

R:5) Provide ongoing training to family engagement staff to include but not be limited to home visits, community outreach, two-way communication, and any other components of family engagement.

The Family Engagement program will create an annual training plan that will be implemented for family engagement staff. The plan will include but not be limited to:

- Home Visits
- Academic Achievement
- Communication
- Community Resources
- Building Relationships
- Other identified needs

The Family Engagement program will survey staff annually regarding training to garnish feedback on topics, times, and effectiveness of the previous year training plan.

Family
Engagement
Coordinator

Family
Engagement
Specialists,
Family and
Community
Liaisons,
Newcomer
Liaisons, Title 1
Compliance,
State and
Federal
Programs, any
other
department/prog
ram identified in
the training plan

Family
Engagement

The Family Engagement Advisory Team will provide feedback and guidance as to what services and resources will be continuously provided at the center to include co-teaching with families on topics at campuses that support a positive climate.

PK Liasons serve Early Childhood families and staff annually.

Currently creating Foodie Box to help families with food insecurity. To be open September 2022.

Family Engagement
Standard

staff and other staff in the district.

T:5) Develop a plan that ensures equitable distribution of family engagement practices across all schools within the district.

C:1) Provide meaningful staff development on a regular basis that includes ways to improve two way communication.

T1) Reinforce through district policy, publications, presentations, and other means of communication the belief that all parents impact their child's learning and want their child to do well in school.

R:4) Provide professional development to principals that include role clarity, schedules that match needs, opportunities for collaboration, and effective communication strategies

student achievement.

Virtual site visits to other schools, districts, or programs that are utilizing innovative practices that are effective. Program updates and resources to build family engagement at their campus regardless of Title status.

Updates to policies regarding family engagement that are provided both locally through the State and Federally through ESSA.

Virtual trainings on Family Engagement that can be utilized by staff at the campus level.

Campus Engagement Services and Support that can be offered by the Family Engagement department for schools to deepen family engagement.

A blog space to share best practices with other staff on the campus and around the district.

Strategies/resources to improve two-way communication at the campus level.

The Family Engagement program will create a training for principals and campus staff on hopgpp

to increase quality family – school partnerships and efficient /effective use of staff.

V:3) Reinforce family partnerships by putting them at the forefront of principal meetings, leadership academies, and advisory groups.

where every day, in every classroom, every child has access to high quality instruction. Family engagement encompasses:

- School Culture
- School Climate
- Accountability
- Data Driven Im Im Im In

T:4) Build a climate of
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district's Partnerships
department i

suggestions offered by families in focus groups as a means to increase their awareness and participation at the campus level as well as meet their needs.

O:6) Campuses will use family feedback to create opportunities and times that work for their schedules as well as provide options for parents that might not be able to attend in person at campus/district events.

Family Engagement Specialists will support campuses in getting feedback through the Family Engagement Survey form.

Family Engagement Specialists will support campuses in reporting the data out to the staff as well as families so the campus can create events to t

Family Engagement Standards	Action Step	Primary Person Responsible	Supporting District Programs/Staff	Supporting Documents	Updates/Time Frame
<p>E:1) The district will create an evaluation and accountability system and include it as a key component in the district's family and community engagement efforts.</p> <p>E:8) Family Engagement will monitor progress through an annual family engagement evaluation and report findings to the school board as part of the annual report.</p>	<p>The Family Engagement program will work with Continuous Improvement and Accountability as well as with Testing and Evaluation to determine a valid and reliable method for conducting an annual program evaluation that includes perception data and measure all types of family engagement - not just counting names on sign in sheets.</p> <p>The evaluation will include feedback from families, staff, and students. The findings from the evaluation will be reported to the school board as part of the annual report.</p>	Family Engagement Coordinator	State and Federal Programs, Continuous Improvement and Accountability, Testing and Evaluation, School Board	Sign-In Sheets, Agenda	January 2022 - District has meet all year 9/2021-5/2022 to look at creating this evaluation system. The district is currently piloting Panorama and will continue evaluating the effectiveness of this tool before making a decision.
R:3) Continuously refine/or redefine the district's current organizational structure to ensure it is aligned with the district's vision, beliefs, and mission in regards to family partnerships and providing maximum opportunities for collaboration and the	The Family Engagement program will partake in annual evaluations of the Title 1 Family Engagement Program. This evaluation will make recommendations based on outcomes of the evaluations to include organizational structure, efficient use of resources, and program collaboration. Results will be shared with State and Federal programs, Title 1 Compliance, Office of Continuous Improvement and Accountability, Families,	Family Engagement Coordinator	Family Engagement Advisory Team, State and Federal Programs, Continuous Improvement and Accountability, Curriculum Instruction, Title 1 Compliance	Title 1 Evaluation binder, Sign-In Sheets	August 2020 – Ongoing

<p>efficient use of resources.</p> <p>E:6) Family Engagement staff will create opportunities for collaboration between programs by sharing data to build collective knowledge about what's working and what is not.</p>	<p>and Curriculum Instructions.</p>				
<p>E:5) Family Engagement will ensure emerging data guides program development.</p> <p>R:1) The Testing and Evaluation will utilize data, needs assessments, and principal buy-in as indicators to consider possible expansion of family engagement personnel in phases, using feeder patterns, and careful monitoring of results to maximize staff.</p> <p>O:9) The district will consider expanding liaison staff to more Title schools to encourage robust family</p>	<p>All decisions for the Family Engagement program will be made based on data driven results and efficient/effective practices. The district will continue to monitor the effectiveness of the Campus Family Liaison before making a decision to allocate funds towards this position at each Title campus. The Title 1 Family Engagement Program Evaluation will include but not be limited to:</p> <ul style="list-style-type: none"> Family Engagement attendance data Family satisfaction surveys Principal support and perceptions District/campus needs Any other data points that will help to inform a sound decision. 	<p>Family Engagement Coordinator</p>	<p>Testing and Evaluation, State and Federal Programs, Continuous Improvement and Evaluation</p>	<p>Data, Title 1 Program Evaluation binder</p>	<p>Ongoing</p>

