



AGENDA



Advisory Committee for Federally Funded Programs

TEAMS Chat Box Monitor

Mrs. Leslie Sansone
Office of the Executive Director

Greetings

Dr. A. Charles Wright, Deputy Assistant Commissioner
Division of Educational Services

Review of September 22nd ACFFP
Meeting Highlights

Dr. A. Charles Wright, Deputy Assistant Commissioner
Division of Educational Services

Federal Update

Ms. Aida Epifanio, Federal Liaison
Office of Strategic Operations

Overview Department of Labor
Apprenticeship & Training Program

Ms. Nicole Field, Apprenticeship *& Training Representative
Mr. Kwame Floyd, Executive Director
Teacher Apprenticeship Network,

ESSA Implementation

NJDOE Staff



Next Meeting: Friday, May 17, 2024, via TEAMS



Call To Order & Greetings

Dr. A. Charles Wright
Deputy Assistant Commissioner



Review of ACFFP Meeting Highlights

January 26 22, 2024

Dr. A. Charles Wright,
Deputy Assistant Commissioner



Federal Update

Ms. Aida Epifanio, Federal Liaison
Office of Strategic Operations





Agenda



- Federal Budget Updates
- Early Learning Resources
- National K–12 Supports





Federal Budget Updates



- Congress has reached a short-term deal that will continue to avoid a government shutdown and provide ongoing funding for the U.S. Department of Education until March 22nd.
- This short-term extension is the fourth in recent months, and many lawmakers expect it to be the last for the current fiscal year.
- Congress must now work to negotiate funding for the remaining fiscal year

Early Learning Resources



- On February 26, USED [released guidance](#) for how states, school districts, and schools can use federal Title I funds to expand access to high-quality preschool.
- Secretary Cardona highlighted this guidance during a same-day visit to an early childhood center in Union City, New Jersey.



SY 23-24 National K-12 Supports



- [Resources to Help Programs Sustain Afterschool and Summer Programs After ESSER Funding Deadlines](#): The Afterschool Alliance has created a web page of resources, tools, and strategies to help sustain afterschool and summer programs beyond the ESSER III funding deadline.
- [“Toolkit for the Promotion of Voter Participation for Students”](#): resources for educational institutions to help them identify and implement actions to assist eligible students with voter registration and voting.
- [COVID-19 Tests Available for Free for School Districts](#): USED is working in collaboration with the U.S. Department of Health and Human Services to provide free COVID-19 tests to school districts.

Thank you!





Department of Labor Apprenticeship & Training Program Overview

Ms. Nicole Field,
Apprenticeship & Training Representative
Mr. Kwame Floyd,



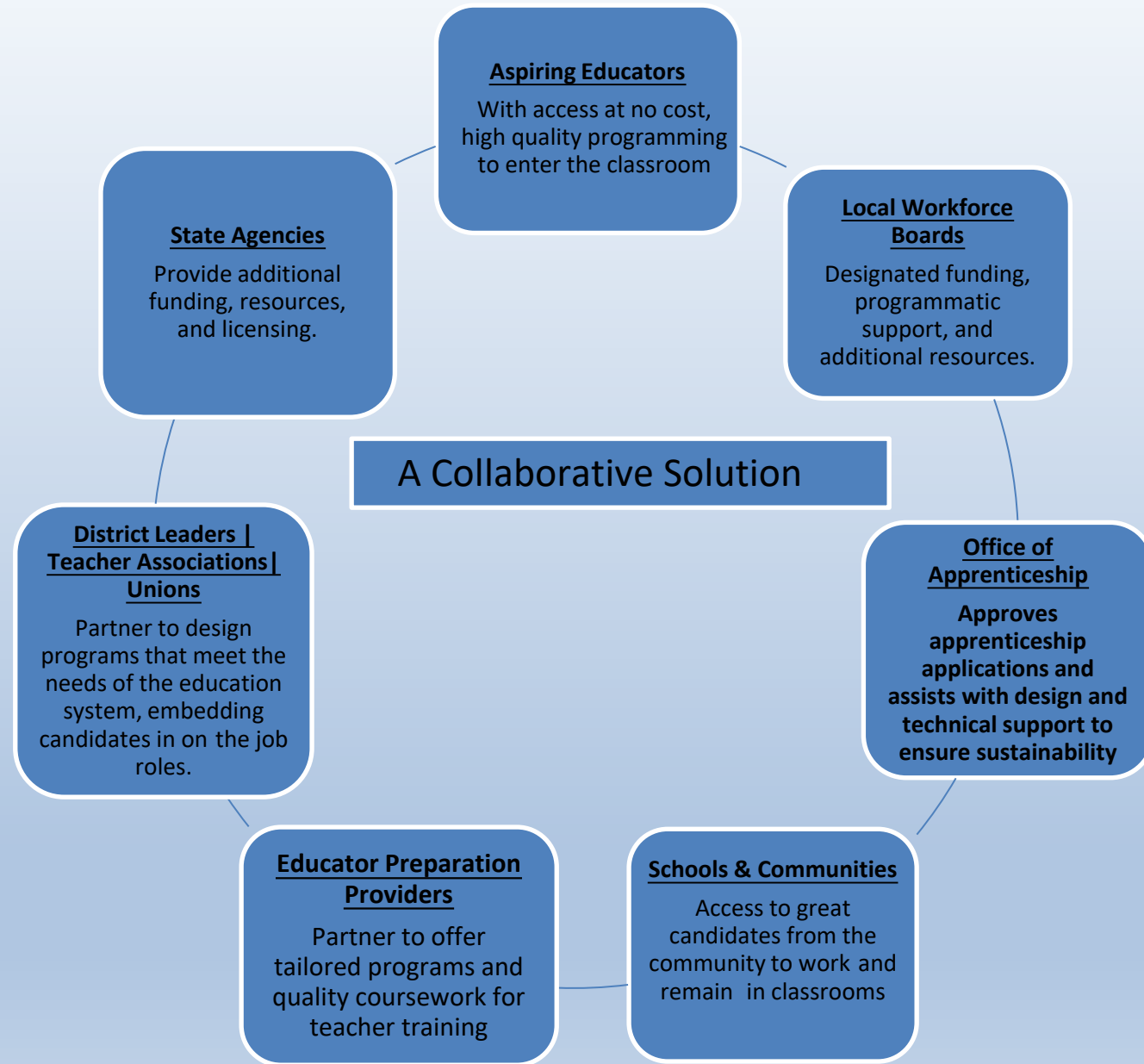


OFFICE OF APPRENTICESHIP
EMPLOYMENT AND TRAINING ADMINISTRATION
UNITED STATES DEPARTMENT OF LABOR

Registered Apprenticeship in Education

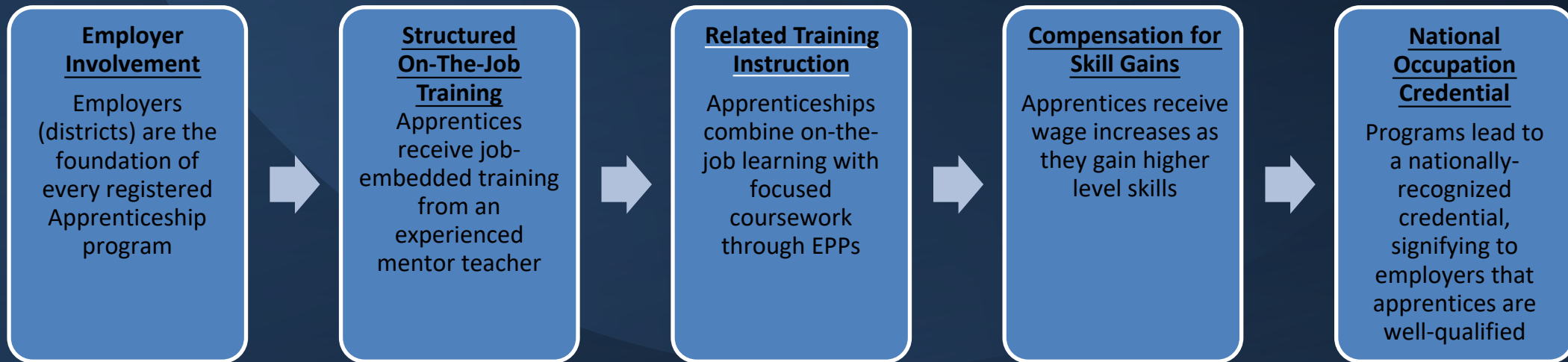
The United States Department of labor is committed to growing the number of traditional and non-traditional apprenticeship programs across the state of New Jersey.

As part of the Registered Apprenticeship Program, an Apprenticeship Training Representative will meet with any stakeholder to ensure any questions are answered, provide any technical assistance, identify additional partnerships and/or resources to help them through the employer registration processes, all at no cost.



The Educator Landscape:

Based on current infrastructure, the Office of Apprenticeship-NJ is developing and scaling additional opportunities statewide for greater educator pathways and stronger student outcomes-through the apprenticeship model.



As of last fall, K-12 teachers in the U.S. earned an average of \$68,000 annually. That's 8% less than the average wage for all workers in the country, according to the ADP analysis.

Demand for teachers outpaces supply

Index (Jan 2018 = 1)



Source: Job openings index for Education Services sector from Bureau of Labor Statistics Job Openings and Labor Turnover Survey. Employment index based on ADP data for public and private kindergarten through 12th-grade teachers. Not seasonally adjusted.



The need for the educator apprenticeship programs:

- Teachers and school staff prepare and inspire the next generation of leaders who are critical to our country's future well-being and our economy.
- In addition to the critical demand for new jobs in education, there is a rising need to replace teachers and staff who are retiring or have left the field resulting in more than 850,000 openings each year.(1.2.)

Challenges:

- A shortage of qualified teachers with the education, skills, and appropriate credentials who also represent the increasingly diverse population of students in today's schools.
- Retention rates for new teachers and attrition rates for experienced teachers that are worsened by an aging workforce retiring and pandemic-related issues.
- A lack of affordable, high-quality pathways into the teaching profession.
- A need for opportunities for teacher mentorship and support, leadership and advancement, and professional development.
- Teacher preparation programs that do not provide sufficient opportunity for on-the-job learning experiences prior to becoming the teacher of record, resulting in gaps between theory and practice.
- As states and school districts look for affordable, high-quality pathways into the profession, many have turned to Registered Apprenticeship to recruit, prepare, and retain teachers. Registered Apprenticeship is an effective preparation model for skills-based hiring and for removing potential barriers to early level careers for qualified teachers.

1. The White House "FACT SHEET: Biden-Harris Administration Announces Public and Private Sector Actions to Strengthen Teaching Profession and Help Schools Fill Vacancies." (<https://www.whitehouse.gov/briefing-room/statements-releases/2022/08/31/factsheet-biden-harris-administration-announces-public-and-private-sector-actions-to-strengthen-teaching-profession-and-helpschools-fill-vacancies/>)
2. Bureau of Labor and Statistics, "Occupational Outlook Handbook: Education, Training and Library Occupations." (<https://www.bls.gov/ooh/education-training-and-library/home.htm#:~:text=About%20929%2C900%20openings%20each%20year,for%20all%20occupations%20of%20%2445%2C760>)

How can registered apprenticeship help address this in the education industry?

As states and school districts look for affordable, high-quality pathways into the profession, many have turned to Registered Apprenticeship to recruit, prepare, and retain teachers. Registered Apprenticeship is an effective preparation model for skills-based hiring and for removing potential barriers to early level careers for qualified teachers.

- ✓ Collaboration with Institutions of Higher Education, states, and districts to establish teacher preparation programs that emphasize classroom-based experience through on-the job training, a key element of effective programs.
- ✓ Recruit, prepare, and develop a diverse and highly skilled workforce, including by strengthening the pipeline into the profession.
- ✓ Establish an affordable pathway into the profession with an “earn and learn” model that leads to a nationally recognized credential
- ✓ Create opportunities for teacher advancement and leadership, including earnings or additional certifications in high-demand areas and serving as mentors.
- ✓ Provide robust clinical experiences with an experienced mentor teacher.
- ✓ Pipeline of skilled employees.
- ✓ Better matching of employee skills and character with employer needs and culture.
- ✓ Development of future mentors or other positions in administration in Education.
- ✓ Reduced turnover, improved employee engagement, enhance loyalty, and retain top talent
- ✓ Registered Apprenticeship programs are jobs from day one and apprentices earn family-sustaining wages from their employers allowing them to earn and learn at the same time.
- ✓ Improve productivity, profitability, and your bottom line.
- ✓ Training results in a portable, nationally-recognized credential.
- ✓ Lower recruiting costs
- ✓ Greater problem-solving ability and adaptability
- ✓ Increased diverse and inclusive culture
- ✓ Scale up teacher residency and Grow Your Own programs.
- ✓ Technical support documents or referrals for school districts, universities, colleges, and intermediaries throughout the program. i.e., Financial aid, Funding, Advisors, Student Services, Praxis preparation, Childcare, Direct access to state resources, and transportation.
- ✓ Opens opportunities for national recognition, additional funding opportunities, and increased community collaboration in which the employer operates in through strong non-discrimination, anti-harassment, and recruitment practices to ensure access, equity, and inclusion.

Thank You! Employment Training Administration | Office of Apprenticeship | New Jersey

**Nicole Field, Apprenticeship Training Representative
Tasked with Education Initiative**

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Assigned Counties: Monmouth, Middlesex, and Ocean

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Assigned Counties: Sussex, Warren, Morris, Hunterdon, Somerset and Mercer



Teacher Registered Apprenticeship Program Overview



	Earn Degree Pre-Apprenticeship	Pass Certification Exams	Teacher Apprenticeship Program K-12 Teacher Apprenticeship
Job Role	Substitute Teacher [OR] Teacher Aide 2 years		Full-Time, Salaried Teacher 3 years
Program Components	Instructional Aide I [OR] K12 Teacher Pre-Apprenticeship <ul style="list-style-type: none"> Praxis support and exam preparation No cost for certification exams or state certification fees 		K12 Teacher Apprenticeship <ul style="list-style-type: none"> Support to navigate the certification process Success Coach apprenticeship and 2 years after
	Content Specific Coursework Job Embedded Mentorship Coaching and wraparound support Job Embedded PD		
Cost & Benefits	Sources of financial support: Pell, tuition reimbursement through local workforce grants and incentives, USDOL State and Federal Grants, additional eligibility through workforce incentives <i>We support funding for apprenticeships by advising on available financial options, assisting with grant applications, ensuring compliance with funding regulations, and helping district and CMO employers navigate government incentives.</i>		Cost to apprentice: \$0 Funding sources: Title II Part A, Perkins V, ESSER, CSP, GAINS, PACE, U.S. and State department of labor grants and incentives, WIOA
Preferred Providers			



ESSA Implementation

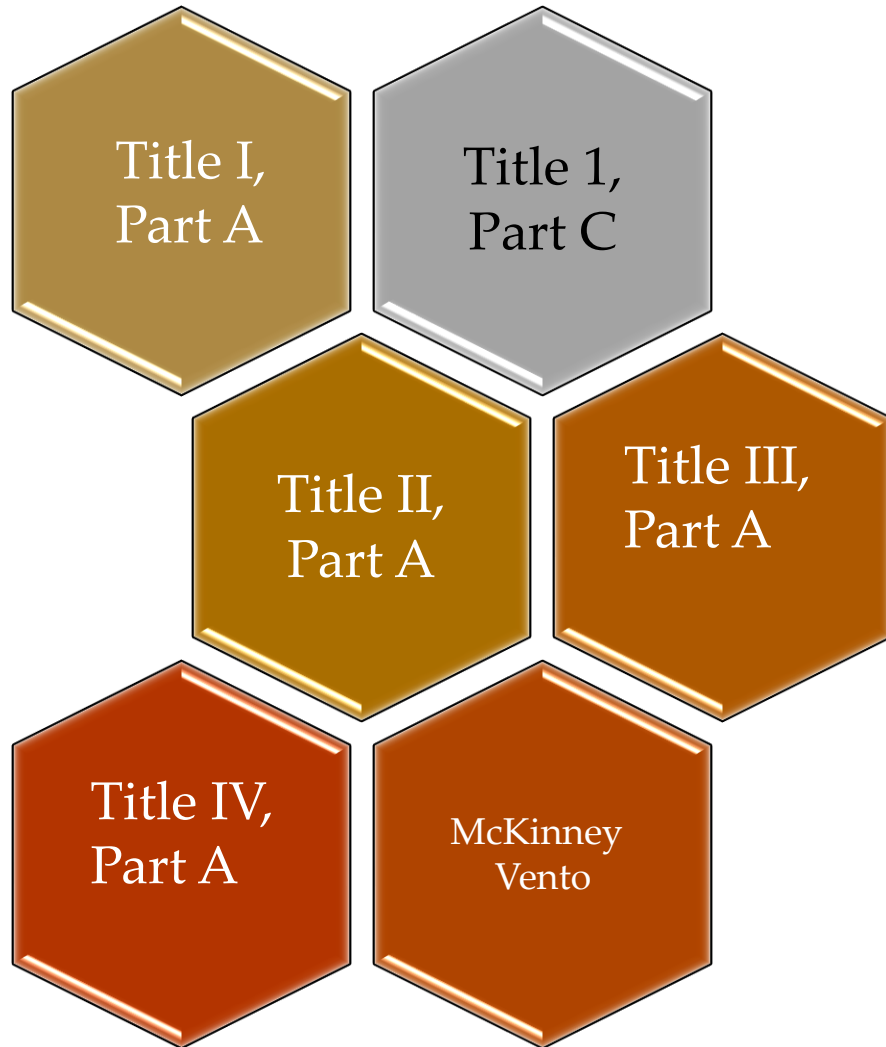


Office of Supplemental Educational Programs

ACFFP March 22, 2024 Updates



OSEP Highlights



- Title I, Part A: New Jersey's 2024 Distinguished School
- Title II, Part A: United States Department of Education's Use of Funds Survey
- McKinney-Vento: Launching New Jersey's College Initiative for Students Experiencing Homelessness with ARP-HCY funding



Title I, Part A



Cliffside Park School District



School #5 You Did It!

NATIONAL ESEA

**DISTINGUISHED
SCHOOL**



**Recognized for
excellence in serving its
Multilingual Learner
population of students**

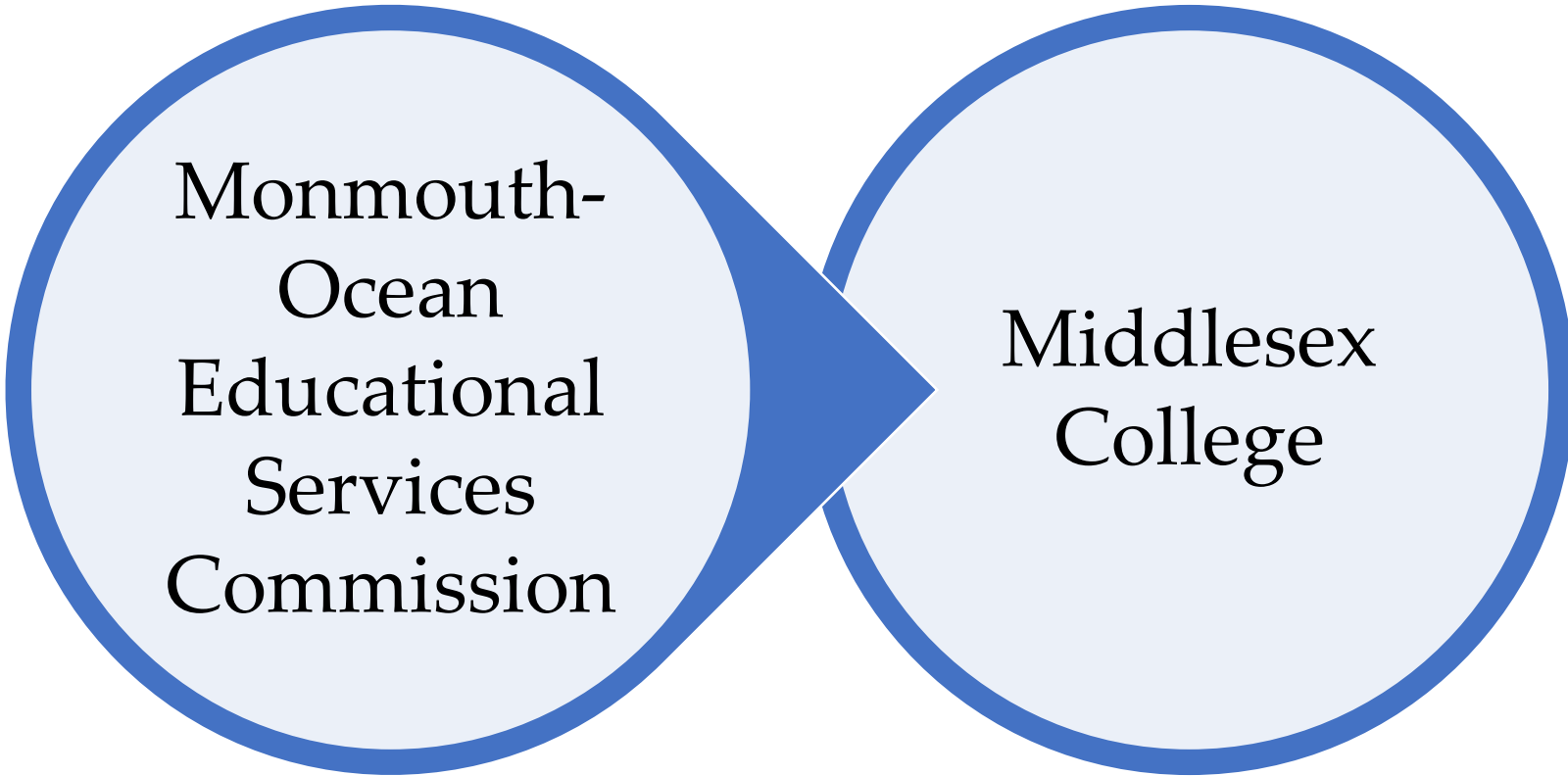


Title II, Part A USED Survey



Question 4: Allocation of Title II, Part A funds	Question 5: Strategies to hire, recruit, or retain effective teachers and leaders	Question 8: Types of professional development for teachers	Question 12: Teacher Quality/Effectiveness and Equity
Hiring, recruiting, and retaining effective teachers	Recruiting individuals from other fields to become teachers or leaders	Teacher content knowledge in ELA	Teacher effectiveness, as measured by value added measures or student growth percentiles
Recruiting individuals from other fields	Differential and incentive pay of teachers and leaders	Teacher content knowledge in STEM (science, technology, engineering, mathematics, or computer science)	Teacher experience
Induction or new educator mentoring programs	Emphasis on leadership opportunities and multiple career pathways for teachers	Instructional strategies for academic subjects	Teacher education

McKinney-Vento College Initiative





School Performance Report and ESSA Accountability Update

Ms. Jessica Merville, Director
Office of Performance Management



School Performance Report Updates



- The NJDOE is planning to publicly release the 2022-2023 School Performance Reports on April 3, after presenting to the State Board of Education.
- Districts currently have an embargoed preview of the reports (March 13 – March 28).
- The 2022-2023 reports will include assessment, student growth, and accountability results based on the 2022-2023 school year.
- The public release will include:
 - Detailed and summary reports for schools and districts
 - Statewide details report
 - Databases containing all the data in the reports
 - Supporting resource documents
 - Translated Spanish versions of the reports





Grants Management Spend Down and Upcoming Timelines

Ms. Jill Dobrowansky,
Office of Grants Management





ARP-ESSER III



- Project Period ends 9/30/2024.
- Review-Amend-Spend Campaign is focusing on fiscal accountability and proper spend down of funds. Collaboration across NJDOE Divisions and LEAs to support LEAs in spending down their ARP ESSER funds.
 - March 20th – ARP-ESSER Roundtable: Fiscal Accountability & Internal Controls with Phillipsburg School District and Brick Township School District.
 - March 28th – ARP ESSER Spending: Maximizing Federal Funds with Metuchen
 - Close-out information will be forthcoming via Broadcast Memos.



ESEA & IDEA Updates



- Project Periods end 9/30/2024.
- Design for FY25 applications is almost complete.
- Final Expenditure Reports are expected to be released in August. Multiple TA and Office Hours are being scheduled to support LEAs in the end of program close-out.
- Final Expenditure Report information will be forthcoming via Broadcast Memos.



Perkins Secondary & Post-Secondary Update



- Project Periods end 6/30/2024.
- Final Expenditure Reports will be released in August.
- Final Expenditure Report information will be forthcoming via Broadcast Memos.



Contact Information

[EWEG Help Desk](#)

[ESSER Help Desk](#)



FY24 Collaborative Federal Desk Monitoring Update

Ms. Haydee Perez. Educational Specialist
Office of Fiscal and Data Services





LEAs - Targeted Support Category



- Cherry Hill School District
- Dover Public School District
- Egg Harbor Township School District
- Gateway Regional High School District
- Haddon Heights School District
- Highland Park Borough School District
- Hope Community Charter School
- Link Community Charter School
- Merchantville School District
- Middlesex Borough School District
- Montague Township Public School District
- New Horizons Community Charter School
- North Bergen School District
- Ocean Academy Charter School
- Piscataway Township School District
- Roxbury Township School District
- South Harrison Township School District
- Thomas Edison Energysmart Charter School
- Woodland Park School District
- Woodstown-Pilesgrove Regional School District

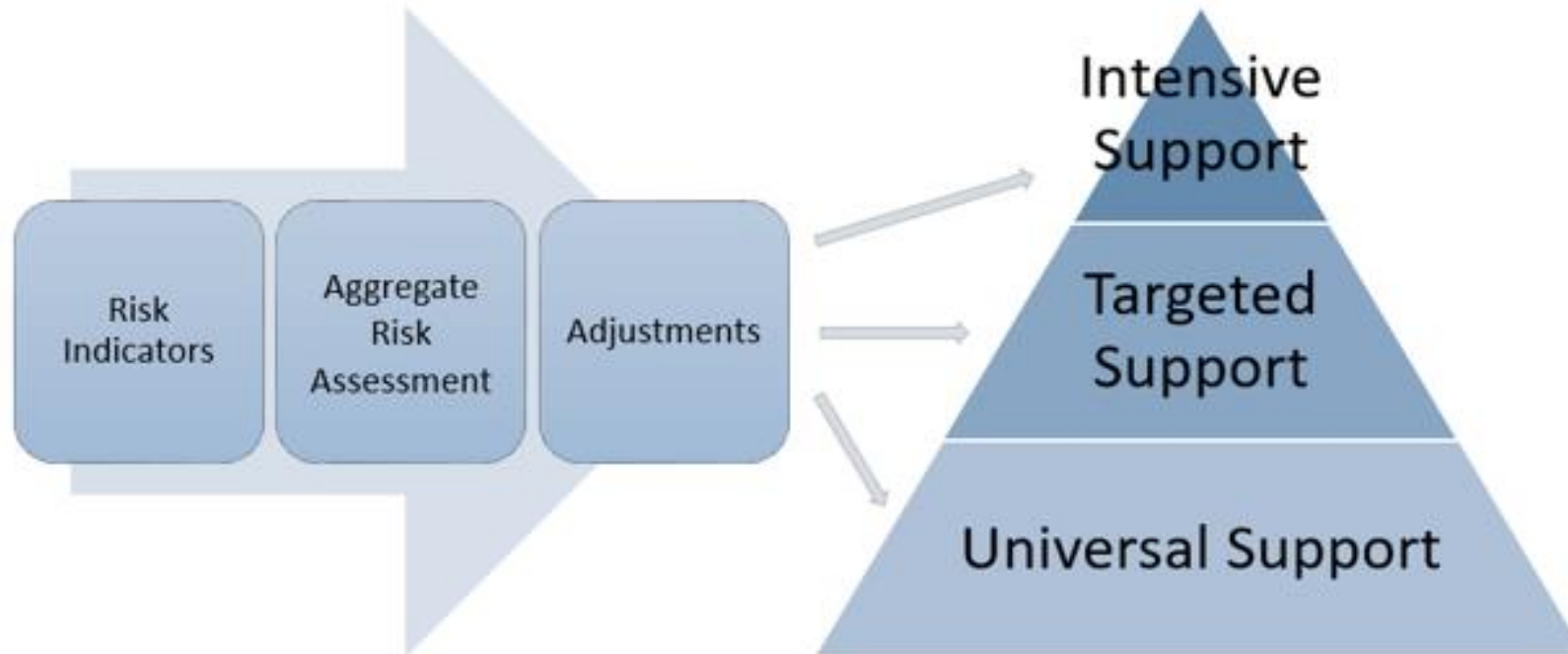




LEA Identification Process



SY 2023-2024 Risk Assessment Tool



Risk Indicators



	Indicator	Categories
1	English Language Arts (ELA) Proficiency Rate For ESSA Accountability	3
2	Mathematics Proficiency Rate for ESSA Accountability	3
3	Four- and Five-Year Graduation Rates	3
4	Accuracy of NJSMART Data Submissions	4
5	Percentage of Funds Drawn Down by September 30 th	4
6	Percentage of ESSER Funds Drawn Down by September 30 th	6
7	Frequency of Reimbursement Requests	5
8	Frequency of ESSER Fund Reimbursement Requests	5
9	Number of Application Revision Rounds	4
10	Late Grant Applications	3
11	Late Final Report Submissions	3
12	Late Revision Submission	2
13	Audit Findings	4
14	Administrative Turnover	3





Federal Funds Monitored



- Title I
- Title I, SIA
- Title II
- Title III & Title III Immigrant
- Title IV
- IDEA Basic & Preschool
- ARP ESSER (ESSER III)
 - Accelerated Learning Coaching and Educator Support Grant
 - Evidence-Based Summer Learning and Enrichment Activities Grant
 - Evidence-Based Comprehensive Beyond the School Day Activities Grant
 - NJTSS Mental Health Support Staffing
- ARP HCY II



Logistics and Timeline



- Desk Monitoring is conducted by the Offices of Fiscal and Data Services, Supplemental Educational Programs and Comprehensive Support between December 2023 and April 2024.
- Notification letters, a risk assessment scorecard, and list of required documents were emailed to the selected LEAs on October 30, 2023.
- An information session was held on November 15, 2023.
- Monitoring reports will be sent via email in spring 2024 with instructions on reporting evidence to resolve findings, if any, and a due date.
- LEAs with findings are given 45 calendar days to develop a Corrective Action Plan (CAP) and submit evidence to resolve findings. Reviewers are available to offer assistance.
- Follow up monitoring reports are issued until all findings are resolved.





Main Findings from Last Cycle



Programmatic Findings

- No evidence of processes in relation to Annual School Plans, current policies and procedures, and requirements around family engagement.

Fiscal Findings

- Noncompliance with procurement rules, including obtaining bids for contracted services over the state threshold, evidence of internal controls, including the ability to provide evidence of time and activity for staff, and not providing evidence of approvals for facilities projects.



Nonpublic Schools

Dr. Constance Webster, Nonpublic Ombudsman
Office of Inter-District Choice and Nonpublic Schools





ESEA Nonpublic Consultation



- Nonpublic consultation should be on-going throughout the grant program
- Planning for FY 24/25 grant should start now
- Utilize the Nonpublic Consultation Toolkit to assist in consultation
 - [Nonpublic Equitable Services \(nj.gov\)](https://www.nj.gov)







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New Jersey Department of Education



Thank You!

Remember to mark your calendar for the next ACFFP meeting
scheduled for
Friday, May 17, 2024,
Hybrid In-person and via TEAMS

New Jersey Department of Education



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