

**Montgomery (AL) Public Schools**  
**LEA Consolidated Parent and Family Engagement Plan**  
**2020-2021**

**Sec. 1112. [20 U.S.C. 6312]**

**A local educational agency may receive a subgrant under this part for any fiscal year only if such agency has on file with the State educational agency a plan, approved by the State educational agency, that:**

- is developed with timely and meaningful consultation with teachers, principals, other school leaders, paraprofessionals, specialized instructional support personnel, charter school leaders (in a local educational agency that has charter schools), administrators (including administrators of programs described in other parts of this title), other appropriate school personnel, and with parents of children in schools served under this part.
- as appropriate, is coordinated with other programs under this Act, the Individuals with Disabilities Education Act (20 U.S.C. 1400 et seq.), the Rehabilitation Act of 1973 (20 U.S.C. 701 et seq.), the Carl D. Perkins Career and Technical Education Act of 2006 (20 U.S.C. 2301 et seq.), the Workforce Innovation and Opportunity Act (29 U.S.C. 3101 et seq.), the Head Start Act (42 U.S.C. 9831 et seq.), the McKinney-Vento Homeless Assistance Act (42 U.S.C. 11301 et seq.), the Adult Education and Family Literacy Act (29 U.S.C. 3271 et seq.), and other Acts as appropriate
- has an effective plan date.
- documents the process employed in the development, approval, and annual revision of the plan through communication materials, agendas, minutes/notes of meetings and sign-in sheets.
- has procedures and practices in place for disseminating individual student assessment results to teachers and parents.

The purpose of the LEA Consolidated Plan is to ensure that all children receive a high-quality education, and to close the achievement gap between children meeting the challenging State academic standards and those children who are not meeting such standards. **Each local educational agency plan shall:**

**Parent and Family Engagement Written Policy (Sec. 1116 (2))**

**Sec. 1116(a)(2)(A))**

- A. Describe how the Local Education will involve parents and family members in jointly developing the local educational agency plan under section 1112, and the development of support and improvement plans under paragraphs (1) and (2) of section 1111(d).**

Montgomery Public Schools (MPS) is committed to parent and family engagement. MPS will ensure that parents of students who are enrolled in Title I schools have an opportunity to participate in the development of the LEA Title I Parent and Family Engagement Plan. Parents of students enrolled in Title I schools will be invited to serve on the LEA Title I Advisory Council to provide suggestions/revisions to the LEA Title I Parent Engagement Plan. The LEA will conduct an annual survey to evaluate and analyze the results to determine improvements for the subsequent school year. The previous year's policy will be provided electronically to participants. Revisions will be made according to participant recommendations in accordance with requirements of Sect. 1116 of this plan. Feedback will be via email or US Mail. The revised plan will be available on the district and Title I schools website. Hard copies will be made available upon request.

**Sec. 1116(a)(2)(B))**

**Montgomery (AL) Public Schools**  
**LEA Consolidated Parent and Family Engagement Plan**  
**2020-2021**

- B. Describe how the Local Education Agency will provide the coordination, technical assistance, and other support necessary to assist and build the capacity of all participating schools within the local educational agency in planning and implementing effective parent and family involvement activities to improve student academic achievement and school performance, which may include meaningful consultation with employers, business leaders, and philanthropic organizations, or individuals with expertise in effectively engaging parents and family members in education.**

The Office of Parent and Family Engagement will continue to combine resources and efforts to plan and implement parent and family engagement activities. Principals will receive training on how to engage parents for virtual learning as well as assistance with developing, implementing, and reviewing all required plans. Parent liaisons/designees will receive monthly training on a variety of topics such as providing virtual learning support to parents; developing Parents as Leaders, Effective Communication with Parents; and Attendance Awareness. The Parent and Family Engagement Specialist will visit Title I schools to assist with planning and conducting parent meetings, including the Annual Parent Meeting, workshops, and other parent engagement events/activities. The LEA will also provide resources for parents and families as needed or requested.

**Sec. 1116(a)(2)(C))**

- C. Describe how the Local Education Agency will coordinate and integrate parent and family engagement strategies under this part with parent and family engagement strategies, to the extent feasible and appropriate, with other relevant Federal, State, and local laws and programs.**

Programs such as Head Start, Pre-K, and HIPPOY will be included in all communication from the Office of Parent and Family Engagement. Any materials and resources shared with Title I schools will also be shared with these programs. There will be ongoing collaboration with the coordinator of Migrant Education as well as the facilitator for Bilingual Services. The Federal Programs Director will approve reasonable and necessary expenses associated with parent and family engagement activities to include transportation and child care costs, to enable parents to participate in school-related parent meetings and/or parent training workshops.

**Sec. 1116(a)(2)(D))**

- D. Describe how the Local Education Agency will conduct, with the meaningful involvement of parents and family members, an annual evaluation of the content and effectiveness of the parent and family engagement policy in improving the academic quality of all schools served under this part, including identifying—**

**(i) barriers to greater participation by parents in activities authorized by this section (with particular attention to parents who are economically disadvantaged, are disabled, have limited English proficiency, have limited literacy, or are of any racial or ethnic minority background)**

Barriers to greater participation by parents in activities such as technological deficiencies, parents lack of comfort; teachers' misperception about parents' abilities; and tension in relationships between parent and teacher will be eliminated if possible by engaging school staff in research-based professional development. All literature disseminated to schools for parents will be in an easy to read format in both English and Spanish. All media outlets including social media will be used to inform parents of important events. Schools will also use the School Messenger automated phone system to share information. School administrators will be encouraged to "Facebook Live" parent meetings. Teachers will be encouraged to use apps that allow them to connect with parents who are unable to come to the school for meetings or conferences or other school-related events. The LEA will conduct an evaluation at the end of the school year.

**Montgomery (AL) Public Schools**  
**LEA Consolidated Parent and Family Engagement Plan**  
**2020-2021**

**(ii) the needs of parents and family members to assist with the learning of their children, including engaging with school personnel and teachers**

Title I schools will host meetings that will focus on a variety of topics pertinent to parents that will assist them in understanding state and academic standards, school curriculum, and state assessments as well as how to monitor their child's progress. The LEA will also provide a professional development day during Parent Visitation Month in October for parents to visit the school and meet with school personnel regarding academic progress of their child. The LEA will strongly encourage parents to gain access to the INOW Parent Portal so that they can always be informed of their child's attendance, grades, discipline. Schools will offer a "Tech Day/Night" training for parents on how to use the INOW parent portal. The LEA will conduct an evaluation at the end of the school year. The LEA will continue efforts to improve teacher and administrator's knowledge of parent engagement during district meetings and professional development opportunities.

**(iii) strategies to support successful school and family interactions**

School-based parent liaisons will work to address the needs of the parent and foster school and family interactions that support student academic growth by developing training workshops and collaborative activities to engage parents. At least 4 district-wide events will be planned that will allow positive school and family interactions. These include 2 parent-student learning events with a focus on reading and math, and 2 parent resource expos (one for support and one for summer learning programs). School administrators will be provided with a list of suggested activities that support school and family interactions.

**Sec. 1116(a)(2)(E))**

- E. Describe how the Local Education Agency will use the findings of such evaluation described in the section above (Sec. 1116(2)(D)) to design evidence-based strategies for more effective parental involvement, and to revise, if necessary the parent and family engagement policies described in this section.**

The LEA will continuously research best practices and strategies to engage parents and families. The Office of Parent and Family Engagement will collaborate with school administrators, parents, and the school-based parent liaison to create evidence-based strategies for a more effective parent engagement policy. At least one in-service training will be held for school staff on how to partner with families to implement parent programs/activities and how to effectively communicate and work together as equal partners.

**Sec. 1116(a)(2)(F))**

- F. Describe how the Local Education Agency will involve parents in the activities of the schools served under this part, which may include establishing a parent advisory board comprised of a sufficient number and representative group of parents or family members served by the local educational agency to adequately represent the needs of the population served by such agency for the purposes of developing, revising, and reviewing the parent and family engagement policy.**

The LEA will establish a Parent Advisory Council for the purpose of developing, revising, and reviewing the parent and family engagement policy. Title I schools will also establish a school-based Parent Advisory Council to develop, revise, and review the school's Annual Continuous Improvement Plan, Parent-School Compact, and any other plan or document requiring parental input. Members will include school-based parent liaisons, parents, teachers, school administrators, district-level personnel, and community members. The PAC will meet at least twice a school year.

**Montgomery (AL) Public Schools**  
**LEA Consolidated Parent and Family Engagement Plan**  
**2020-2021**

In order to build capacity for Parent and Family Engagement, the Local Education Agency will ensure effective involvement of parents and will support a partnership among the schools involved, the parents, and the community to improve student academic achievement, the LEA shall:

- G. Describe how it will provide assistance to parents of children served by the school or local educational agency, as appropriate, in understanding such topics as the challenging State academic standards, State and local academic assessments, the requirements of this part, and how to monitor a child’s progress and work with educators to improve the achievement of their children.**

Title I schools will host the Annual Title I Parent Meeting to inform parents of academic standards and expectations. Parents will receive an academic assessment report from the previous grade if tested for their child at the beginning of the school year. Parents will receive an academic progress report at the midpoint of each grading period. Parent-teacher conferences to review a child’s academic progress will be scheduled at a time that is convenient for the parent and the school. Schools will conduct parent training curriculum workshops and parent data meetings in the areas of math, reading, and science, to help parents understand academic standards and expectations.

- H. Describe how it will provide materials and training to help parents to work with their children to improve their children’s achievement, such as literacy training and using technology (including education about the harms of copyright piracy), as appropriate, to foster parental involvement.**

All Title I schools will hold parent meetings (virtually or in person) at least quarterly. Any materials relevant to improving a child’s academic achievement will be distributed to students to share with parents. Title I schools will also offer parent workshops throughout the school year. The LEA will also support schools in hosting workshops for parents on a variety of topics including literacy, technology, bullying, suicide prevention, attendance awareness, and transitioning from one school level to the next. These workshops may be in the form of Math and/or Reading Nights or STEM/STEAM Nights.

- I. Describe how it will educate teachers, specialized instructional support personnel, principals, and other school leaders, and other staff, with the assistance of parents, in the value and utility of contributions of parents, and in how to reach out to, communicate with, and work with parents as equal partners, implement and coordinate parent programs, and build ties between parents and the school.**

Each Title I school will develop a Parent Advisory Council which will be inclusive of a diverse group of parents who have students currently enrolled in that school. Professional development focusing on parents as partners and building parents as leaders will be held during the school year for principals and for teachers, instructional support personnel and other school leaders as requested. The district will collaborate with the GEAR UP Alabama Regional Parent Coordinator to host monthly training sessions/workshops for parents. Parent liaisons will collaborate with teachers to help build and sustain ties between parents and the school.

- J. Describe how it will to the extent feasible and appropriate, coordinate and integrate parent involvement programs and activities with other Federal, State, and local programs, including public preschool programs, and conduct other activities, such as parent resource centers, that encourage and support parents in more fully participating in the education of their children.**

Programs such as Head Start, Pre-K, and HIPPY will be included in all communication from the Office of Parent and Family Engagement. Any materials and resources shared with Title I schools will also be shared with these programs. There will be ongoing collaboration with the coordinator of Migrant Education as well as the facilitator for Bilingual Services. Transitional activities such as “JumpStart” will be available for children entering kindergarten through the Office of Curriculum and Learning. The LEA will also provide through district-wide

**Montgomery (AL) Public Schools**  
**LEA Consolidated Parent and Family Engagement Plan**  
**2020-2021**

events, resources for parents for summer enrichment opportunities, assistance with registrations, and take-home backpacks which provide learning materials for the student when assisted by the parent.

**K. Describe how it will ensure that information related to school and parent programs, meetings, and other activities is sent to the parents of participating children in a format and, to the extent practicable, in a language the parents can understand.**

The Title I Program ensures that all parents of Title I students receive information and school reports. Notices of school programs, meetings, or other activities will be published on each Title I school's website and/or school handbook, displayed on school's marquee if available, activated through the School Messenger phone system, and/or announced over the school's PA system at a time when parents are present such as morning arrival or afternoon dismissal when appropriate. Social media, to the extent feasible, will be used to promote parent engagement opportunities as well as parent meetings. Translators will be provided through the office of Bilingual Services upon request.

**L. Describe how it will ensure provide such other reasonable support for parental involvement activities under this section as parents may request.**

Parents will have the opportunity to make suggestions to the school via the website, email, or a school's suggestion box. Parents will also be able to voice concerns or make suggestions during parent meetings. Schools will invite parents and families to focused educational activities such as Virtual Learning Assistance; Family Literacy Nights; parent workshops on testing, monitoring their child's progress, and academic standards. Parents may also contact the Office of Parent and Family Engagement to express concerns or request support. The LEA will direct parents to the appropriate personnel to address individual issues.

**M. Describe how the LEA may involve parents in the development of training for teachers, principals, and other educators to improve the effectiveness of such training.**

Surveys regarding the development of training for teachers, principals, and other educators will be provided to parents and the results will be used to improve the effectiveness of such training. Parents will be able to provide input at school-based parent meetings.

**N. Describe how the LEA may provide necessary literacy training from funds received under this part if the local educational agency has exhausted all other reasonably available sources of funding for such training.**

The LEA may provide funds to facilitate literacy training if the local LEA has exhausted all other reasonably available sources. Title I schools will make a written request to the program director.

**O. Describe how the LEA may pay reasonable and necessary expenses associated with local parental involvement activities, including transportation and child care costs, to enable parents to participate in school-related meetings and training sessions.**

The LEA may pay reasonable and necessary expenses associated with local parental involvement activities, including transportation and child care costs, to enable parents to participate in school-related meetings and training sessions upon a written request from the local LEA.

**Montgomery (AL) Public Schools**  
**LEA Consolidated Parent and Family Engagement Plan**  
**2020-2021**

**P. Describe how the LEA may train parents to enhance the involvement of other parents.**

The LEA will host monthly Parents as Leaders workshop so that parents trained as parent leaders can enhance the involvement of other parents. Parent Liaisons will receive monthly training on how to solicit parents as partners and sustain a strong parent presence. District-wide training sessions may be held throughout the school year to provide training to parents.

**Q. Describe how the LEA may arrange school meetings at a variety of times, or conduct in-home conferences between teachers or other educators, who work directly with participating children, with parents who are unable to attend such conferences at school, in order to maximize parental involvement and participation.**

The LEA will offer flexible meeting times to maximize parental attendance. Phone calls from teachers or other educators will be made to parents to share information when parents are not able to attend school meetings. Schools may offer “Lunch and Learn” or “Coffee and Conversation” sessions for parents. Social media such as a Facebook live broadcast may be used as appropriate.

**R. Describe how the LEA may adopt and implement model approaches to improving parental involvement.**

The Parent and Family Engagement specialist will research best practices and model approaches to improving parental engagement and implement practices and models appropriate for the district. Engaging Families in Children’s Literacy Development: A complete Workshop Series will be used as a resource to provide training.

**S. Describe how the LEA may establish a districtwide parent advisory council to provide advice on all matters related to parental involvement in programs supported under this section.**

The LEA will establish a district-wide parent advisory council by requesting each Title I school principal to submit the name and contact information of a parent who may be willing to serve on the council.

**T. Describe how the LEA may develop appropriate roles for community-based organizations and businesses in parent involvement activities.**

The Office of Parent and Family Engagement will work to develop roles for community-based organizations and businesses in parent involvement activities based on the needs of the school. The LEA will consistently collaborate with community organizations to support the needs of the schools especially the special populations such as those that fall under McKinney-Vento and EL programs. Community leaders and business partners will be invited to serve on committees and join parent meetings hosted at Title I schools.

**Montgomery (AL) Public Schools**  
**LEA Consolidated Parent and Family Engagement Plan**  
**2020-2021**

**Sec. 1116(f)**

- U. Describe how the Local Education Agency, to the extent practicable, shall provide opportunities for the informed participation of parents and family members (including parents and family members who have limited English proficiency, parents and family members with disabilities, and parents and family members of migratory children, parent and family members of homeless children, and parents and family members of immigrant children), including providing information and school reports required under section 1111 in a format and, to the extent practicable, in a language such parents understand.**

The LEA may offer workshops on parenting to help families learn about child development and how to support student academic learning. Parenting workshops will cover a number of different issues, such as children's language development and learning styles, parent nurturing and discipline strategies, child abuse prevention, and nutrition and health practices. The LEA may also offer hands-on training opportunities, or conduct home visits that help parents support their children's learning at home. These sessions offer ideas to families about how to help students with curriculum-related activities, homework, and other academic decisions and planning. All parents will have an open opportunity to participate in all services and programs provided by the school as well as the district.

**This LEA Parent and Family Engagement Policy has been developed jointly with, and agreed on with, parents of children participating in Title I, Part A programs as evidenced by responses received from parents selected by their principal to participate in the revision of this document. The school district will distribute this policy to all parents of participating Title I, Part A children on or before October 1, 2020.**

**Gloria Odutola, Director-Federal Programs**  
**PLAN APPROVED BY (*Person or Entity*)**

**July 2020**  
**DATE OF APPROVAL**

**Montgomery (AL) Public Schools  
LEA Consolidated Parent and Family Engagement Plan  
2020-2021**

**PARENTS RIGHT-TO-KNOW REQUIRED INFORMATION**

**(1) INFORMATION FOR PARENTS-**

**(A) IN GENERAL.**—At the beginning of each school year, a local educational agency that receives funds under this part shall notify the parents of each student attending any school receiving funds under this part that the parents may request, and the agency will provide the parents on request (and in a timely manner), information regarding the professional qualifications of the student’s classroom teachers, including at a minimum, the following:

**(i) Whether the student’s teacher—**

**(I) has met State qualification and licensing criteria for the grade levels and subject areas in which the teacher provides instruction**

**(II) is teaching under emergency or other provisional status through which State qualification nor licensing criteria have been waived; and**

**(III) is teaching in the field of discipline of the certification of the teacher.**

**(ii) Whether the child is provided services by paraprofessionals and, if so, their qualifications.**

**(B) ADDITIONAL INFORMATION.**—In addition to the information that parents may request under subparagraph(A), a school that receives funds under this part shall provide to each individual parent of a child who is a student in such school, with respect to such student—

**(i) information on the level of achievement and academic growth of the student, if applicable and available, on each of the State academic assessments required under this part; and**

**(ii) timely notice that the student has been assigned, or has been taught for 4 or more consecutive weeks by, a teacher who does not meet applicable State certification or licensure requirements at the grade level and subject area in which the teacher has been assigned**

**Montgomery (AL) Public Schools**  
**LEA Consolidated Parent and Family Engagement Plan**  
**2020-2021**

**LEA CONSOLIDATED PLAN ASSURANCES**

Each local educational agency plan shall provide assurances that the local educational agency will—

- (1) ensure that migratory children and formerly migratory children who are eligible to receive services under this part are selected to receive such services on the same basis as other children who are selected to receive services under this part
- (2) provide services to eligible children attending private elementary schools and secondary schools in accordance with section 1117, and timely and meaningful consultation with private school officials regarding such services
- (3) participate, if selected, in the National Assessment of Educational Progress in reading and mathematics in grades 4 and 8 carried out under section 303(b)(3) of the National Assessment of Educational Progress Authorization Act (20 U.S.C.9622(b)(3))
- (4) coordinate and integrate services provided under this part with other educational services at the local educational agency or individual school level, such as services for English learners, children with disabilities, migratory children, American Indian, Alaska Native, and Native Hawaiian children, and homeless children and youths, in order to increase program effectiveness, eliminate duplication, and reduce fragmentation of the instructional program
- (5) collaborate with the State or local child welfare agency to—
  - (A) designate a point of contact if the corresponding child welfare agency notifies the local educational agency, in writing, that the agency has designated an employee to serve as a point of contact for the local educational agency
  - (B) by not later than 1 year after the date of enactment of the Every Student Succeeds Act, develop and implement clear written procedures governing how transportation to maintain children in foster care in their school of origin when in their best interest will be provided, arranged, and funded for the duration of the time in foster care, which procedures shall—
    - (i) ensure that children in foster care needing transportation to the school of origin will promptly receive transportation in a cost-effective manner and in accordance with section 475(4)(A) of the Social Security Act (42 U.S.C. 675(4)(A))
    - (ii) ensure that, if there are additional costs incurred in providing transportation to maintain children in foster care in their schools of origin, the local educational agency will provide transportation to the school of origin if—
      - (I) the local child welfare agency agrees to reimburse the local educational agency for the cost of such transportation;
      - (II) the local educational agency agrees to pay for the cost of such transportation; or

**Montgomery (AL) Public Schools**  
**LEA Consolidated Parent and Family Engagement Plan**  
**2020-2021**

(III) the local educational agency and the local child welfare agency agree to share the cost of such transportation

(6) ensure that all teachers and paraprofessionals working in a program supported with funds under this part meet applicable State certification and licensure requirements, including any requirements for certification obtained through alternative routes to certification

(7) in the case of a local educational agency that chooses to use funds under this part to provide early childhood education services to low-income children below the age of compulsory school attendance, ensure that such services comply with the performance standards established under section 641A(a) of the Head Start Act (42 U.S.C. 9836a(a))