

## LEA ARP ESSER Plan



12003 New Kent Highway  
P.O. Box 110  
New Kent, VA 23124  
Dr. Brian J. Nichols  
Superintendent

### Section 1: General Information

- |   |  |
|---|--|
| A. School Division/LEA Name                     | New Kent County Public Schools   |
| B. Division Number                              | 063  |
| C. Contact Name                                 | Jonathan Hochman   |
| D. Contact Email                                | <a href="mailto:jhochman@nkcps.k12.va.us">jhochman@nkcps.k12.va.us</a> |
| E. Contact Phone #                              | 804-966-9650   |
| F. Amount of ARP ESSER funding allocated to LEA | \$1,846,131.57   |

### Section 2: Transparency and Accessibility

- A. LEA webpage where plan is posted (provide URL)
- [https://www.newkentschools.org/about\\_nkcps/new\\_kent\\_public\\_schools\\_safe\\_return\\_to\\_in-person\\_learning](https://www.newkentschools.org/about_nkcps/new_kent_public_schools_safe_return_to_in-person_learning)
- B. Describe how the plan is, to the extent practicable, written in a language that parents can understand, or if not practicable, will be orally translated for parents with limited English proficiency
- The plan is written in English and is available on the district website. Upon request, the plan can be orally translated. Contact Ross Miller, Executive Director of Innovation & Development, at [rmiller@nkcps.k12.va.us](mailto:rmiller@nkcps.k12.va.us) or 804-966-9650.
- C. Describe how the plan will be provided upon request in an alternative accessible format to a parent who is an individual with a disability
- Upon request, a parent who is an individual with a disability as defined by the ADA may be provided with the plan in an alternative format accessible by contacting Ross Miller, Executive Director of Innovation & Development, at [rmiller@nkcps.k12.va.us](mailto:rmiller@nkcps.k12.va.us) or 804-966-9650

### **Section 3: Opportunity for Public Comment**

- A. Describe how the LEA provided the public the opportunity to provide input on the updated ARP ESSER spending plan since initial submission in August 2021, with emphasis on the 2022-2023 school year
- In developing the ARP ESSER Plan, New Kent County Public Schools sought public input and took such information into account, as described below.
    - Public input to be sought through:
      - Superintendent's Teacher Advisory Committee Meeting
      - Superintendent's Parent Advisory Committee Meeting
      - Superintendent's Student Advisory Committee Meeting
      - Superintendent's Community Advisory Committee Meeting
      - Special Education Advisory Committee
      - Indian Parent Advisory Committee
      - Gifted Advisory Committee
      - Division Website & Facebook Posting
- B. Describe how the LEA took public input since August 2021
- Citizens are given opportunity for public comment at all School Board meetings.
  - Public Comments are always accepted by emailing [NKCPSfeedback@nkcps.k12.va.us](mailto:NKCPSfeedback@nkcps.k12.va.us).

### **Section 4: Consultation with Stakeholders**

#### **A. Students**

Description of consultation conducted

- Superintendent's Student Advisory Committee Meeting – The Student Advisory Committee meets quarterly
- Presentations regarding the ESSER III spending plan have been made at School Board meetings. There have been formal opportunities for the public to provide comments and recommendations during public hearings held in conjunction with School Board meetings. Feedback has been requested on an ongoing basis through the Division email address, [NKCPSfeedback@nkcps.k12.va.us](mailto:NKCPSfeedback@nkcps.k12.va.us), and will continue throughout the life of the grant award.

Uses consulted on

- Meeting Students' Academic, Social, Emotional and Other Needs

Feedback received

- Summer of MORE access and opportunities, teacher quality and mental health supports

#### **B. Families**

Description of consultation conducted

- Superintendent's Parent Advisory Committee Meeting – The Parent Advisory Committee meets quarterly
- Presentations regarding the ESSER III spending plan have been made at School Board meetings. There have been formal opportunities for the public to provide comments and recommendations during public hearings held in conjunction with School Board meetings.

Feedback has been requested on an ongoing basis through the Division email address, NKCPsfeedback@nkcp.s.k12.va.us, and will continue throughout the life of the grant award.

- An ARP Stakeholders Document was created and shared with the Division Leadership Team. This document was used in meetings with various stakeholder groups throughout the Division to collect feedback in person and through the Division email address referenced above.

Uses consulted on

- Addressing Physical Health and Safety, Academic, Social, Emotional and Other Needs, Mental Health Supports for Students and Operational Continuity and Other Allowed Expenses

Feedback received

- Importance of the safety and well-being of NKCPs students as well as additional instructional time and supports for students

### **C. School and district administrators including special education administrators**

Description of consultation conducted

- NKCPs Division Leadership Team - Leadership meets on a weekly basis
- Special Education Advisory Committee – Minimally four times per school year
- Presentations regarding the ESSER III spending plan have been made at School Board meetings. There have been formal opportunities for the public to provide comments and recommendations during public hearings held in conjunction with School Board meetings. Feedback has been requested on an ongoing basis through the Division email address, NKCPsfeedback@nkcp.s.k12.va.us, and will continue throughout the life of the grant award.
- An ARP Stakeholders Document was created and shared with the Division Leadership Team. This document was used in meetings with various stakeholder groups throughout the Division to collect feedback in person and through the Division email address referenced above.

Uses consulted on

- Addressing Physical Health and Safety, Academic, Social, Emotional and Other Needs, Mental Health Supports for Students and Operational Continuity and Other Allowed Expenses
- Division Leadership is constantly discussing current and future spending of ESSER III funding
- Adhering and modifying the ESSER III spending plan as request and feedback is received

Feedback received

- Guiding factors were determined to be the following:
  - Continue to manage the COVID-19 pandemic in our schools and facilities
  - Understand and address learning loss
  - Provide buildings and departments with what they need to be successful
  - Move New Kent forward beyond the pandemic
  - Remain flexible with the funding plan

#### **D. Teachers, principals, school leaders, other educators, school staff, and their unions**

##### Description of consultation conducted

- Presentations regarding the ESSER III spending plan have been made at School Board meetings. There have been formal opportunities for the public to provide comments and recommendations during public hearings held in conjunction with School Board meetings. Feedback has been requested on an ongoing basis through the Division email address, NKCPsfeedback@nkcp.s.k12.va.us, and will continue throughout the life of the grant award.
- An ARP Stakeholders Document was created and shared with the Division Leadership Team. This document was used in meetings with various stakeholder groups throughout the Division to collect feedback in person and through the Division email address referenced above.
- Principals encouraged staff to provide feedback through the Division email address.

##### Uses consulted on

- Addressing Physical Health and Safety, Academic, Social, Emotional and Other Needs, Mental Health Supports for Students and Operational Continuity and Other Allowed Expenses

##### Feedback received

- Feedback received through Division email address and meetings with school and departmental leadership.

#### **E. Tribes, if applicable**

##### Description of consultation conducted

- Presentations regarding the ESSER III spending plan have been made at School Board meetings. There have been formal opportunities for the public to provide comments and recommendations during public hearings held in conjunction with School Board meetings. Feedback has been requested on an ongoing basis through the Division email address, NKCPsfeedback@nkcp.s.k12.va.us, and will continue throughout the life of the grant award.
- An ARP Stakeholders Document was created and shared with the Division Leadership Team. This document was used in meetings with various stakeholder groups throughout the Division to collect feedback in person and through the Division email address referenced above.

##### Uses consulted on

- Addressing Physical Health and Safety, Academic, Social, Emotional and Other Needs, Mental Health Supports for Students and Operational Continuity and Other Allowed Expenses

##### Feedback received

- Address concerns of keeping the Divisions school buildings HVAC systems updated and functioning.
- Tutoring

#### **F. Civil rights organizations, including disability rights organizations**

##### Description of consultation conducted

- Presentations regarding the ESSER III spending plan have been made at School Board meetings. There have been formal opportunities for the public to provide comments and recommendations during public hearings held in conjunction with School Board meetings. Feedback has been requested on an ongoing basis through the Division email address, NKCPSTfeedback@nkcpk.k12.va.us, and will continue throughout the life of the grant award.
- An ARP Stakeholders Document was created and shared with the Division Leadership Team. This document was used in meetings with various stakeholder groups throughout the Division to collect feedback in person and through the Division email address referenced above.

Uses consulted on

- N/A

Feedback received

- N/A

**G. 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 services**

Description of consultation conducted

- Special Education Advisory Committee – Minimally four times per school year
- Presentations regarding the ESSER III spending plan have been made at School Board meetings. There have been formal opportunities for the public to provide comments and recommendations during public hearings held in conjunction with School Board meetings. Feedback has been requested on an ongoing basis through the Division email address, NKCPSTfeedback@nkcpk.k12.va.us, and will continue throughout the life of the grant award.
- An ARP Stakeholders Document was created and shared with the Division Leadership Team. This document was used in meetings with various stakeholder groups throughout the Division to collect feedback in person and through the Division email address referenced above.

Uses consulted on

- Addressing Physical Health and Safety, Academic, Social, Emotional and Other Needs, Mental Health Supports for Students and Operational Continuity and Other Allowed Expenses

Feedback received

- Importance of the safety and well-being of NKCPST students as well as additional instructional time and supports for students.

**H. Community based organizations, including partnerships to promote access to before and after-school programming**

Description of consultation conducted

- Ongoing conversation with New Kent County Parks and Recreation program to ensure continuity in before and after school program and availability of services for NKCPST staff.

Uses consulted on

- Operational Continuity and Other Allowed Expenses

Feedback received

- New Kent County Parks and Recreation stays committed to maintaining program availability for staff and residents of New Kent County.

**I. Early childhood education providers and families, including partnerships to ensure access to and continuity of care for families with children of different ages, particularly as they transition to school**

Description of consultation conducted

- Presentations regarding the ESSER III spending plan have been made at School Board meetings. There have been formal opportunities for the public to provide comments and recommendations during public hearings held in conjunction with School Board meetings. Feedback has been requested on an ongoing basis through the Division email address, NKCPsfeedback@nkcp.s.k12.va.us, and will continue throughout the life of the grant award.
- An ARP Stakeholders Document was created and shared with the Division Leadership Team. This document was used in meetings with various stakeholder groups throughout the Division to collect feedback in person and through the Division email address referenced above.

Uses consulted on

- Addressing Physical Health and Safety, Academic, Social, Emotional and Other Needs, Mental Health Supports for Students and Operational Continuity and Other Allowed Expenses

Feedback received

- Feedback received through Division email address and meetings with Pre-K administrators and school leadership.

**Section 5: Addressing Learning Loss (recommended to be 100% of an LEA's remaining allocation and must be at least 20% of an LEA's allocation per federal statute)**

Section 2001(e)(1) of the ARP Act requires each LEA to use *at least* twenty percent of its formula funds to address the academic impact of lost instructional time (learning loss) through the implementation of evidence-based interventions. **Governor's Challenge:** in Action Seven of Our Commitment to Virginia's Children, Governor Youngkin challenges LEAs to spend all of their remaining Elementary and Secondary School Emergency Relief (ESSER) funds on proven efforts to recover learning, such as: supplementing learning through instruction before school, after school, on weekends, and in the summer; providing direct support to families to access tutoring; extending the school year; and rewarding those teachers and schools that make the greatest impact on student learning with performance bonuses.

- A. Describe how the LEA identified learning loss, including among student groups most likely to have experienced the impact of lost instructional time such as students from low-income families, students of color, English learners, children with disabilities, students experiencing homelessness, children in foster care, and migratory students
- The LEA utilized assessment data from statewide assessments such as SOLs and PALs, as well as division created assessments to identify learning gaps and areas of need. The assessment data was viewed. The staff also utilized student and teacher observation and parent feedback to determine areas of need.

- B. Provide a detailed description of how the LEA used or will use the funds it reserves to implement evidence-based interventions to address learning loss
- Two full-time, 11 month instructional coaches were secured with ESSER II funding. These positions were created to support the division specifically at the elementary school level to support learning loss to students during the pandemic. ESSER III funding will support these positions for the 2022-2023 and 2023-2024 school years.
  - It is a goal of NKCPS to integrate innovative learning practices that focus on real world instructional experiences. The creation of the Summer of MORE (Meaningful Opportunities of Real World Engagement) program, supported by ESSER I funding, was a great success and provided social and emotional support for students as well as support the correction of learning loss due to the pandemic. We will be bringing these learning experiences into our schools during the regular school year. Teachers will have the opportunity to request funding for supplies that support these learning experiences that address social, emotional and instructional support opportunities. There will be initial planning to create a campaign that offers these funding opportunities to the staff in the upcoming 2021-2022 school year.
- C. Describe how the LEA produces evidence of the effectiveness of evidence-based learning loss interventions employed
- The LEA is utilizing statewide growth assessments, SOLs, PALs, locally created unit assessments and checkpoint assessments to measure student growth and reduction of learning gaps.
- D. Amount of ARP ESSER funds to address learning loss
- \$566,358.84

## **Section 6: Other Uses of Funds**

Section 2001(e)(2) of the ARP Act permits LEAs to use the ARP ESSER III funds not reserved to address learning loss to address needs arising from or exacerbated by the COVID-19 pandemic. Generally, allowable ESSER activities must meet the guidelines below.

- The use of funds must be intended to prevent, prepare for, or respond to the COVID-19 pandemic, including its impact on the social, emotional, mental health, and academic needs of students;
  - The use of funds must fall under one of the authorized uses of ESSER funds; and
  - The use of funds must be permissible under the Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards (Uniform Guidance, 2 CFR Part 200). In particular, the use of funds must be deemed necessary and reasonable for the performance of the ESSER award.
- A. Describe how the LEA used or will use funds to support teacher and staff retention and recruitment strategies
- a. Teacher recruitment and retention is challenging and NKCPS will need to continue to support our teachers and staff during this difficult time to be sure they feel supported and

empowered. NKCPs will offer initiatives and incentives for further education and endorsements, through programs offered in connection with NKCPs, local colleges and universities, and the Virginia Department of Education. These programs will provide for Dual Enrollment and additional teaching endorsements to help make our staff more rounded and able to support student needs as they continue to change throughout their time with NKCPs. Career Switcher programs such as an Emerging Teachers Program or a Residency Program will be explored to offer some of these opportunities to staff during the ESSER performance period and beyond. Funding of these programs would begin utilizing ESSER funding and ultimately be included in the NKCPs Operating Budget.

- b. Say Yes To Success Teacher Campaign - Teachers will have the opportunity to request funding for supplies that support these learning experiences that address social, emotional and instructional support opportunities. There will be initial planning to create a campaign that offers these funding opportunities to the staff in the upcoming 2021-2022 school year.
  - c. NKCPs will fund a support position to assist in the completion of this spending plan and reporting of ESSER expenses. NKCPs will need to review spending plans throughout the remaining ESSER funds period of performance and make adjustments as necessary. Consideration will need to be made as the changes in State and Federal requirements are updated.
  - d. Total number of new staff hired with ARP ESSER funds
    - i. 7
  - e. Plan to retain staff hired with ARP ESSER funds after September 30, 2024
    - i. Funding for these seven positions will be reviewed during the FY25 budget process to determine needs and funding availability.
- B. Describe the extent to which the LEA used or will use ARP ESSER funds to implement prevention and mitigation strategies in order to continuously and safely operate schools for in-person learning
- a. NKCPs will continue to partner with the local health department to ensure that the appropriate level of mitigation strategies are being implemented at all school facilities. Personal protective equipment and classroom cleaning materials will continue to be supplied by the division.
    - i. NKCPs partnered with New Kent County Fire & Rescue (NKCFR) to assist with the storage and distribution of PPE and cleaning materials. NKCPs will purchase storage equipment for the warehouse. NKCPs will also reimburse NKCFR for the cost of staff manning the warehouse and distribution of equipment.
  - b. To support social distancing strategies, additional furniture will be purchased to create extended learning and administrative spaces that will provide additional focused learning opportunities and adequate social distancing.
- C. If the LEA used or will use ARP ESSER funds for HVAC, renovation, or other capital projects, describe each project, including whether the LEAs has requested and received approval for the project



- a. Additional improvement projects may be recommended to enhance outdoor social distancing between students and staff. These recommendations may include opportunities for outdoor instruction.
  - b. It is the intent of NKCPs that all improvement projects will support the current needs due to the pandemic and the continued growth of our community.
  - c. At this time NKCPs has not requested approval from VDOE for these capital projects. Once additional feedback information is obtained, approval may be requested at that time.
- D. If the LEA used or will use ARP ESSER funds for uses other than those listed above, describe below
  - a. To mitigate the number of staff necessary for teacher coverage, NKCPs will hire five school based substitutes for the 2023-2024 school year. Having these staff members already placed within the school buildings will decrease the number of outside staff coming in and out of the school facilities, decreasing potential exposures.
  - b. Audio/visual equipment upgrades for classrooms at NKMS and NKHS. Upgrading this equipment will provide for the ability for students and staff to collaborate effectively and safely.
  - c. Audio/visual upgrades to NKHS auditorium will improve the quality of communication between students, staff and the community during large group collaboration and instruction.
- E. Amount of ARP ESSER funds for the uses above (A. through D.) \$1,279,773.09

## Section 7: Budget

Category	Description	Learning Loss Y/N	Budget	Amount Obligated	Amount Spent	Amount Remaining
Summer School	Summer of Meaningful Opportunities of Real World Engagement – Summer 2023 & 2024	YES	\$174,073.12	\$0	\$6,116.50	\$167,956.62
Professional Development	Two full-time, 11 month instructional coaches	YES	\$392,285.36	\$0	\$230,953.58	\$161,331.78
Other Recruitment/Retention	School based subs (2023-2024)	NO	\$200,000.00	\$0	\$0	\$200,000.00
Other Recruitment/Retention	Teacher recruitment & retention – Career Switcher & Teacher Residency program	NO	\$200,000.00	\$0	\$63,054.95	\$136,945.05
Other	Personal Protective Equipment, warehouse storage, PPE distribution	NO	\$60,636.05	\$0	\$45,186.65	\$15,449.40
Other	Classroom furniture, collaborative learning spaces	NO	\$342,140.46	\$88,483.76	\$73,750.27	\$179,906.43
HVAC/Renovation/Capital Projects	Middle School outdoor learning space and other generic outdoor learning spaces	NO	\$51,996.58	\$0	\$0	\$51,996.58
Other Recruitment/Retention	Say Yes to Success Teacher Campaign	NO	\$125,000.00	\$0	\$0	\$125,000.00
Other	IT Projects	NO	\$200,000.00	\$0	\$0	\$200,000.00
Other	Audio-visual upgrades to high school auditorium	NO	\$75,000.00	\$0	\$0	\$75,000.00
Other	Hourly grant support	NO	\$25,000.00	\$0	\$0	\$25,000.00

Updated 10/13/2023