



**LAKELAND BOARD OF EDUCATION
BUSINESS MEETING AGENDA
Monday, October 2, 2023, 5:45 PM
LPS Library
5020 Lions Crest Dr
Lakeland, TN 38002**

- I. **CALL TO ORDER / MOMENT OF SILENCE / PLEDGE TO FLAG**
- II. **ROLL CALL**
- III. **CHAIR'S WELCOME**
- IV. **PUBLIC COMMENT (Limited to two (2) minutes per speaker.)**
- V. **REPORTS**
 - 1. Legislative Representative Update
 - 2. Superintendent's Report
 - 3. Monthly Financial Summary: August 2023
- VI. **APPROVAL OF AGENDA**
- VII. **CONSENT AGENDA**
 - 1. Approval of Meeting Minutes: September 05, 2023 Business Meeting Minutes
 - 2. Approval of Update to 23-24 School Fees List
 - 3. Approval of LSS Curriculum Documents
 - 4. Approval of Purchase of Bleacher Seating (328 seats) at LPS Soccer Field from GT Grandstands for \$137,022
 - 5. Approval of Safe Return to In-Person Instruction and Continuity of Services Plan Addendum
 - 6. Approval of ESSER 3.0 Public Plan for Remaining Funds Addendum
 - 7. Approval of FY 23-24 Budget Amendments (10/23)
- VIII. **DISCUSSION / ACTION**
 - 1. Presentation of TISA Accountability Report and Public Comment
 - 2. Approval of TISA Accountability Report
 - 3. Approval of Contract Addendum for Superintendent Dr. W. Edward Horrell, III
 - 4. Preliminary Legislative Agenda
 - 5. Review Policy Manual: Section 3
 - 6. Approval of LSS Sponsorship Committee Board Liaison
 - 7. Approval of Update to Policy 4.605 - Graduation Requirements
- IX. **ANNOUNCEMENTS**
- X. **ADJOURNMENT**

LAKELAND SCHOOL SYSTEM
Expense Summary
Report Period August 1, 2023 - August 31, 2023

PROGRAM	BUDGET AMOUNT	ADJUSTED BUDGET	YTD ACTIVITY	CURRENT ACTIVITY	ENCUMBRANCE	BALANCE	% EXPENDED
Regular Instruction Program	\$ 13,245,898.54	\$ 13,171,438.00	\$ 1,588,684.60	\$ 1,505,573.85	\$ 375,371.27	\$ 11,207,382.13	14.91%
Special Education Program	\$ 2,161,686.02	\$ 2,161,686.02	\$ 210,980.52	\$ 205,977.08	\$ 1,569.00	\$ 1,949,136.50	9.83%
Vocational Education	\$ 24,900.00	\$ 24,900.00	\$ -	\$ -	\$ -	\$ 24,900.00	0.00%
Other (Bonus Pay)	\$ 542,263.74	\$ 542,263.74	\$ 3,485.65	\$ 3,497.78	\$ -	\$ 538,778.09	0.64%
School Security	\$ 60,832.95	\$ 60,832.95	\$ 6,388.04	\$ 6,388.04	\$ -	\$ 54,444.91	10.50%
Health Services	\$ 366,589.14	\$ 366,589.14	\$ 44,085.55	\$ 34,159.80	\$ 178.50	\$ 322,325.09	12.07%
Other Student Support	\$ 876,669.77	\$ 876,669.77	\$ 107,597.84	\$ 91,911.18	\$ 37.73	\$ 769,034.20	12.28%
Regular Instruction Program Support	\$ 672,445.38	\$ 672,445.38	\$ 91,500.63	\$ 78,916.56	\$ -	\$ 580,944.75	13.61%
Special Education Program Support	\$ 457,058.21	\$ 457,058.21	\$ 49,999.10	\$ 45,155.63	\$ -	\$ 407,059.11	10.94%
Technology	\$ 694,878.49	\$ 694,878.49	\$ 136,776.05	\$ 84,531.95	\$ 82,549.32	\$ 475,553.12	31.56%
Board of Education	\$ 612,950.00	\$ 612,950.00	\$ 31,161.46	\$ 23,791.78	\$ -	\$ 581,788.54	5.08%
Office of the Superintendent	\$ 356,984.26	\$ 356,984.26	\$ 60,722.15	\$ 32,358.50	\$ 84.90	\$ 296,177.21	17.03%
Office of the Principal	\$ 1,722,159.61	\$ 1,722,159.61	\$ 272,506.70	\$ 185,817.14	\$ 745.98	\$ 1,448,906.93	15.87%
Fiscal Services	\$ 329,313.97	\$ 329,313.97	\$ 46,530.13	\$ 23,158.38	\$ 15.17	\$ 282,768.67	14.13%
Human Services/Personnel	\$ 274,904.03	\$ 349,364.57	\$ 52,390.93	\$ 25,764.57	\$ 386.08	\$ 296,587.56	15.11%
Operation of Plant	\$ 1,378,953.88	\$ 1,378,953.88	\$ 133,098.85	\$ 89,399.79	\$ 15,865.29	\$ 1,229,989.74	10.80%
Maintenance of Plant	\$ 408,817.15	\$ 408,817.15	\$ 119,692.36	\$ 107,406.65	\$ 11,833.01	\$ 277,291.78	32.17%
Transportation	\$ 650,000.00	\$ 650,000.00	\$ 12,798.00	\$ 6,399.00	\$ -	\$ 637,202.00	1.97%
Summer Camp Food Service	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	0.00%
Regular Capital Outlay	\$ 164,400.00	\$ 164,400.00	\$ 3,700.00	\$ 3,700.00	\$ 35,646.00	\$ 125,054.00	23.93%
Transfers Out	\$ 3,663,790.00	\$ 3,663,790.00	\$ -	\$ -	\$ -	\$ 3,663,790.00	0.00%
Federal Projects Regular Instruction	\$ 272,456.94	\$ 279,901.81	\$ 17,647.20	\$ 17,832.63	\$ 2,850.00	\$ 259,404.61	7.32%
Federal Projects Special Education	\$ 294,169.06	\$ 261,702.47	\$ 25,785.05	\$ 25,775.05	\$ -	\$ 235,917.42	9.85%
Federal Programs Innovative Schools	\$ -	\$ 450,985.19	\$ 23,535.00	\$ 23,535.00	\$ 51,691.64	\$ 375,758.55	16.68%
Federal Projects Health Services	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	0.00%
Federal Projects Other Student Support	\$ 51,745.50	\$ 51,745.50	\$ 10.03	\$ 5,641.15	\$ -	\$ 51,735.47	0.02%
Federal Projects Regular Instruction Support	\$ 105,527.04	\$ 105,027.04	\$ 13,176.26	\$ 12,649.88	\$ -	\$ 91,850.78	12.55%
Federal Projects Special Education Support	\$ 215,485.60	\$ 174,694.62	\$ 14,450.65	\$ 13,777.43	\$ -	\$ 160,243.97	8.27%
Federal Projects Vocational	\$ -	\$ 5,000.00	\$ -	\$ -	\$ -	\$ 5,000.00	0.00%
Federal Programs Technology	\$ 9,605.90	\$ 9,605.90	\$ -	\$ -	\$ -	\$ 9,605.90	0.00%
Food Service	\$ 692,700.00	\$ 992,678.13	\$ 74,929.40	\$ 74,735.66	\$ 44,780.41	\$ 872,968.32	12.06%
Before/After School Program	\$ 280,000.00	\$ 280,000.00	\$ 28,481.60	\$ 24,260.60	\$ -	\$ 251,518.40	10.17%
Education Capital Projects	\$ 7,000,000.00	\$ 7,000,000.00	\$ 552,284.44	\$ 551,254.48	\$ 327,005.64	\$ 6,120,709.92	12.56%
GRAND TOTAL:	\$ 37,587,185.18	\$ 38,276,835.80	\$ 3,722,398.19	\$ 3,303,369.56	\$ 950,609.94	\$ 33,603,827.67	12.21%



LAKELAND BOARD OF EDUCATION

BUSINESS MEETING MINUTES

Tuesday, September 5, 2023, 5:45 PM

**Lakeland City Hall / Board Room
10001 Highway 70
Lakeland, TN 38002**

I. CALL TO ORDER / CHAIRPERSON'S WELCOME

With a quorum present, the meeting was called to order on Tuesday, September 05, 2023, at 5:45 PM, by Chair Laura Harrison. Laura Harrison led a moment of silence and led the Pledge to the Flag.

II. ROLL CALL

Attendance Taken at 5:45 PM.

Deborah Thomas:	Present
Keith Acton:	Present
Michelle Childs:	Present
Laura Harrison (Chair):	Present
Jeremy Burnett (Vice-Chair):	Present

III. PUBLIC COMMENT (Limited to two (2) minutes per speaker.)

No comments.

IV. REPORTS

1. Legislative Representative Update

Legislative Representative Michelle Childs provided an update on the action taken during the special legislative session, specifically regarding school safety.

2. Superintendent's Report

Superintendent Horrell reported on various administrative items:

- Report on first 4 weeks of school
- Construction update for LPS athletic facilities
- Upcoming meeting regarding turf field
- Cub Care presented by Behavior and Transition Specialist
- Grades 3-8 stand alone field test for TCAP / NAEP testing this year



LAKELAND BOARD OF EDUCATION

BUSINESS MEETING MINUTES

Tuesday, September 5, 2023, 5:45 PM

**Lakeland City Hall / Board Room
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- Final ESSER funding report
- TOSS Conference upcoming
- HR Impact Awards

3. Monthly Financial Summary

No financial report was provided.

V. APPROVAL OF AGENDA

Deborah Thomas requested that *Policy 6.204 - Foreign Exchange Students* be added to the agenda as Discussion/Action item #8.

The amendment to the agenda was made without objection.

Keith Acton moved to approve the Agenda as amended, seconded by Jeremy Burnett (Vice-Chair). **Motion carried.**

Acton: Aye

Burnett (Vice-Chair): Aye

Childs: Aye

Harrison (Chair): Aye

Thomas: Aye

VI. CONSENT AGENDA

Keith Acton moved to approve the items on the Consent Agenda as presented, seconded by Jeremy Burnett (Vice-Chair). **Motion carried.**

Acton: Aye

Burnett (Vice-Chair): Aye

Childs: Aye

Harrison (Chair): Aye

Thomas: Aye

1. Approval of Meeting Minutes: August 14, 2023, Business Meeting Minutes



LAKELAND BOARD OF EDUCATION

BUSINESS MEETING MINUTES

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**Lakeland City Hall / Board Room
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2. **Approval of SAVE Act Compliance Package**
3. **Approval of LSS Job Description: Homebound Teacher**
4. **Approval of School Support Organization Cooperative Agreements: Lakeland Preparatory School Choir Boosters**
5. **Approval of Extracurricular Activities and Clubs**
6. **Approval of Update to 23-24 School Fees List**
7. **Approval of FY 23-24 Budget Amendments (09/23)**
8. **Approval of Update to Policy 2.805 - Purchasing**
9. **Approval of Update to Policy 2.807 - Requisitions**
10. **Approval of Update to Uniform Grants Guidance Manual (UGG)**

VII. DISCUSSION / ACTION

1. Internet Safety Measures Presentation

Laura Harrison (Chair) yielded the floor to Dr. Wanda Terral for the presentation and to answer any questions from the board.

2. Review of Emergency Preparedness Plan

Jeremy Burnett (Vice-Chair) moved to bring the Emergency Preparedness Plan to the floor for review and discussion, seconded by Keith Action. **No action was taken.**

3. Discussion on Superintendent's Contract

Laura Harrison (Chair) moved to bring the Superintendent's contract to the floor for discussion, seconded by Jeremy Burnett (Vice-Chair).

Laura Harrison requested permission to review the superintendent's contract and negotiate pay with Superintendent Horrell.

When the question was called, the board approve the negotiation of the superintendent's contract and pay. **Voice vote, all in favor (5-0).**

Acton: Aye

Burnett (Vice-Chair): Aye



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Childs: Aye

Harrison (Chair): Aye

Thomas: Aye

4. Discussion on Preliminary Legislative Agenda

Laura Harrison (Chair) moved to bring the Preliminary Legislative Agenda to the floor for discussion, seconded by Keith Acton.

Michelle Childs asked board members for feedback on items to add to the agenda. The preliminary agenda will be on the October business meeting agenda for review. **No action was taken.**

5. Discussion on TSBA Annual Convention/Delegate Assembly

Laura Harrison (Chair) moved to bring the TSBA Annual Convention/Delegate Assembly to the floor for discussion, seconded by Jeremy Burnett (Vice-Chair).

Jeremy Burnett (Vice-Chair) nominated Michelle Childs and Deborah Thomas. Keith Acton nominated Jeremy Burnett (Vice-Chair).

Laura Harrison (Chair) closed nominations.

When the question was called, Jeremy Burnett (Vice-Chair), Michelle Childs, and Deborah Thomas were affirmed as the delegates for the TSBA Delegate Assembly. **Voice vote, all in favor (5-0).**

Acton: Aye

Burnett (Vice-Chair): Aye

Childs: Aye

Harrison (Chair): Aye

Thomas: Aye

6. Discussion on TSBA Leadership Conference

No action was taken.

7. Review Policy Manual: Section 1



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Deborah Thomas thanked Tami Boeve and Kim Louis for their time spent on the Policy Review Committee.

No action taken.

8. Policy 6.204 - Foreign Exchange Students

Laura Harrison (Chair) moved to bring Policy 6.204 - Foreign Exchange Students to the floor for discussion, seconded by Jeremy Burnett (Vice-Chair).

Deborah Thomas explained the possible need for revision to the policy, specifically to accommodate displaced foreign exchange students from a hurricane. The board agreed to bring the policy back for review at the October business meeting. **No action was taken.**

VIII. ANNOUNCEMENTS

IX. ADJOURNMENT

There being no other business on which to take action, Jeremy Burnett (Vice-Chair) moved to adjourn the meeting, seconded by Laura Harrison (Chair). **Motion carried.**

Acton: Aye

Burnett (Vice-Chair): Aye

Childs: Aye

Harrison (Chair): Aye

Thomas: Aye

**The meeting was adjourned at 06:57 PM on Tuesday, September 05, 2023.
These minutes were approved on Monday, October 02, 2023.**

[Signature page follows]



LAKELAND BOARD OF EDUCATION

BUSINESS MEETING MINUTES

Tuesday, September 5, 2023, 5:45 PM

**Lakeland City Hall / Board Room
10001 Highway 70
Lakeland, TN 38002**

Laura Harrison, Chair

ATTEST:

Dr. Ted Horrell, Superintendent

Jessica Millspaugh, Board Secretary



Presented 10/02/23

Lakeland School System Fees List

REQUESTED FEES FOR 2023-24

School	Requested Fee	Purpose	Course
Lakeland Elementary	\$10	4th Grade Recorder Fee	Music
Lakeland Elementary	Not to exceed \$10	Class T-Shirt Fee	School-wide
Lakeland Elementary	Not to exceed \$50	School Day Field Trips	Varied
Lakeland Elementary	\$30	Technology Fee	School-wide
Lakeland Preparatory	\$10	AAPPL Language Test	French
Lakeland Preparatory	Not to exceed \$10	AAPPL Language Test	Spanish I Honors
Lakeland Preparatory	Not to exceed \$15	AAPPL Language Test	Spanish II Honors
Lakeland Preparatory	Not to exceed \$25	AAPPL Language Test	Spanish III Honors
Lakeland Preparatory	\$97	Advanced Placement (AP) Exam Fee	Various
Lakeland Preparatory	\$20	Art Fee	Art
Lakeland Preparatory	\$75	Band Instrument Rental Fee (Summer)	MS Band / HS Concert Band
Lakeland Preparatory	\$75	Band Instrument Rental Fee Per Semester	MS Band / HS Concert Band
Lakeland Preparatory	\$75	Band Shirt and Supply Fee	MS Band / HS Concert Band
Lakeland Preparatory	\$75	Choir Shirt and Supply Fee	Choir
Lakeland Preparatory	\$50	Chromebook Maintenance Fee	School-wide
Lakeland Preparatory	\$25	Lab fee	Chemistry
Lakeland Preparatory	\$25	Lab fee	Biology
Lakeland Preparatory	\$30	Lab fee	AP Environmental Science
Lakeland Preparatory	\$25	Lab Fee	STEM I
Lakeland Preparatory	\$25	Lab Fee	STEM II
Lakeland Preparatory	\$25	Lab Fee	CTE: Health Science Education
Lakeland Preparatory	\$25	Lab Fee	CTE: Medical Therapeutics
Lakeland Preparatory	\$25	Local Dual Credit Wellness Course Exam Fee	Wellness



Presented 10/02/23

Lakeland School System Fees List

REQUESTED FEES FOR 2023-24

School	Requested Fee	Purpose	Course
Lakeland Preparatory	\$32	OSHA 10 Certification Fee	CTE
Lakeland Preparatory	\$25	PE Uniform Fee	PE
Lakeland Preparatory	Not to exceed \$60	Pre-Engineering and Robotics Certification	STEM II
Lakeland Preparatory	\$10	Recorder Fee	Music (5th Grade)
Lakeland Preparatory	Not to exceed \$50	School Day Field Trips	Varied
Lakeland Preparatory	\$75	Strings Instrument Rental Fee Per Semester	Strings
Lakeland Preparatory	\$75	Strings Shirt and Supply Fee	Strings
Lakeland Preparatory	\$25	Technology Fee	School-wide
Lakeland Preparatory	\$20	Theater Fee	Theater



Presented 10/02/23

Lakeland School System Fees List

REQUIRED FEES FOR 2023-24

School	Required Fee	Purpose	Activity / Program
Lakeland Elementary	\$5	Art Club Fee	Art Club
Lakeland Elementary	Not to exceed \$300	Camp Invention Fee	Camp Invention
Lakeland Elementary	Not to exceed \$150	Chess Club Fee	Chess Club
Lakeland Elementary	\$150	Drama Camp Fee	Drama Camp
Lakeland Elementary	Not to exceed \$75	Drama Club Fee	Drama Club
Lakeland Elementary	Not to exceed \$100	Kindergarten Camp Fee	Kindergarten Camp
Lakeland Elementary	Not to exceed \$200	Lego Club Fee	Lego Club
Lakeland Elementary	Not to exceed \$75	Memphis Youth Athletics	Cross Country
Lakeland Preparatory	Not to Exceed \$100	5-6 Winter Musical Cast Fee	Theatre
Lakeland Preparatory	Not to Exceed \$50	5-6 Winter Musical Crew Fee	Theatre
Lakeland Preparatory	Not to Exceed \$100	7-10 Fall Production Cast Fee	Theatre
Lakeland Preparatory	Not to Exceed \$50	7-10 Fall Production Crew Fee	Theatre
Lakeland Preparatory	Not to Exceed \$150	7-10 Spring Production Cast Fee	Theatre
Lakeland Preparatory	Not to Exceed \$50	7-10 Spring Production Crew Fee	Theatre
Lakeland Preparatory	\$300	Baseball Fee	Baseball
Lakeland Preparatory	Not to exceed \$1000	Basketball Cheerleading Fee	Basketball Cheer
Lakeland Preparatory	\$21	Battle of the Books Fee	Battle of the Books
Lakeland Preparatory	Not to exceed \$275	Boys Basketball Fee	Boys Basketball
Lakeland Preparatory	Not to exceed \$300	Boys Lacrosse Fee	Boys Lacrosse
Lakeland Preparatory	Not to exceed \$450	Boys Soccer Fee	Boys Soccer
Lakeland Preparatory	\$250	Chess Club Fee	Chess Club
Lakeland Preparatory	Not to exceed \$250	Winter Guard Fee	Winter Guard
Lakeland Preparatory	Not to exceed \$4500	Competitive Cheerleading Fee	Competitive Cheer
Lakeland Preparatory	Not to exceed \$200	Cross Country Fee	Cross Country
Lakeland Preparatory	Not to exceed \$20	DECA Membership	CTE Student Organization (Entrepreneurship)
Lakeland Preparatory	Not to exceed \$50	Events Sponsored by WTVMEA (All West, Choral Festival, Workshops)	Honor Choir
Lakeland Preparatory	\$250	Fall Tennis Fee	Tennis
Lakeland Preparatory	\$275	Football Fee	Football
Lakeland Preparatory	Not to exceed \$275	Girls Basketball Fee	Girls Basketball
Lakeland Preparatory	Not to exceed \$300	Girls Lacrosse Fee	Girls Lacrosse
Lakeland Preparatory	Not to exceed \$450	Girls Soccer Fee	Girls Soccer



Presented 10/02/23

Lakeland School System Fees List

REQUIRED FEES FOR 2023-24

School	Required Fee	Purpose	Activity / Program
Lakeland Preparatory	Not to exceed \$250	Golf Fee	Golf
Lakeland Preparatory	\$14	HOSA Membership Fee	CTE Student Organization (Health Sciences)
Lakeland Preparatory	Not to exceed \$50	International Thespian Society (High School)	Theatre
Lakeland Preparatory	\$20	Jazz Band Fee	Band
Lakeland Preparatory	Not to exceed \$30	Jr International Thespian Society (Middle School)	Theatre
Lakeland Preparatory	\$32	Junior Beta Club Membership Fee	Junior Beta Club
Lakeland Preparatory	Not to exceed \$50	Knowledge Bowl Team Fees	Knowledge Bowl Club
Lakeland Preparatory	Not to exceed \$500	Marching Band and Color Guard Fee	High School Band and Color Guard
Lakeland Preparatory	\$5	National Elementary Honor Society Dues	NEHS
Lakeland Preparatory	\$15	National Junior Honor Society Dues	NEJS
Lakeland Preparatory	\$50	Parking Fee	Administrative
Lakeland Preparatory	Not to exceed \$25	PSAT Exam Fee	PSAT Test
Lakeland Preparatory	Not to exceed \$100	Robotics Competition Fees	Robotics Club
Lakeland Preparatory	Not to exceed \$20	Skills USA Membership	CTE Student Organization (Criminal Justice & A/V Production)
Lakeland Preparatory	\$300	Softball Fee	Softball
Lakeland Preparatory	\$100	Spring Production Cast Fee	Theatre
Lakeland Preparatory	\$250	Spring Tennis Fee	Tennis
Lakeland Preparatory	Not to exceed \$300	Swimming Club Fee	Swim Club
Lakeland Preparatory	Not to exceed \$250	Track & Field Fee	Track & Field
Lakeland Preparatory	Not to exceed \$20	TSA Membership	CTE Student Organization (STEM)
Lakeland Preparatory	\$250	Volleyball Fee	Volleyball
Lakeland Preparatory	Not to exceed \$300	Wrestling Fee	Wrestling

Safe Return to In-Person Instruction and Continuity of Services Plan Addendum

The Elementary and Secondary School Emergency Relief 3.0 (ESSER 3.0) Fund under the American Rescue Plan (ARP) Act of 2021, Public Law 117-2, was enacted on March 11, 2021. Funding provided to states and local educational agencies (LEAs) helps safely reopen and sustain the safe operation of schools and address the impact of the coronavirus pandemic on the nation's students.

In the fall of 2021, LEAs developed and made publicly available a Safe Return to In-Person Instruction and Continuity of Services Plan. All plans were developed with meaningful public consultation with stakeholder groups. LEAs are required to update the plan every six months through Sept. 30, 2023, and must seek public input on the plan and any revisions and must take such input into account. LEAs also must review and update their plans and ensure they align with any significant changes to CDC recommendations for K-12 schools. Like the development of the plan, all revisions must be informed by community input and reviewed and approved by the governing body prior to posting on the LEA's publicly available website.

The following information is intended to update stakeholders and address the requirement.

LEA Name: **Lakeland School System**

Date: **October 2, 2023**

1. Describe how the LEA has continued to engage in meaningful consultation with stakeholders in the development of the revised plan.

Lakeland School System has utilized multiple modes of engagement to meaningfully consult with a diverse group of stakeholders in the development of the Safe Return to In-Person Instruction and Continuity of Services Plan Addenda during the grant period beginning March 24, 2021. Methods of engagement include in-person meetings, surveys, and focus groups. The combined stakeholder input across the multiple engagement opportunities, in-person meetings, surveys, and focus groups, represents the composition of Lakeland student groups.

Monthly leadership team and administrative meetings give multiple stakeholders the opportunity to provide feedback on current COVID-19 protocols and procedures. The ESSER Committee met in August 2023 to analyze COVID-19 transmission data to evaluate the effectiveness of current COVID-19 mitigation strategies. Additionally, the committee reviewed current CDC guidance regarding COVID-19 mitigation and stakeholder feedback data.

Stakeholders were surveyed in May 2021, January 2022, August 2022, and February 2023 to gather feedback regarding the implementation of COVID-19 mitigation strategies throughout the district. Survey responses included a diverse representation of the stakeholder groups within Lakeland School System. The ESSER 3.0 committee reviewed the percentage of survey respondents by stakeholder groups to determine if representation remained consistent. The percentages are as follows: Families- 26.4% - 37%, Educators- 63.2% - 71.1%, School/District Administrators including SWD administrators- 9.5% - 11.1%, School Leaders- 1% - 2.2%, Other Educators- 2.8% - 4.4%, School Staff- 15.6% - 22.2%, SWD Advocate- 4.7%

- 7.8%, EL Advocate- 3.3% - 4.7%, Homelessness Advocate- 2.2%, - 3.3%, and Foster Care Advocate- 2.2% - 2.8%.

Survey responses to identify the COVID-19 mitigation strategies of most importance to stakeholders to ensure the health and safety needs of students, faculty, and staff are met with minimal impacts to the effectiveness of in-person instruction have remained consistent since August 2022. Survey respondents have consistently prioritized facilities maintenance (91% - 93%) and respiratory etiquette (84% - 88%) to mitigate the transmission of COVID-19. Other strategies including physical distancing, close contact identification, and increased vaccination efforts were consistently prioritized by less than 50% of survey respondents.

The ESSER 3.0 committee recommended the district not revise the Safe Return to In-Person Instruction and Continuity of Services Plan Addendum for the six-month period beginning March 1, 2023. The committee is comprised of a variety of stakeholders to represent the interests of multiple student groups (committee representation/district representation); SWD- 20%/15%, Students Experiencing Homelessness- 20%/<1%, Foster Care- 10%/<1%, English Learners- 20%/9%, and Economically Disadvantaged- 10%/6.7%.

The committee also considered feedback gathered during meetings with special education administrators and teachers. Due to the specialized instruction required for students with disabilities, special education administrators continue to meet regularly with all special education educators and support staff to identify safety accommodations necessary to meet the individual needs of special education students. Similar meetings are held with ESL teachers to ensure small group instruction can be facilitated with safety procedures in place. Health and safety meetings to review COVID-19 mitigation strategies among ESL and Special Education staff are conducted monthly. ESL and Special Education staff continue to advocate for individual consideration of necessary accommodations.

The Superintendent and the Lakeland School System Board of Education regularly monitor the state of the district including the health and safety of students. The Safe Return to In-Person Instruction Addendum for the period beginning March 1, 2023 was presented at the Lakeland School System board meeting on March 6, 2023 for board approval. The recommendation to not revise the Safe Return to In-Person Instruction Addendum approved on March 6, 2023 and approve the plan to serve as the Safe Return to In-Person Instruction Addendum for the period beginning September 30, 2023 will be presented at the October 2, 2023 Lakeland School System Board Meeting.

The opportunity for public comment regarding the proposed Safe Return to In-Person Instruction Addendum will be available at the October 2, 2023 Lakeland School System Board meeting. The approved plan will be posted on the LSS website with contact information for stakeholders to provide additional feedback. Ongoing public input will inform the need to re-engage stakeholders and revise the health and safety measures in response to the most current COVID-19 data.

2. Describe how the LEA engaged the health department in the development of the revised plan.

The superintendent and Coordinated School Health supervisor have access to the director and assistant director (along with other area school leaders) of the Shelby County Health Department and will discuss any changes to protocols and Health Department orders as necessary.

3. Provide the extent to which the LEA has updated adopted policies and a description of any such policies on each of the following health and safety strategies.

<i>Appropriate accommodations for children with disabilities with respect to health and safety policies</i>
Individual student needs are addressed and accommodations are provided as needed.
<i>Physical distancing (e.g., use of cohorts/podding)</i>
Based on current levels of transmission and updated guidance from the TN and Shelby County Departments of Health, Lakeland School System is not enforcing physical distancing for the remainder of the 2023-24 school year.
<i>Hand washing and respiratory etiquette</i>
Hand sanitizing stations are installed throughout the school buildings and classrooms. Signage is posted to model proper hand washing. Teachers and other school staff continue to model respiratory etiquette including sneezing and coughing in the inner elbow and washing hands.
<i>Cleaning and maintaining healthy facilities including improving ventilation</i>
In-house custodial crews adhere to an intensive schedule of cleaning of common surfaces, restrooms, and classrooms. HVAC filters are replaced regularly to improve air circulation in both buildings. Upgraded air conditioning units for the high school wing improve indoor air quality and reduce virus transmission.
<i>Contact tracing in combination with isolation and quarantine</i>
Based on updated guidance from the TN and Shelby County Departments of Health, Lakeland School System is not contact tracing in the 2023-24 school year
<i>Diagnostic and screening testing</i>
Students who exhibit COVID-19 or other communicable disease symptoms in the school setting are evaluated by school nurses and isolated until parents are contacted. Students who are experiencing a fever will be asked to remain home from school until fever-free for 24 hours. COVID-19 testing is encouraged and students, faculty, and staff are provided testing resources and guidance.
<i>Efforts to provide vaccinations to educators, other staff, and students, if eligible</i>
LSS partnered with neighboring school districts to coordinate vaccinations for faculty and staff in Feb. 2021 and Mar. 2021. As of March 2021, approximately 70% of faculty and staff were fully vaccinated.
<i>Universal and correct wearing of masks</i>
Wearing masks is optional for all LSS students, faculty, staff, and visitors. LSS will continue to support individuals who choose to wear a mask within all LSS facilities.

4. Provide a current description as to how the LEA is ensuring continuity of services including but not limited to services that address students' academic needs and students' and staff's social, emotional, mental health, and other needs, which may include student health and food services.

Lakeland School System will continue to provide an in-person learning model for all students in the 2023-24 school year to ensure a continuity of services to address students' academic needs, social, emotional, mental health, and other needs. Staff members will continue to have access to the employee assistance program to address social, emotional, and mental health needs.

ESSER 3.0 Public Plan for Remaining Funds

The Elementary and Secondary School Emergency Relief 3.0 (ESSER 3.0) Fund under the American Rescue Plan (ARP) Act of 2021, Public Law 117-2, was enacted on March 11, 2021. Funding provided to states and local educational agencies (LEAs) helps safely reopen and sustain the safe operation of schools and address the impact of the coronavirus pandemic on the nation’s students.

In the fall of 2021, LEAs developed and made publicly available a *Public Plan - Federal Relief Spending*. All plans were developed with meaningful public consultation with stakeholder groups. Like the development of the plan, all revisions must be informed by community input and reviewed and approved by the governing body prior to posting on the LEA’s publicly available website.

The following information is intended to update stakeholders and address the requirement.

General Information

LEA Name: **Lakeland School System**

Director of Schools (Name): **Dr. Ted Horrell**

ESSER Director (Name): **Tammy Wilson**

Address: **10001 U.S. Highway 70, Lakeland, TN 38002**

Phone #: **901-867-5412** District Website: **<https://www.lakelandk12.org>**

Addendum Date : **October 2, 2023**

Total Student Enrollment:	2,332
Grades Served:	PK-10
Number of Schools:	2

Funding

ESSER 2.0 Remaining Funds:	\$0.00
ESSER 3.0 Remaining Funds:	\$0.00
Total Remaining Funds:	\$0.00

Budget Summary

		ESSER 2.0 Remaining Funds	ESSER 3.0 Remaining Funds
Academics	Tutoring		
	Summer Programming		
	Early Reading		
	Interventionists		
	Other		
	Sub-Total	\$0.00	\$0.00
Student Readiness	AP and Dual Credit/ Enrollment Courses		
	High School Innovation		
	Academic Advising		
	Special Populations		
	Mental Health		
	Other		
	Sub-Total	\$0.00	\$0.00
Educators	Strategic Teacher Retention		
	Grow Your Own		
	Class Size Reduction		
	Other		
	Sub-Total	\$0.00	\$0.00
Foundations	Technology		
	High-Speed Internet		
	Academic Space (facilities)		
	Auditing and Reporting		
	Other		
	Sub-Total	\$0.00	\$0.00
Total		\$0.00	\$0.00

Academics

1. Describe strategic allocations to accelerate **Academic Achievement**, including how allocations support the investments identified in the district’s needs assessment.

As of June 30, 2023, Lakeland School System has liquidated all ESSER funds. All activities to accelerate academic achievement funded by ESSER are noted in previously posted spending plan addenda.

2. Describe initiatives included in the “other” category.

Not applicable

Student Readiness

1. Describe strategic allocations to support **Student Readiness** and the School-Related Supports necessary to access high-quality instruction, including how allocations support the investments identified in the district’s needs assessment.

As of June 30, 2023, Lakeland School System has liquidated all ESSER funds. All activities to support student readiness funded by ESSER are noted in previously posted spending plan addenda.

2. Describe initiatives included in the “other” category.

Not applicable

Educators

1. Describe strategic allocations to **Recruit, Retain and Support Educators and School Personnel**, including how allocations support the investments identified in the district’s needs assessment.

As of June 30, 2023, Lakeland School System has liquidated all ESSER funds. All activities to recruit, retain, and support educators and school personnel funded by ESSER are noted in previously posted spending plan addenda.

2. Describe initiatives included in the “other” category.

Not applicable

Foundations

1. Describe strategic allocations to **Strengthen Structural Expectations**, including how allocations support the investments identified in the district's needs assessment.

As of June 30, 2023, Lakeland School System has liquidated all ESSER funds. All activities to strengthen structural expectations funded by ESSER are noted in previously posted spending plan addenda.

2. Describe initiatives included in the "other" category.

Not applicable

Monitoring, Auditing, and Reporting

1. Outline how the LEA is continuing to actively monitor allocations; conducting interim audits to ensure an appropriate application of funds; collecting and managing data elements required to be reported; and reporting this information to the community.

As of June 30, 2023, Lakeland School System has liquidated all ESSER funds. Throughout the course of the grant, the Federal Programs Supervisor actively monitored ESSER grant allocations and prepared program budgets, schedules, and budget amendments to ensure compliance with statutory requirements. The Federal Programs Supervisor audited all purchases prior to the obligation of funds to ensure funds were expended as approved in the ESSER grant applications. The Finance Director audited expenditures prior to requesting grant reimbursements.

The Federal Programs Supervisor will continue to collect and manage all required data elements through collaboration with relevant program directors and supervisors. The completed ESSERF data report for fiscal year 2022 is available for review.

The Federal Programs Supervisor and Finance Director will complete all remaining monitoring and compliance expectations. Documentation to support expenditures, asset inventory, and other program requirements will remain on file in compliance with statutory expectations.

The Federal Programs Supervisor will provide a final evaluation of program effectiveness as related to stated objectives, and provide final expenditure reports as necessary. LSS will update the procedures for ensuring compliance if necessary.

2. Describe how the LEA is meeting the requirements to spend 20 percent of **the total ESSER 3.0 allocation** on direct services to students to address learning loss, or indicate participation in TN ALL Corps.

Lakeland School System conducted a needs assessment process including a thorough analysis of student data, and stakeholder input to identify a variety of strategies to meet the requirement to spend 20 percent of the total ESSER 3.0 allocation to address learning loss. As of June 30, 2023, Lakeland School System has liquidated the required 20 percent of the total ESSER 3.0 allocation to be spent on direct services to students to address learning loss. The required 20 percent learning loss set aside totaled \$570,863.45 and all ESSER 3.0 funded learning loss activities are included in previously posted spending plan addenda.

Family and Community Engagement

1. Describe how the LEA has continued to engage in meaningful consultation with stakeholders in the development of the revised plan.

Lakeland School System utilized multiple modes of engagement to meaningfully consult with a diverse group of stakeholders in the development of the fiscal year 22 and 23 funding applications and planning addenda. Methods of engagement included in-person meetings, surveys, and public postings with opportunities for two-way communication. The combined stakeholder input across the multiple engagement opportunities represented the composition of Lakeland student groups.

As of February 2023, 100% of ESSER 3.0 funds were obligated in accordance with the approved September 2022 Public Spending Plan and FY23 ESSER 3.0 funding application. As a result, February 2023 stakeholder engagement opportunities included a summary of ESSER expenditures with an open feedback opportunity.

As of June 30, 2023, 100% of ESSER 3.0 funds have been liquidated in accordance with the March 2023 Spending Plan Addendum. Lakeland School System will post a final expenditure report to the ESSER section of the LSS website to provide stakeholders an opportunity to review ESSER I, II, and III funded activities.

2. Describe how the LEA engaged at minimum 10 percent of the total stakeholders engaged vs. responses received in the development of the revised plan.

During the development of the initial ESSER 3.0 spending plan and funding application (May 2021), Lakeland School System created a multi-year budget to sustain staff positions for more than one year. The following is the composition of stakeholder responses gathered in the development of the initial relief spending plan (responses/total number engaged):

Students- 5/5= 100%

Families- 394/1,938= 20%

Elected Officials and School Board Members 6/6=100%

School and District Administrators- 6/6= 100%

Special Education Administrators- 1/1=100%

Principals- 2/2= 100%

School Leaders- 2/2= 100%

Other Educators- 79/151= 52%

School Staff- 21/81= 26%

Advocacy Group Members- 12/12=100%

Lakeland School System also developed a ten-person committee to meet monthly to monitor the progress of relief funding goals. The committee was comprised of a variety of stakeholders to represent the interests of multiple student groups (*committee representation/district representation*); SWD- 20%/15%, Students Experiencing Homelessness- 20%/<1%, Foster Care- 10%/<1%, English Learners- 20%/9%, and Economically Disadvantaged- 10%/6.7%.

Stakeholders were surveyed throughout the grant performance period in May 2021, January 2022, August 2022, and February 2023 to gather feedback regarding strategies to prevent, prepare for, and respond to the COVID-19 emergency including addressing learning losses that may have been incurred due to COVID-19. In addition to surveys, LSS conducted focus groups with students and teachers of students in our special populations groups to ensure all groups were represented in the development of the initial ESSER 3.0 Spending Plan and subsequent Spending Plan Addenda.

As of February 2023, 100% of ESSER 3.0 funds were obligated in accordance with the approved September 2022 Public Spending Plan and FY23 ESSER 3.0 funding application. As a result, February 2023 stakeholder engagement opportunities included a summary of FY23 ESSER 3.0 expenditures with an open feedback opportunity. There has been no change to the summary of expenditures provided in February 2023.

As of June 30, 2023, all ESSER 3.0 funds are liquidated. To ensure stakeholders have the opportunity to review ESSER funding activities, Lakeland School System will post a final expenditure report to the ESSER section of the LSS website.

3. Describe how the LEA engaged a representation of a diverse population of stakeholders.

Throughout the federal relief spending period of performance, Lakeland School System engaged a diverse population of stakeholders. Stakeholder groups included students, families, educators, school staff, school and district administrators, board members and other elected officials, and members of student advocacy groups. The district utilized surveys to reach a broad range of stakeholders and in-person meetings to capture the input of stakeholders representing specific student groups. Focus groups of teacher and student leaders have been conducted annually to identify the challenges related to COVID-

19, and provide potential solutions. As of June 30, 2023, all ESSER 3.0 funds are liquidated and stakeholder engagement will shift to updating ESSER publications with expenditure summaries.

The ESSER Committee met in May 2023 and August 2023 to evaluate the effectiveness of ESSER 3.0 programs and review the need to sustain ESSER 3.0 funded activities with an alternate funding source. The committee is comprised of a variety of stakeholders to represent the interests of multiple student groups (committee representation/district representation); SWD- 20%/15%, Students Experiencing Homelessness- 20%/<1%, Foster Care- 10%/<1%, English Learners- 20%/9%, and Economically Disadvantaged- 10%/6.7%.

Stakeholder engagement for the Safe Return to In-Person Instruction addendum for the period beginning March 1, 2023 included a summary of ESSER expenditures with an open feedback opportunity. The percentage of Safe Return to In-Person Instruction addenda survey respondents by stakeholder group for the period beginning in March 2023 are as follows: Families- 37%, Educators- 71.1%, School/District Administrators including SWD administrators- 11.1%, School Leaders- 2.2%, Other Educators- 4.4%, School Staff- 15.6%, SWD Advocate- 5.6%, EL Advocate- 3.3%, Homelessness Advocate- 2.2%, and Foster Care Advocate- 2.2%.

4. Describe how the LEA used multiple modes of engagement (such as surveys, scheduled in-person or virtual meetings, and town halls) to gain input from stakeholders in the development of the revised plan.

Lakeland School System utilized surveys, in-person meetings, public meetings, and small focus groups to gain input in the development of the initial ESSER plan and subsequent addenda. As of June 30 2023, Lakeland School System has liquidated 100% of ESSER 3.0 funds in accordance with stakeholder feedback. To ensure stakeholders have the opportunity to review ESSER funding activities, Lakeland School System will post a final expenditure report to the ESSER section of the LSS website. The ESSER 3.0 Public Plan for Remaining Funds for the period beginning September 30, 2023 will be presented at the October 2, 2023 Lakeland School System Board of Education meeting.

October FY 23-24 Budget Amendments

Fund 141 - General Fund

Expenditures

Account Number					FY 23-24	FY 23-24	FY 23-24	FY 23-24	Proposed				
Fnd	T Acct	Obj	Prj	Loc	Prg	Account Level Description	Revised Budget	FY Activity	Encumbered	Available Funds	Amendment	Difference	
141	E	72320	101	210	01000	000	County Official/Administrative	\$ 169,000.00	\$ 46,479.56	\$ -	\$ 122,520.44	\$ 185,000.00	\$ 16,000.00
141	E	72320	117	210	01000	000	Career Ladder	\$ -	\$ -	\$ -	\$ -		
141	E	72320	132	210	01000	000	Material Supervisor(s)	\$ -	\$ -	\$ -	\$ -		
141	E	72320	161	210	01000	000	Secretary(s)	\$ 37,675.74	\$ 5,461.25	\$ -	\$ 32,214.49		
141	E	72320	188	210	01000	000	Bonus Pay	\$ 10,000.00	\$ -	\$ -	\$ 10,000.00	\$ 15,000.00	\$ 5,000.00
141	E	72320	201	210	01000	000	Social Security	\$ 13,929.90	\$ 3,512.94	\$ -	\$ 10,416.96	\$ 14,500.00	\$ 570.10
141	E	72320	204	210	01000	000	State Retirement	\$ 20,220.82	\$ 3,763.67	\$ -	\$ 16,457.15	\$ 23,500.00	\$ 3,279.18
141	E	72320	206	210	01000	000	Life Insurance	\$ 1,200.00	\$ 105.30	\$ -	\$ 1,094.70		
141	E	72320	207	210	01000	000	Medical Insurance	\$ 33,500.00	\$ 4,990.28	\$ -	\$ 28,509.72		
141	E	72320	208	210	01000	000	Dental Insurance	\$ 2,200.00	\$ 304.88	\$ -	\$ 1,895.12		
141	E	72320	212	210	01000	000	Employer Medicare	\$ 3,257.80	\$ 821.57	\$ -	\$ 2,436.23		
141	E	72320	299	210	01000	000	Other Fringe Benefits	\$ 18,000.00	\$ 6,142.15	\$ -	\$ 11,857.85	\$ 19,000.00	\$ 1,000.00
141	E	72320	312	210	01000	000	Contracts w/ other agencies	\$ -	\$ -	\$ -	\$ -		
141	E	72320	320	210	01000	000	Dues & Memberships	\$ 12,681.00	\$ 12,681.00	\$ -	\$ -		
141	E	72320	348	210	01000	000	Postal Charges	\$ 2,500.00	\$ 480.94	\$ -	\$ 2,019.06		
141	E	72320	355	210	01000	000	Travel	\$ 1,500.00	\$ 846.93	\$ -	\$ 653.07		
141	E	72320	399	210	01000	000	Other Contracted Services	\$ 10,250.00	\$ 1,297.56	\$ -	\$ 8,952.44		
141	E	72320	435	210	01000	000	Office Supplies	\$ 3,500.00	\$ 93.14	\$ -	\$ 3,406.86		
141	E	72320	524	210	01000	000	In-Service/Staff Development	\$ 5,000.00	\$ 273.79	\$ -	\$ 4,726.21		
141	E	72320	599	210	01000	000	Other Charges	\$ 7,569.00	\$ 335.88	\$ -	\$ 7,233.12		
141	E	72320	701	210	01000	000	Administration Equipment	\$ 5,000.00	\$ -	\$ -	\$ 5,000.00		
							\$ 356,984.26	\$ 87,590.84	\$ -	\$ 269,393.42	\$ 257,000.00	\$ 25,849.28	

Fund 142 - Federal Programs

Revenues

Account Number					FY 23-24	FY 23-24	FY 23-24	FY 23-24	Proposed				
Fnd	T Acct	Obj	Prj	Loc	Prg	Account Level Description	Revised Budget	FY Activity	Encumbered	Available Funds	Amendment	Difference	
142	R	47141	000	000	00000	100	Title I - A	\$ 327,627.16	\$ -	\$ -	\$ 327,627.16	\$ 267,466.88	\$ (60,160.28)
142	R	47189	000	000	00000	200	Title II	\$ 71,404.07	\$ -	\$ -	\$ 71,404.07	\$ 47,584.17	\$ (23,819.90)
142	R	47592	000	000	00000	330	Title III	\$ 15,936.72	\$ -	\$ -	\$ 15,936.72	\$ 16,753.87	\$ 817.15
142	R	47147	000	000	00000	410	Safe and Drug-Free Schools - S	\$ 25,387.30	\$ -	\$ -	\$ 25,387.30	\$ 29,601.46	\$ 4,214.16
142	R	47143	000	000	00000	900	IDEA	\$ 421,972.81	\$ -	\$ -	\$ 421,972.81	\$ 392,069.38	\$ (29,903.43)
142	R	47145	000	000	00000	910	IDEA Preschool	\$ 12,681.85	\$ -	\$ -	\$ 12,681.85	\$ 12,573.26	\$ (108.59)
142	R	47590	000	000	00000	949	Resilient School Communities G	\$ -	\$ -	\$ -	\$ -	\$ 6,507.04	\$ 6,507.04
142	R	47310	000	000	00000	951	Innovative School Models	\$ 465,910.19	\$ -	\$ -	\$ 465,910.19		
							\$ 1,340,920.10	\$ -	\$ -	\$ 1,340,920.10	\$ 772,556.06	\$ (102,453.85)	

Expenditures

Account Number					FY 23-24	FY 23-24	FY 23-24	FY 23-24	Proposed				
Fnd	T Acct	Obj	Prj	Loc	Prg	Account Level Description	Revised Budget	FY Activity	Encumbered	Available Funds	Amendment	Difference	
142	E	71100	116	000	00116	100	Teachers	\$ 52,095.00	\$ 8,356.16	\$ -	\$ 43,738.84	\$ 54,315.00	\$ 2,220.00
142	E	71100	116	000	02000	100	Teachers	\$ 64,423.00	\$ 10,397.40	\$ -	\$ 54,025.60	\$ 67,583.00	\$ 3,160.00
142	E	71100	201	000	00116	100	Social Security	\$ 3,230.00	\$ 504.64	\$ -	\$ 2,725.36	\$ 3,368.00	\$ 138.00
142	E	71100	201	000	02000	100	Social Security	\$ 3,995.00	\$ 561.99	\$ -	\$ 3,433.01	\$ 4,191.00	\$ 196.00
142	E	71100	204	000	00116	100	State Retirement	\$ 4,100.00	\$ 667.54	\$ -	\$ 3,432.46	\$ 4,319.00	\$ 219.00
142	E	71100	204	000	02000	100	State Retirement	\$ 5,599.00	\$ 614.91	\$ -	\$ 4,984.09	\$ 4,603.00	\$ (996.00)
142	E	71100	206	000	00116	100	Life Insurance	\$ 208.00	\$ 24.75	\$ -	\$ 183.25	\$ 220.00	\$ 12.00
142	E	71100	206	000	02000	100	Life Insurance	\$ 260.00	\$ 30.84	\$ -	\$ 229.16	\$ 285.00	\$ 25.00
142	E	71100	207	000	02000	100	Medical Insurance	\$ 17,042.00	\$ 2,556.24	\$ -	\$ 14,485.76	\$ 17,042.00	\$ -
142	E	71100	212	000	00116	100	Employer Medicare	\$ 756.00	\$ 118.01	\$ -	\$ 637.99	\$ 788.00	\$ 32.00
142	E	71100	212	000	02000	100	Employer Medicare	\$ 935.00	\$ 131.44	\$ -	\$ 803.56	\$ 980.00	\$ 45.00
142	E	71100	429	000	00116	100	Instructional Supplies & Mater	\$ 9,508.98	\$ -	\$ -	\$ 9,508.98	\$ 2,700.00	\$ (6,808.98)
142	E	71100	429	000	02000	100	Instructional Supplies & Mater	\$ 44,867.14	\$ -	\$ 15,219.00	\$ 28,807.39	\$ 17,040.00	\$ (27,827.14)

142 E 71100 429 000 03000 100	Instructional Supplies & Mater	\$ 4,779.15	\$ -	\$ 4,744.00	\$ 35.15	\$ 6,960.00	\$ 2,180.85
142 E 71100 429 000 99999 100	Instructional Supplies & Mater	\$ 5,283.92	\$ -	\$ -	\$ 5,283.92	\$ 5,599.59	\$ 315.67
142 E 71100 722 000 00116 100	Reg Inst Equipment	\$ 25,456.00	\$ -	\$ -	\$ 25,456.00	\$ 1,165.62	\$ (24,290.38)
142 E 71100 722 000 02000 100	Reg Inst Equipment	\$ 5,400.00	\$ -	\$ -	\$ 5,400.00	\$ 11,006.19	\$ 5,606.19
142 E 71100 722 000 03000 100	Reg Inst Equipment	\$ 2,600.00	\$ -	\$ -	\$ 2,600.00	\$ 4,495.48	\$ 1,895.48
142 E 72130 189 000 01000 100	Other Salaries & Wages	\$ 38,836.00	\$ 6,031.02	\$ -	\$ 32,804.98	\$ 39,620.00	\$ 784.00
142 E 72130 201 000 01000 100	Social Security	\$ 2,408.00	\$ 374.30	\$ -	\$ 2,033.70	\$ 2,457.00	\$ 49.00
142 E 72130 204 000 01000 100	State Retirement	\$ 2,000.00	\$ 301.55	\$ -	\$ 1,698.45	\$ 1,981.00	\$ (19.00)
142 E 72130 206 000 01000 100	Life Insurance	\$ 208.00	\$ 19.80	\$ -	\$ 188.20	\$ 173.00	\$ (35.00)
142 E 72130 212 000 01000 100	Employer Medicare	\$ 564.00	\$ 87.54	\$ -	\$ 476.46	\$ 575.00	\$ 11.00
142 E 72130 399 000 02000 100	Other Contracted Services	\$ -	\$ -	\$ -	\$ -	\$ 3,750.00	\$ 3,750.00
142 E 72130 499 000 00116 100	Other Supplies & Materials	\$ 1,000.00	\$ -	\$ -	\$ 1,000.00	\$ 1,750.00	\$ 750.00
142 E 72130 499 000 02000 100	Other Supplies & Materials	\$ 1,625.00	\$ -	\$ -	\$ 1,625.00	\$ 750.00	\$ (875.00)
142 E 72130 499 000 03000 100	Other Supplies & Materials	\$ 325.00	\$ -	\$ -	\$ 325.00	\$ 750.00	\$ 425.00
142 E 72210 399 000 00116 100	Other Contracted Services	\$ 3,306.25	\$ -	\$ -	\$ 3,306.25	\$ -	\$ (3,306.25)
142 E 72210 399 000 02000 100	Other Contracted Services	\$ 2,645.00	\$ -	\$ -	\$ 2,645.00	\$ -	\$ (2,645.00)
142 E 72210 399 000 03000 100	Other Contracted Services	\$ 661.25	\$ -	\$ -	\$ 661.25	\$ -	\$ (661.25)
142 E 72210 524 000 00116 100	In-Service/Staff Development	\$ 12,090.87	\$ -	\$ -	\$ 12,090.87	\$ 1,000.00	\$ (11,090.87)
142 E 72210 524 000 02000 100	In-Service/Staff Development	\$ 9,662.54	\$ -	\$ -	\$ 9,662.54	\$ 5,680.00	\$ (3,982.54)
142 E 72210 524 000 03000 100	In-Service/Staff Development	\$ 1,757.06	\$ 461.58	\$ -	\$ 1,295.48	\$ 2,320.00	\$ 562.94
142 E 72210 189 000 00116 200	Other Salaries & Wages	\$ 7,500.00	\$ -	\$ -	\$ 7,500.00	\$ 7,500.00	\$ -
142 E 72210 189 000 02000 200	Other Salaries & Wages	\$ 7,500.00	\$ -	\$ -	\$ 7,500.00	\$ 6,000.00	\$ (1,500.00)
142 E 72210 189 000 03000 200	Other Salaries & Wages	\$ 1,500.00	\$ -	\$ -	\$ 1,500.00	\$ 1,500.00	\$ -
142 E 72210 201 000 00116 200	Social Security	\$ 465.00	\$ -	\$ -	\$ 465.00	\$ 465.00	\$ -
142 E 72210 201 000 02000 200	Social Security	\$ 465.00	\$ -	\$ -	\$ 465.00	\$ 372.00	\$ (93.00)
142 E 72210 201 000 03000 200	Social Security	\$ 93.00	\$ -	\$ -	\$ 93.00	\$ 93.00	\$ -
142 E 72210 204 000 00116 200	State Retirement	\$ 772.50	\$ -	\$ -	\$ 772.50	\$ 675.00	\$ (97.50)
142 E 72210 204 000 02000 200	State Retirement	\$ 772.50	\$ -	\$ -	\$ 772.50	\$ 540.00	\$ (232.50)
142 E 72210 204 000 03000 200	State Retirement	\$ 154.50	\$ -	\$ -	\$ 154.50	\$ 135.00	\$ (19.50)
142 E 72210 212 000 00116 200	Employer Medicare	\$ 108.75	\$ -	\$ -	\$ 108.75	\$ 108.75	\$ -
142 E 72210 212 000 02000 200	Employer Medicare	\$ 108.75	\$ -	\$ -	\$ 108.75	\$ 87.00	\$ (21.75)
142 E 72210 212 000 03000 200	Employer Medicare	\$ 21.75	\$ -	\$ -	\$ 21.75	\$ 21.75	\$ -
142 E 72210 499 000 00116 200	Other Supplies and Materials	\$ -	\$ -	\$ -	\$ -	\$ 500.00	\$ 500.00
142 E 72210 499 000 02000 200	Other Supplies and Materials	\$ -	\$ -	\$ -	\$ -	\$ 500.00	\$ 500.00
142 E 72210 524 000 00116 200	In-Service/Staff Development	\$ 25,971.16	\$ 6,177.10	\$ -	\$ 19,794.06	\$ 14,543.33	\$ (11,427.83)
142 E 72210 524 000 02000 200	In-Service/Staff Development	\$ 25,971.16	\$ 7,508.69	\$ -	\$ 18,462.47	\$ 14,543.34	\$ (11,427.82)
142 E 71100 429 000 00116 330	Instructional Supplies & Mater	\$ 5,087.22	\$ -	\$ -	\$ 5,087.22	\$ 5,561.23	\$ 474.01
142 E 71100 429 000 02000 330	Instructional Supplies & Mater	\$ 5,000.00	\$ -	\$ -	\$ 5,000.00	\$ 5,343.14	\$ 343.14
142 E 71100 722 000 00116 330	Reg Inst Equipment	\$ 920.00	\$ -	\$ -	\$ 920.00	\$ 920.00	\$ -
142 E 72130 189 000 00116 330	Other Salaries & Wages	\$ 500.00	\$ -	\$ -	\$ 500.00	\$ 500.00	\$ -
142 E 72130 189 000 02000 330	Other Salaries & Wages	\$ 500.00	\$ -	\$ -	\$ 500.00	\$ 500.00	\$ -
142 E 72130 201 000 00116 330	Social Security	\$ 31.00	\$ -	\$ -	\$ 31.00	\$ 31.00	\$ -
142 E 72130 201 000 02000 330	Social Security	\$ 31.00	\$ -	\$ -	\$ 31.00	\$ 31.00	\$ -
142 E 72130 204 000 00116 330	State Retirement	\$ 51.50	\$ -	\$ -	\$ 51.50	\$ 51.50	\$ -
142 E 72130 204 000 02000 330	State Retirement	\$ 51.50	\$ -	\$ -	\$ 51.50	\$ 51.50	\$ -
142 E 72130 212 000 00116 330	Employer Medicare	\$ 7.25	\$ -	\$ -	\$ 7.25	\$ 7.25	\$ -
142 E 72130 212 000 02000 330	Employer Medicare	\$ 7.25	\$ -	\$ -	\$ 7.25	\$ 7.25	\$ -
142 E 72130 499 000 00116 330	Other Supplies & Materials	\$ 250.00	\$ -	\$ -	\$ 250.00	\$ 250.00	\$ -
142 E 72210 524 000 00116 330	In-Service/Staff Development	\$ 1,800.00	\$ -	\$ -	\$ 1,800.00	\$ 1,800.00	\$ -
142 E 72210 524 000 02000 330	In-Service/Staff Development	\$ 1,700.00	\$ -	\$ -	\$ 1,700.00	\$ 1,700.00	\$ -
142 E 71100 429 000 00116 410	Instructional Supplies & Mater	\$ 3,000.00	\$ -	\$ -	\$ 3,000.00	\$ 5,622.00	\$ 2,622.00
142 E 71100 429 000 02000 410	Instructional Supplies & Mater	\$ 2,400.00	\$ -	\$ -	\$ 2,400.00	\$ 2,149.00	\$ (251.00)
142 E 71100 429 000 03000 410	Instructional Supplies & Mater	\$ 600.00	\$ -	\$ -	\$ 600.00	\$ 878.00	\$ 278.00
142 E 71100 499 000 03000 410	Other Supplies & Materials	\$ -	\$ -	\$ -	\$ -	\$ 1,500.00	\$ 1,500.00
142 E 71100 722 000 00116 410	Reg Inst Equipment	\$ 1,000.00	\$ -	\$ -	\$ 1,000.00	\$ 1,000.00	\$ -
142 E 71100 722 000 02000 410	Reg Inst Equipment	\$ 2,000.00	\$ -	\$ -	\$ 2,000.00	\$ 1,600.00	\$ (400.00)
142 E 71100 722 000 03000 410	Reg Inst Equipment	\$ 3,431.40	\$ -	\$ 2,850.00	\$ 581.40	\$ 3,400.00	\$ (31.40)
142 E 72130 399 000 00116 410	Other Contracted Services	\$ 925.00	\$ -	\$ -	\$ 925.00	\$ 925.00	\$ -
142 E 72130 399 000 02000 410	Other Student Support	\$ 925.00	\$ -	\$ -	\$ 925.00	\$ 925.00	\$ -
142 E 72130 499 000 00116 410	Other Supplies & Materials	\$ 750.00	\$ 350.00	\$ 400.00	\$ -	\$ 900.00	\$ 150.00
142 E 72130 499 000 02000 410	Other Supplies & Materials	\$ 600.00	\$ 550.00	\$ 50.00	\$ -	\$ 700.00	\$ 100.00
142 E 72130 499 000 03000 410	Other Supplies & Materials	\$ 150.00	\$ 150.00	\$ -	\$ -	\$ 400.00	\$ 250.00

142 E 72250 524 000 00116 410	In-Service/Staff Development	\$ 4,802.95	\$ -	\$ 635.00	\$ 4,167.95	\$ 4,801.23	\$ (1.72)
142 E 72250 524 000 02000 410	In-Service/Staff Development	\$ 4,802.95	\$ -	\$ 515.00	\$ 4,287.95	\$ 4,801.23	\$ (1.72)
142 E 71200 116 000 00116 900	Teachers	\$ 48,971.00	\$ 7,917.52	\$ -	\$ 41,053.48	\$ 51,464.00	\$ 2,493.00
142 E 71200 171 000 00116 900	Speech Pathologist	\$ 59,031.00	\$ 9,459.08	\$ -	\$ 49,571.92	\$ 61,484.00	\$ 2,453.00
142 E 71200 171 000 02000 900	Speech Pathologist	\$ 54,741.00	\$ 8,839.52	\$ -	\$ 45,901.48	\$ 57,457.00	\$ 2,716.00
142 E 71200 201 000 00116 900	Social Security	\$ 6,696.12	\$ 965.70	\$ -	\$ 5,730.42	\$ 7,002.78	\$ 306.66
142 E 71200 201 000 02000 900	Social Security	\$ 3,393.95	\$ 527.16	\$ -	\$ 2,866.79	\$ 3,562.33	\$ 168.38
142 E 71200 204 000 00116 900	State Retirement	\$ 8,499.76	\$ 1,388.08	\$ -	\$ 7,111.68	\$ 8,979.37	\$ 479.61
142 E 71200 204 000 02000 900	State Retirement	\$ 4,308.12	\$ 706.08	\$ -	\$ 3,602.04	\$ 4,567.83	\$ 259.71
142 E 71200 206 000 00116 900	Life Insurance	\$ 553.40	\$ 51.54	\$ -	\$ 501.86	\$ 607.40	\$ 54.00
142 E 71200 206 000 02000 900	Life Insurance	\$ 210.00	\$ 26.34	\$ -	\$ 183.66	\$ 223.60	\$ 13.60
142 E 71200 207 000 00116 900	Medical Insurance	\$ 24,034.80	\$ 3,605.22	\$ -	\$ 20,429.58	\$ 24,034.80	\$ -
142 E 71200 207 000 02000 900	Medical Insurance	\$ 6,993.20	\$ 1,048.98	\$ -	\$ 5,944.22	\$ 6,993.20	\$ -
142 E 71200 212 000 00116 900	Employer Medicare	\$ 1,566.03	\$ 225.83	\$ -	\$ 1,340.20	\$ 1,637.75	\$ 71.72
142 E 71200 212 000 02000 900	Employer Medicare	\$ 793.74	\$ 123.30	\$ -	\$ 670.44	\$ 833.13	\$ 39.39
142 E 71200 429 000 00116 900	Instructional Supplies & Mater	\$ 10,200.00	\$ -	\$ -	\$ 10,200.00	\$ 3,500.00	\$ (6,700.00)
142 E 71200 429 000 02000 900	Instructional Supplies & Mater	\$ 6,800.00	\$ 557.57	\$ -	\$ 6,242.43	\$ 3,500.00	\$ (3,300.00)
142 E 71200 499 000 00116 900	Other Supplies & Materials	\$ 1,200.00	\$ -	\$ -	\$ 1,200.00	\$ 1,500.00	\$ 300.00
142 E 71200 499 000 02000 900	Other Supplies & Materials	\$ 800.00	\$ -	\$ -	\$ 800.00	\$ 500.00	\$ (300.00)
142 E 71200 725 000 00116 900	Special Education Equipment	\$ 6,891.64	\$ -	\$ -	\$ 6,891.64	\$ 1,000.00	\$ (5,891.64)
142 E 71200 725 000 02000 900	Special Education Equipment	\$ 4,594.43	\$ -	\$ -	\$ 4,594.43	\$ 2,000.00	\$ (2,594.43)
142 E 72220 131 000 01000 900	Medical Personnel	\$ 74,559.00	\$ 12,424.16	\$ -	\$ 62,134.84	\$ 80,757.00	\$ 6,198.00
142 E 72220 189 000 01000 900	Other Salaries & Wages	\$ 10,101.28	\$ 2,154.51	\$ -	\$ 7,946.77	\$ 10,203.30	\$ 102.02
142 E 72220 201 000 01000 900	Social Security	\$ 5,248.94	\$ 811.47	\$ -	\$ 4,437.47	\$ 5,639.54	\$ 390.60
142 E 72220 204 000 01000 900	State Retirement	\$ 6,628.09	\$ 1,144.38	\$ -	\$ 5,483.71	\$ 7,154.02	\$ 525.93
142 E 72220 206 000 01000 900	Life Insurance	\$ 388.14	\$ 38.16	\$ -	\$ 349.98	\$ 393.00	\$ 4.86
142 E 72220 207 000 01000 900	Medical Insurance	\$ 17,041.60	\$ 2,556.24	\$ -	\$ 14,485.36	\$ 17,041.60	\$ -
142 E 72220 212 000 01000 900	Employer Medicare	\$ 1,227.57	\$ 189.79	\$ -	\$ 1,037.78	\$ 1,318.92	\$ 91.35
142 E 72220 312 000 01000 900	Contracts w Private Agencies	\$ 20,000.00	\$ 513.88	\$ -	\$ 19,486.12	\$ 10,214.81	\$ (9,785.19)
142 E 72220 322 000 01000 900	Evaluation and Testing	\$ -	\$ -	\$ -	\$ -	\$ 1,500.00	\$ 1,500.00
142 E 72220 499 000 00116 900	Other Supplies & Materials	\$ 2,500.00	\$ -	\$ -	\$ 2,500.00	\$ 600.00	\$ (1,900.00)
142 E 72220 499 000 02000 900	Other Supplies & Materials	\$ 5,000.00	\$ -	\$ -	\$ 5,000.00	\$ 400.00	\$ (4,600.00)
142 E 72220 524 000 00116 900	In-Service/Staff Development	\$ 15,000.00	\$ 420.75	\$ -	\$ 14,579.25	\$ 6,000.00	\$ (9,000.00)
142 E 72220 524 000 02000 900	In-Service/Staff Development	\$ 10,000.00	\$ 420.76	\$ -	\$ 9,579.24	\$ 4,000.00	\$ (6,000.00)
142 E 72220 790 000 00116 900	Other Equipment	\$ 2,500.00	\$ -	\$ -	\$ 2,500.00	\$ 1,500.00	\$ (1,000.00)
142 E 72220 790 000 02000 900	Other Equipment	\$ 1,500.00	\$ -	\$ -	\$ 1,500.00	\$ 4,500.00	\$ 3,000.00
142 E 71200 429 000 00116 910	Instructional Supplies & Mater	\$ 3,681.85	\$ -	\$ -	\$ 3,681.85	\$ 9,373.26	\$ 5,691.41
142 E 71200 725 000 00116 910	Special Education Equipment	\$ 6,000.00	\$ -	\$ -	\$ 6,000.00	\$ 3,000.00	\$ (3,000.00)
142 E 72220 524 000 00116 910	In-Service/Staff Development	\$ 3,000.00	\$ -	\$ -	\$ 3,000.00	\$ 200.00	\$ (2,800.00)
142 E 72210 499 000 01000 949	Other Supplies & Materials	\$ -	\$ -	\$ -	\$ -	\$ 6,507.04	\$ 6,507.04
142 E 71100 429 000 02000 951	Instructional Supplies & Mater	\$ 5,925.00	\$ -	\$ -	\$ 5,925.00	\$ 5,925.00	\$ -
142 E 71300 399 000 03000 951	Other Contracted Services	\$ 320.00	\$ -	\$ -	\$ 320.00	\$ -	\$ (320.00)
142 E 71300 429 000 03000 951	Instructional Supplies & Mater	\$ 94,421.58	\$ 14.15	\$ 3,387.57	\$ 91,019.86	\$ 94,421.58	\$ -
142 E 71300 471 000 03000 951	Software	\$ 4,000.00	\$ -	\$ -	\$ 4,000.00	\$ 4,000.00	\$ -
142 E 71300 499 000 03000 951	Evaluation and Testing	\$ -	\$ -	\$ -	\$ -	\$ 320.00	\$ 320.00
142 E 71300 599 000 03000 951	Other Charges	\$ 106,888.30	\$ -	\$ -	\$ 106,888.30	\$ 97,288.30	\$ (9,600.00)
142 E 71300 730 000 03000 951	Vocational Equipment	\$ 245,355.31	\$ 27,086.14	\$ 44,738.78	\$ 173,530.39	\$ 251,455.31	\$ 6,100.00
142 E 72230 524 000 03000 951	In-Service/Staff Development	\$ 5,000.00	\$ -	\$ -	\$ 5,000.00	\$ 5,000.00	\$ -
142 E 72620 335 000 03000 951	Maint & Repair-Building	\$ 2,000.00	\$ -	\$ -	\$ 2,000.00	\$ -	\$ (2,000.00)
142 E 72620 336 000 03000 951	Maint & Repair-Equipment	\$ 2,000.00	\$ -	\$ -	\$ 2,000.00	\$ 4,000.00	\$ 2,000.00
142 E 76100 790 000 03000 951	Equipment	\$ -	\$ -	\$ -	\$ -	\$ 3,500.00	\$ 3,500.00
		\$ 1,340,920.10	\$ 129,191.81	\$ 72,539.35	\$ 1,138,348.19	\$ 1,238,466.25	\$ (102,453.85)

Fund 145 - State Discretionary Grants

Revenues

Account Number	Account Level Description	FY 23-24				Proposed	
		Revised Budget	FY Activity	Encumbered	Available Funds	Amendment	Difference
145 R TBD	State Special Education Preschool Grant	\$ -	\$ -	\$ -	\$ -	\$ 85,734.03	\$ 85,734.03
		\$ -	\$ -	\$ -	\$ -	\$ 85,734.03	\$ 85,734.03

Expenditures

Account Number						FY 23-24	FY 23-24	FY 23-24	FY 23-24	Proposed		
Fnd	T Acct	Obj	Prj	Loc	Prg	Account Level Description	Revised Budget	FY Activity	Encumbered	Available Funds	Amendment	Difference
145	E 71200	116	000	00116	TBD	Teachers	\$ -	\$ -	\$ -	\$ -	\$ 43,831.00	\$ 43,831.00
145	E 71200	201	000	00116	TBD	Social Security	\$ -	\$ -	\$ -	\$ -	\$ 2,718.00	\$ 2,718.00
145	E 71200	204	000	00116	TBD	State Retirement	\$ -	\$ -	\$ -	\$ -	\$ 3,809.00	\$ 3,809.00
145	E 71200	206	000	00116	TBD	Life Insurance	\$ -	\$ -	\$ -	\$ -	\$ 58.00	\$ 58.00
145	E 71200	207	000	00116	TBD	Medical Insurance	\$ -	\$ -	\$ -	\$ -	\$ 13,765.00	\$ 13,765.00
145	E 71200	212	000	00116	TBD	Employer Medicare	\$ -	\$ -	\$ -	\$ -	\$ 636.00	\$ 636.00
145	E 71200	429	000	00116	TBD	Instructional Supplies & Materials	\$ -	\$ -	\$ -	\$ -	\$ 7,323.00	\$ 7,323.00
145	E 71200	725	000	00116	TBD	Special Education Equipment	\$ -	\$ -	\$ -	\$ -	\$ 6,094.03	\$ 6,094.03
145	E 72220	524	000	00116	TBD	In-Service/Staff Development	\$ -	\$ -	\$ -	\$ -	\$ 7,500.00	\$ 7,500.00
							\$ -	\$ -	\$ -	\$ -	\$ 85,734.03	\$ 85,734.03



Tennessee Investment in Student Achievement

Accountability Report Template

The Tennessee Investment in Student Achievement (TISA) public school funding formula marks a significant change in how Tennessee invests in public education. The TISA funding formula updates the way Tennessee funds public education for the first time in over 30 years to empower each student to read proficiently by third grade, prepare each high school graduate for postsecondary success, and provide resources needed for all students to ensure they succeed.

As part of TISA, T.C.A. § 49-3-112 requires each school district, starting in the 2023-24 school year, to submit an annual accountability report to the Tennessee Department of Education (department). This report must include:

- Goals for student achievement
 - One of the goals must include the district's plan to pursue the goal of seventy percent (70%) or more of the district's third grade students to score "met expectations" or "exceeded expectations" on the English Language Arts (ELA) portion of the TCAP tests. This goal must also detail the district's goal to increase 3rd grade ELA proficiency rates by 15% of the gap over the next three years (starting with the 2022-23 TCAP results) to achieve the district's stated goal of at least 70% of 3rd grade students proficient in ELA.¹
- Explanation how the district's stated goals can be met within the district's budget.
- For reports submitted **starting in the 2024-25** school year, a description of how the district's budget and expenditures from the prior school year enabled the district to make progress toward the stated student achievement goals.

Each district's TISA accountability report is required to be presented to the public for review and comment before the report is submitted to the department. The report must be submitted annually to the department by November 1st.

Furthermore, each district's TISA accountability report is required to be reviewed annually by the TISA Progress Review Board pursuant to T.C.A. § 49-3-114 to determine whether the school district is taking the proper steps to achieve their stated goal.

This template is intended to assist districts in submitting their accountability reports to the department.

For questions, please contact tnedu.funding@tn.gov

Completed reports should be submitted in ePlan by **November 1, 2023**.

¹ T.C.A. § 49-3-114 requires the TISA Progress Review Board to review district TISA accountability reports and set a district's minimum goal to increase the district's 3rd grade proficiency by 15% of the gap to 70% in 3 years, starting with the 2022-23 TCAP results. This does not apply to districts who have 70% or more of 3rd grade students proficient in ELA.

DISTRICT INFORMATION		
District Name	Lakeland School System	
Director of Schools Name	Dr. Ted Horrell	
District Point of Contact for TISA Accountability Report	Name	Tammy Wilson
	Phone Number	(901) 867-1452
	Email Address	twilson@lakelandk12.org
Percent of 3 rd grade students who scored proficient (“met expectations” or “exceeded expectations”) on the English Language Arts (ELA) portion of the spring TCAP	70	

DISTRICT GOAL STATEMENT(S)	
Goal Statement 1: 3 rd Grade ELA Proficiency ²	71 % of students will score proficient on the 3 rd grade ELA TCAP by 2024 year
Goal Statement 2:	LSS will increase the percentage of students proficient on the Biology EOCs from 59.2% to 61%.
Goal Statement 3:	LSS will increase the percentage of 9 th grade students proficient on Algebra 1 EOCs from 29.7% to 32%
Goal Statement 4:	LSS will increase the percentage of Lakeland EL students meeting the WIDA growth standard from 64.4% to 66%.
Goal Statement 5:	LSS will increase the percentage of SWD meeting ELA proficiency from 29% to 31%.

² **Note:** This is a required goal pursuant to T.C.A. § 49-3-112 and must include 70% or more of 3rd grade students proficient on the ELA TCAP. If your district already has 70% or more of 3rd grade students proficient in ELA, please state a goal that either maintains or increases that proficiency rate.

School Year	Annual Outcome(s)	Associated Metrics/Data	Action Steps This may include descriptions of district-based programs, staffing, and intervention services for students.	Describe how your district intends to use their budget to execute the action steps and meet the stated goal. <i>Optional:</i> Provide a copy of your district's budget when submitting this report to the department.
Goal Statement 1: 3 rd grade ELA proficiency ³		71% of students will score proficient on the 3 rd grade ELA TCAP by 2024 year.		
Year 1: 2023-24 school year	71% of students will score proficient on the 3rd grade ELA TCAP.	TCAP	<ul style="list-style-type: none"> • Districtwide PLC/CFA implementation • Targeted Professional Development • Maintain Low S/T Ratio Intervention Groups • Implement Tutoring Programs • High Quality Instructional Materials 	Lakeland School System will leverage TISA funding to maintain low student-teacher ratios, ensure targeted professional development opportunities across programs, research and purchase HQIM across programs, and provide sufficient funding to support tutoring programs. Additional funding considerations include district-wide operational costs, support staff, and support programs.
Year 2: 2024-25 school year				
Year 3: 2025-26 school year				
Year 4: 2026-27 school year				
Year 5: 2027-28 school year				

³ The annual outcome for 3rd grade ELA proficiency must include, but is not limited to, the district's goal to increase 3rd grade ELA proficiency rates by 15% of the gap over the next 3 years, starting with the 2022-23 TCAP results, to achieve the district's stated goal of at least 70% of 3rd grade students proficient in ELA. If the district already has 70% or more of 3rd grade students proficient in ELA, it is not required to state in your annual outcomes the 15% gap closure, but must still detail annual outcomes and metrics to either maintain or increase your district's 3rd grade ELA proficiency rates and other stated district goals.

School Year	Annual Outcome(s)	Associated Metrics/Data	Action Steps This may include descriptions of district-based programs, staffing, and intervention services for students.	Describe how your district intends to use their budget to execute the action steps and meet the stated goal. <i>Optional:</i> Provide a copy of your district's budget when submitting this report to the department.
Goal Statement 2:		LSS will increase the percentage of students proficient on the Biology EOCs from 59.2% to 61%.		
Year 1: 2023-24 school year	61% of students will score proficient on the Biology EOCs.	EOC	<ul style="list-style-type: none"> • PLC/CFA Implementation • Enrichment/Remediation 	Lakeland School System will leverage TISA funding to provide instructional staff, district biology benchmark assessment for PLC analysis, data-driven enrichment and remediation opportunities including instructional supplies and equipment expenditures. Additional funding considerations include district-wide operational costs, support staff, and support programs.
Year 2: 2024-25 school year				
Year 3: 2025-26 school year				
Year 4: 2026-27 school year				
Year 5: 2027-28 school year				
Goal Statement 3:		LSS will increase the percentage of 9th grade students proficient on Algebra 1 EOCs from 29.7% to 32%		
Year 1: 2023-24 school year	32% of 9th grade students will score proficient on Algebra EOCs.	EOC	<ul style="list-style-type: none"> • PLCs • CFA • Enrichment/Remediation 	Lakeland School System will leverage TISA funding to maintain staffing, provide benchmark assessment for PLC analysis, and provide sufficient funding to support enrichment/remediation opportunities. Additional funding

School Year	Annual Outcome(s)	Associated Metrics/Data	Action Steps This may include descriptions of district-based programs, staffing, and intervention services for students.	Describe how your district intends to use their budget to execute the action steps and meet the stated goal. <i>Optional:</i> Provide a copy of your district's budget when submitting this report to the department.
				considerations include district-wide operational costs, support staff, and support programs.
Year 2: 2024-25 school year				
Year 3: 2025-26 school year				
Year 4: 2026-27 school year				
Year 5: 2027-28 school year				
Goal Statement 4:	LSS will increase the percentage of Lakeland EL students meeting the WIDA growth standard from 64.4% to 66%.			
Year 1: 2023-24 school year	66% of EL students will meet the growth standard on the WIDA test.	WIDA	<ul style="list-style-type: none"> • PLCs • Collaborative Planning • Professional Development 	Lakeland School System will leverage TISA funding to maintain teacher-student ratios, provide planning support and PLC support to ensure collaboration among general education and EL settings, and targeted professional development to improve language instruction in the general education setting. Additional funding considerations include district-wide operational costs, support staff, and support programs.
Year 2: 2024-25 school year				
Year 3: 2025-26 school year				

School Year	Annual Outcome(s)	Associated Metrics/Data	Action Steps This may include descriptions of district-based programs, staffing, and intervention services for students.	Describe how your district intends to use their budget to execute the action steps and meet the stated goal. <i>Optional:</i> Provide a copy of your district's budget when submitting this report to the department.
Year 4: 2026-27 school year				
Year 5: 2027-28 school year				
Goal Statement 5:	LSS will increase the percentage of SWD meeting ELA proficiency from 29% to 31%.			
Year 1: 2023-24 school year	31% of SWD will score proficient on ELA TCAP and EOCs.	TCAP and EOCs	<ul style="list-style-type: none"> • SPIRE • PD • PLCs/ Collaborative Teams Development 	Lakeland School System will leverage TISA funding to maintain teacher-student ratios, provide planning support and PLC support to ensure collaboration among general education and SWD settings, and targeted professional development to improve specialized instruction required to support IEP goals across multiple settings. Additional funding considerations include district-wide operational costs, support staff, and support programs.
Year 2: 2024-25 school year				
Year 3: 2025-26 school year				
Year 4: 2026-27 school year				
Year 5: 2027-28 school year				

Public Comment

The TISA accountability report must be presented for public comment to parents, educators, and local community members prior to its submission to the department by November 1 each year.

Date(s) of opportunity for local public comment.	October 2, 2023
Description of public comment opportunities (e.g. collection of written comments, public hearing, local board meeting discussion, etc.)	Lakeland's TISA Accountability Report will be shared and available for public comment at Lakeland School System's Board of Education meeting on October 2, 2023 and will be posted on the District website from October 2, 2023 - June 30, 2024.
Summary of public comment received, if any.	
Description of how your district did or did not incorporate public comment received into the final accountability report submission.	

Lakeland Board of Education

Monitoring: Review: Annually, in December	Descriptor Term: Graduation Requirements	Descriptor Code: 4.605	Issued Date: 10/02/23
		Rescinds: 4.605	Issued: 06/13/22

1 *General*

2 The program of studies shall include areas required by the State Board of Education.

3 Before high school graduation, every student shall:¹

4 1. Achieve the specified twenty-two (22) units of credit;

5

6 2. Take the required end-of-course exams;

7

8 3. Have satisfactory records of attendance and conduct;

9

10 4. Take the ACT or SAT prior to graduation;² and

11

12 5. Pass a United States civics test.³

13

14 **Students may not receive credit for courses in which the student was never enrolled.⁴**

15 **SPECIAL EDUCATION STUDENTS⁴⁵**

16 Special education students who earn the prescribed twenty-two (22) credit minimum shall be awarded a
17 regular high school diploma.

18 Students who have received the below diplomas shall continue to make progress towards a regular high
19 school diploma until the end of the school year in which they turn twenty-two (22) years old.

20 *Special Education Diploma*

21 A special education diploma shall be awarded to students who have not met the requirements for a regular
22 high school diploma but have:⁵⁶

23 1. Completed four (4) years of high school;

24

25 2. Made satisfactory progress on their IEP; and

26

27 3. Maintained satisfactory records of attendance and conduct.

1

2 *Occupational Diploma*

3 Special education students who do not meet the requirements for a regular high school diploma may be
4 awarded an occupational diploma if the student has:^{1,45}

5 1. Completed at least four (4) years of high school;

6

7 2. Made satisfactory progress on their IEP;

8

9 3. Maintained satisfactory records of attendance and conduct;

10

11 4. Completed the occupational diploma Skills, Knowledge, and Experience Mastery Assessment
12 (SKEMA); and

13

14 5. Has two (2) years of paid or non-paid work experience.

15 The decision to attain an occupational diploma shall be made at the conclusion of the student's 10th grade
16 year or two (2) academic years prior to the expected graduation date.

17 *Alternate Academic Diploma*

18 Special education students who do not meet the requirements for a regular high school diploma may be
19 awarded an alternate academic diploma if the student has:⁴⁵

20 1. Completed at least four (4) years of high school;

21

22 2. Participated in the high school alternate assessment;

23

24 3. Earned the prescribed twenty-two (22) credit minimum;

25

26 4. Made satisfactory progress on their IEP;

27

28 5. Maintained satisfactory records of attendance and conduct; and

29

30 6. Completed a transition assessment that measures postsecondary education and training,
31 employment, independent living, and community involvement.

32 **STUDENT LOAD**

33 All full time students in grades 9-12 shall be enrolled each semester in subjects that produce a minimum
34 of six (6) units of credit for graduation per year. Students with hardships and gifted students may appeal
35 this requirement to the Superintendent and then to the Board.⁶⁷

36 **EARLY GRADUATION⁷⁸**

1 High school students shall be permitted to complete an early graduation program. Students intending to
2 graduate early shall inform the school principal of this intent prior to the beginning of 9th grade or as
3 soon thereafter as the intent is known.

4 In order to graduate early, students shall meet the following requirements:

- 5 1. Earn the required seventeen (17) credits;
- 6
- 7 2. Achieve a benchmark score for each required end-of-course exam;
- 8
- 9 3. Attain a cumulative GPA of at least 3.2 on a 4.0 scale;
- 10
- 11 4. Meet the minimum ACT or SAT benchmark score;
- 12
- 13 5. Obtain a qualifying benchmark score on a world language proficiency assessment; and
- 14
- 15 6. Complete at least two (2) types of the following courses:
 - 16 a. AP;
 - 17 b. IB;
 - 18 c. Dual enrollment; or
 - 19 d. Dual credit.
 - 20

21 The Superintendent shall develop administrative procedures to ensure that the early graduation
22 program is conducted in accordance with state law.

Legal References

1. TCA 49-6-6001; State Board of Education Policy 2.103;
TRR/MS 0520-01-03-.06
2. TCA 49-6-6001(b); State Board of Education Policy 2.103
3. TCA 49-6-408; State Board of Education Policy 2.103
4. **State Board of Education Policy 2.102**
5. TRR/MS 0520-01-03-.06; State Board of Education Policy
2.103
6. TCA 49-6-6005; State Board of Education Policy 2.103
7. TRR/MS 0520-01-03-.06
8. TCA 49-6-8103; State Board of Education Policy 2.103

Cross References

Class Size Ratios 4.201
Alternative Credit Options 4.209
Honor Roll, Awards, & Class Ranking 4.602