

Highly Mobile and At-Risk Student Programs Division

ESC and LEA Leaders

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Thursday, November 5th 1:00PM-3:00PM



Provide relevant program information and updates, and take a deeper dive on division resources available to ESC and LEA leaders who support highly mobile and at-risk students.

- 1. Mental Health and Behavioral Health
- 2. Transition Assistance
- **3.** Utilizing Student Data and Engagement
- 4. Highly Mobile Engagement
- 5. Program Updates
- 6. Upcoming events and trainings
- 7. Resources
- 8. Questions



Highly Mobile and At-Risk Student Programs Division

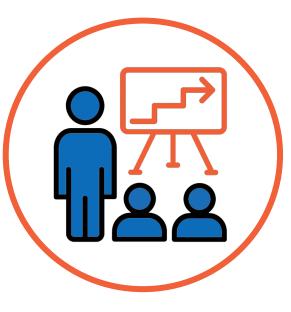
Purpose:

To increase awareness, build capacity, and improve TEA supports, resources and tools available for schools to address the unique needs and statutory requirements of highly mobile and at-risk students.

We are committed to improving the school experience and education outcomes of all highly mobile and at-risk students in Texas public schools.



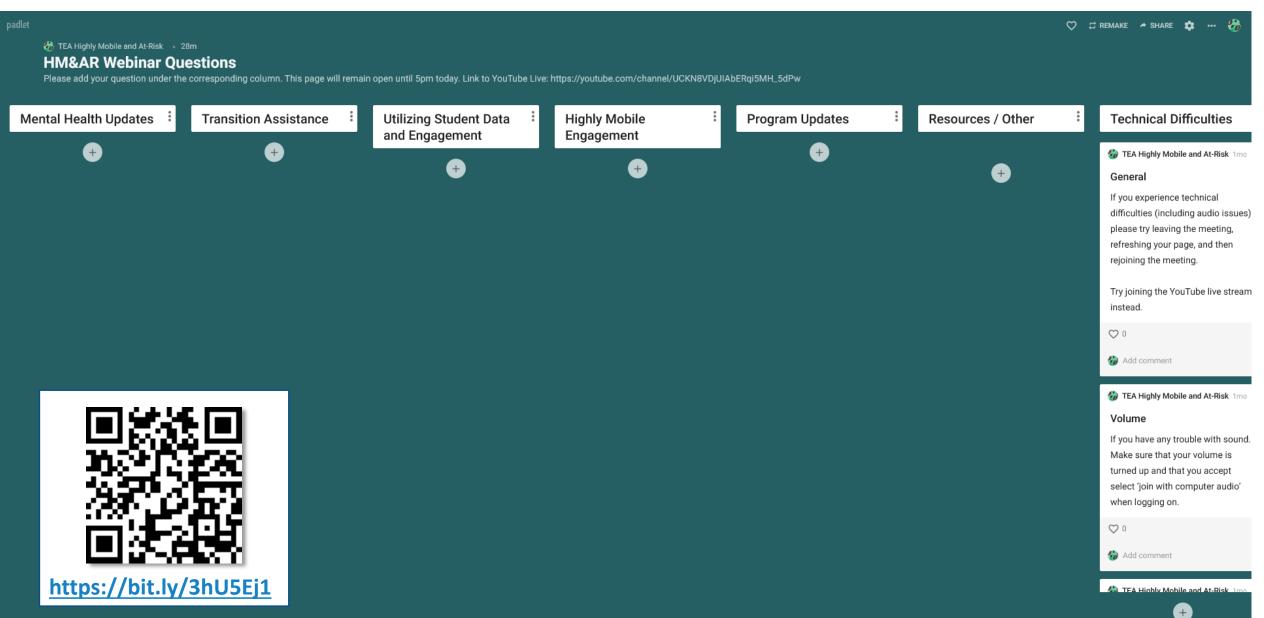
Technical Support & Engagement



- Please submit any questions during the presentation to the Padlet <u>https://bit.ly/3hU5Ej1</u> (closes at 5pm).
- 2) Technical difficulties will also be addressed in the Padlet.
 - **Zoom and YouTube chat will not be used.
- 3) This presentation will be recorded and available on HMAR website.
- 4) PDF of presentation will be sent to registration list.



Use Padlet for Questions



TEA

Highly Mobile and At-Risk Student Programs Division



Kelly Kravitz, MPSA Director Highly Mobile and At-Risk Student Programs Division





Natalie Fikac, Ed.D.Julie Wayman, MSWAWARE Texas State CoordinatorMental and Behavioral Health Team LeadMental and Behavioral Health TeamInteragency Liaison



Cal Lopez State Coordinator Texas Education for Homeless Children and Youth (TEHCY) Program



Jordan Brown Special Projects Coordinator Highly Mobile and At-Risk Student Programs

Accessing TEA COVID-19 Resources

Resources provided by year | 19-20 and 20-21





TEA Highly Mobile and At-Risk Student Programs Division Webpage:

Home / Academics / Special Student Populations

Highly Mobile and At Risk, and Mental Health Supports



Purpose

To increase awareness, build capacity, and improve TEA supports, resources and tools available for Texas schools to address the unique needs and statutory requirements of highly mobile and at-risk students. Ultimately, the Division exists to improve the school experience and education outcomes of all highly mobile and at-risk students in Texas public schools.



Division Webinars and Trainings



Link to HM&AR Webpage





Please direct questions that arise to: <u>disasterinfo@tea.texas.gov</u> inbox or the appropriate program office.



Mental & Behavioral Health

TEA's Safe and Supportive School Program

Integrated School Mental Health Supports





Making it safe to learn:

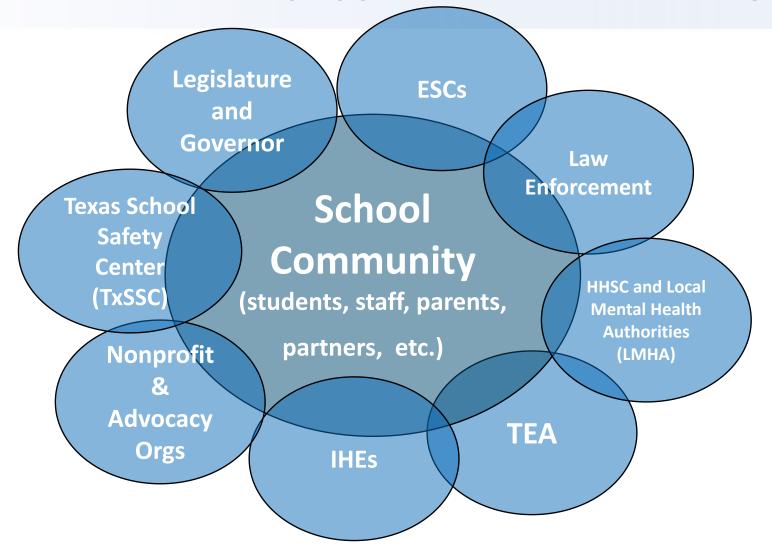
- Positive School Climates
- Behavioral Threat
 Assessments
- Systems of Support
- Staff Training
- Continuous Improvement
- Emergency Management

Improving School Safety in Texas



Governor Greg Abbott August 27, 2019

The School Safety Ecosystem: A whole community approach to school safety





Strengthen Safety and Emergency Protocols

Expand Mental Health Initiatives



SB 11 affects all of the 5.6 million students in the state, and has the potential to dramatically improve:

> **Psychological Safety** for All Texas Students

Physical Safety for All Texas Students



Safe and Supportive Schools Program (SSSP) Physical and Psychological Safety



Physical Safety

Psychological Safety

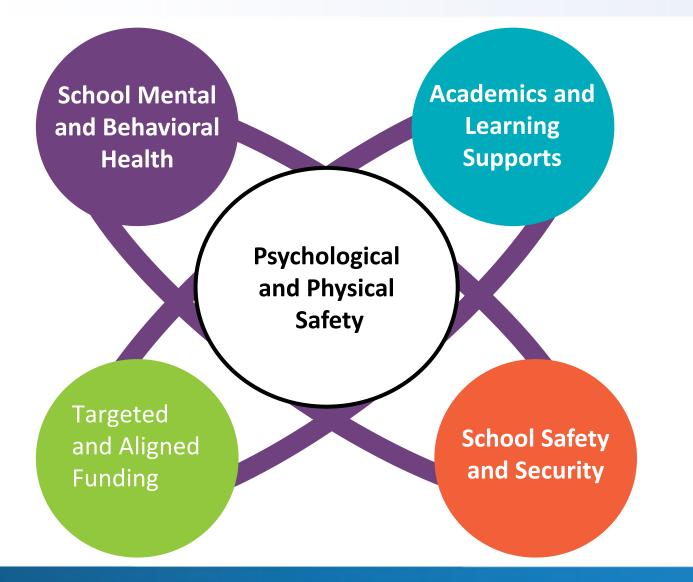


School Mental and Behavioral Health

> School Safety and Security

Academics and Learning Supports

After SB 11 – Interconnected Responsibilities and Alignment Towards a Shared Statewide Goal





Increased coordination amongst school safety stakeholders

Increased data collection to drive continuous improvement

X S X X Increased support for and coordination within campuses resulting from the Safe and Supportive School Program



The Safe and Supportive School Program: A comprehensive approach to school safety driven by six primary responsibilities

Safe and Supportive School Program: DRAFT Pillars

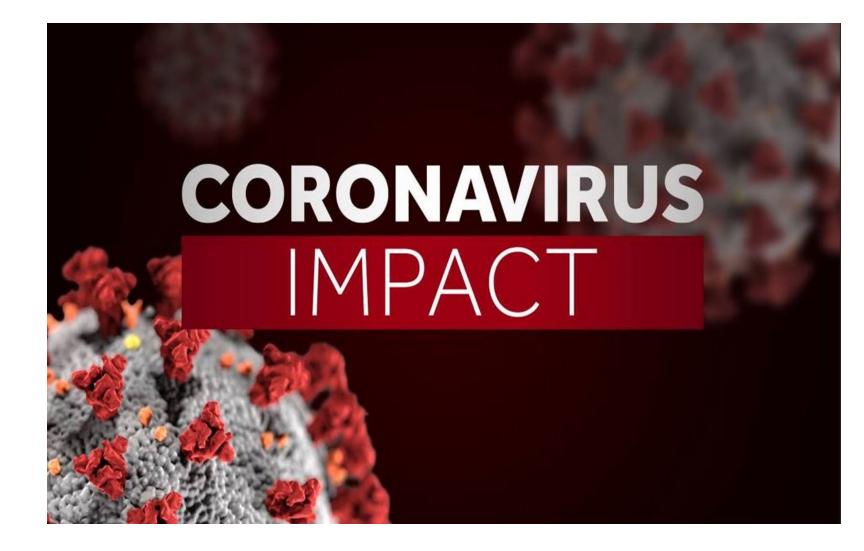


19 TAC § 103.1401 – § 103.1407.

Proposed Rules for adoption are pending TEA response to public comment:

https://texreg.sos.state.tx.us/public/regviewctx\$.startup

COVID's Impact on School Safety



What impact are you seeing in your school or organization?





Train your Teams

Develop & Implement SSSP Policy and Program

Gather & Report your Data

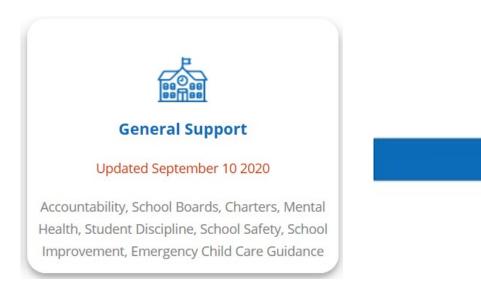


Mental Health Promotion, Prevention, Early Intervention	Suicide Prevention, Intervention & Postvention	Substance Abuse Prevention & Intervention	Grief-Informed and Trauma-Informed Practices
Safe and Supportive School Climate	Building skills related to emotions, positive relationships, and decision-making	Positive Behavioral Interventions and Supports	Positive Youth Development
	Positive Clim		





Advancing Wellness and Resiliency in Education



General Support Webpage



COVID-19 Mental & Behavioral Health Grief & Trauma Informed Virtual Support and Statewide Resources List April 3, 2020

(512) 463-9000 disasterinfo@tea.texas.gov tea.texas.gov/coronavirus
As Texas schools continue to deal with the COVID-19 outbreak, it is important for Local Education Agencies
(LEAs) to recognize students and families may be struggling with stress, anxiety, grief, and loss. Schools can
support the mental health, wellness, and resiliency of students through trauma informed approaches. Below

is a list of statewide resources that can help schools connect families with specific resources as needs are identified.

Resource	Purpose	Contact Info				
Telephone and Text Support Lines						
National Suicide Prevention Lifeline (24/7)	Provides crisis support for people thinking about suicide. (All Ages)	1-800-273-TALK (8255) Spanish Line: 1-888-628-9454 TTY: 1-800-799-4889 deaf and hard of hearing				
COVID-19 Mental Health Support Line (24/7) Texas Health and Human Services Commission (HHSC)	Provides mental health support for during COVID-19. (All Ages)	1-833-986-1919. Translation available for Spanish				
Counseling Line (24/7) Substance Abuse and Mental Health Services Administration (SAMHSA)	Provides a trained counselor to talk with during COVID-19. (All Ages)	1-800-985-5990; or Text "TalkWithUs" to 66746 For SAMHSA's Coping Resource Guides: <u>Virtual Recovery Resources</u> and <u>Disaster Distress Helpline.</u>				

Access Now: Project Restore

VIDEO #1

VIDEO #4

Trauma-Informed Training Series

- Understanding Trauma & Its Impact
- **Understanding Your Experience & Building Resilience**
- **Understanding Your Student's** Experiences
- **Building Secure Relationships** ۲
- Developing a Positive Classroom Culture
- Building Strong Partnerships with Students' Families

texasprojectrestore.org



Students' Families



Access Now: Project Restore



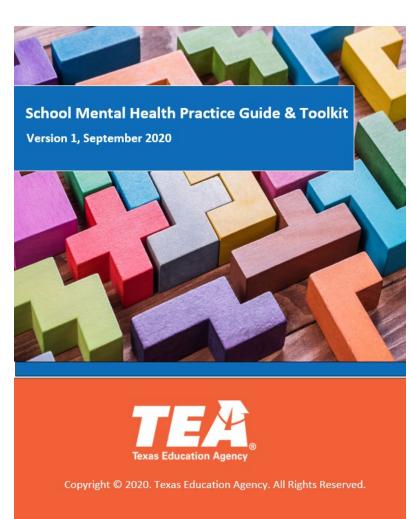
Each video:

- 25-35 minutes long
- Include facilitation companion guide
- Transcripts
- Earn CEUs
- Counts toward SB 11 grief and traumainformed training requirement

www.texasprojectrestore.org



Coming Soon: School Mental Health Practice Guide and Toolkit



School Mental Health Practice Guidance & Toolkit

Preview Webinar - Thursday, November 19, 2020

https://westat.zoomgov.com/m eeting/register/vJIsdOGsqTorG NVjGWTx3horiDPc4PLGiSE



Educator Wellness





Educator Wellness: Strong Start Guide





COVID 19 General Support Link



Introduction and Overview

The COVID-19 pandemic has suddenly changed the field of education and affected school communities, students, and staff in a variety of ways. Texas students and school staff will enter this new school year changed. It is critical that school staff feel connected, supported, and equipped amidst the unknowns that lie ahead. Staff well-being, including mental and emotional health, must be a top priority during the return to school. Strategies to support staff and student well-being must be integrated along with instructional continuity when making plans relative to both in-person and remote learning environments. School communities possess a unique opportunity to begin the school year with a clear focus on promoting wellness and resiliency which is now more important than ever.

<u>Background:</u> TEA's Highly Mobile and At-Risk Student Programs Division conducted a Virtual Listening. Tour with nine LEAs during Spring 2020 to better understand the complex needs and challenges experienced by educators, to identify training and guidance needs, and to cultivate innovative strategies and solutions that can be shared with all schools. Division staff also studied national best practices and guidance provided by multiple organizations that promote well-being in schools.

Resources released will support local education agencies in their preparation for 2020-2021 school year and beyond. The purpose of this "Equipping Staff" guidance document is to provide school leaders with step-by-step instructions and best-practice guidance to ensure that school staff members are equipped to handle the dynamic needs of students upon return from COVID-19. This resource outlines an intentional and thoughtful process to support staff well-being through planning, assessing, building, and training for a strong and safe start to 2020-2021.

The ethos and environment of the school will have an impact on staff well-being.

It is important to build a culture of trust where school staff feel valued and know how to access support.





PDF Web Link











Assessing the Well-being of Staff

- Conduct a landscape analysis on assessing mental health needs and social service needs of staff.
- Provide a time and space for frequent processing and reflection for all staff.
- Ensure ongoing wellness touchpoints to continually assess and support all staff throughout the year.







8 6-8

Assessing the Well-being of Staff

Consider hosting a remote resource fair for school staff.

✓ Share the TEA State Mental & Behavioral Health Resource List.

Communicate plans, activities, and reentry practices.









Assessing the Well-being of Staff

- Establish systemwide approaches to address secondary traumatic stress.
 - ✓ STAT
 - Buddy Classrooms
 - ✓ Tap in/tap out
 - ✓ Staff calming room remote or in person
 - ✓ Wellness Wednesdays
 - Remote check ins
 - Self-care activities







Assessing the Well-being of Staff



- Coordinate with district human resource department to ensure needed supports are in place.
- Be patient, model empathy, and give grace.
- ✓ Continually reassess needs.

Assess - ProQOL





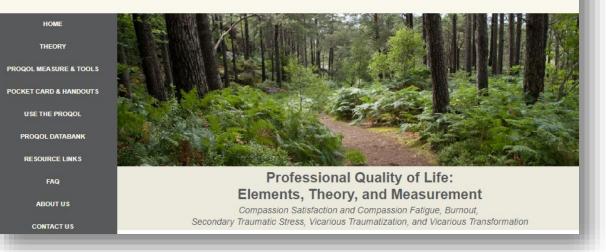
Professional Quality of Life Scale (ProQOL)

Compassion Satisfaction and Compassion Fatigue (ProQOL) Version 5 (2009)

When you [*help*] people you have direct contact with their lives. As you may have found, your compassion for those you [*help*] can affect you in positive and negative ways. Below are some-questions about your experiences, both positive and negative, as a [*helper*]. Consider each of the following questions about you and your current work situation. Select the number that honestly reflects how frequently you experienced these things in the <u>last 30 days</u>.

I=Nev	ver 2=Rarely	3=Sometimes	4=Often	5=Very Often
Ι.	l am happy.			
2.	I am preoccupied with more	e than one person I <i>[helb</i>]	1.	
3.	I get satisfaction from being		-	
4.	I feel connected to others.			
5.	I jump or am startled by une	expected sounds.		
6.	I feel invigorated after work			
7.	I find it difficult to separate i		life as a <i>Thelber</i> i	l.
8.	I am not as productive at we			
	a person I [help].	0		
9.	I think that I might have bee	n affected by the traumat	tic stress of tho	se [helb].
10.	I feel trapped by my job as a	,		
⁻ II.	Because of my [helping], I ha		various things.	
12.	I like my work as a [helper].	O	0	
13.	I feel depressed because of	the traumatic experience	s of the people	l [helþ].
14.	I feel as though I am experie			
15.	I have beliefs that sustain me	•		

Professional Quality of Life Measure ProQOL.org



www.proQOL.org



New Commissioner Rules for The Implementation of TEC § 25.007

Rule Requirements § 89.1603 Transfer of Student Records and Transcripts



Districts and open-enrollment charter schools must ensure:

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Copies of student records are made available to schools to which students who are homeless or in substitute care transfer.

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<u> </u>

Transfer student records within 10 working days of a request from the enrolling school of a student who is homeless or in substitute care



Records of a homeless or foster care student cannot be withheld, if they have not returned or paid for instructional materials or technological equipment.



Rule Requirements § 89.1603 Transfer of Student Records and Transcripts



Districts and open-enrollment charter schools must ensure:



Proof of enrollment in the new school district or open-enrollment charter school permits retroactive withdrawal from the previous district or charter school.



Student records must be requested, sent, and received using the Texas Records Exchange (TREx) system.



If a school district or an open-enrollment charter school does not receive the required information within 10 working days, they may report the noncompliant district or charter school to the division responsible for TREx Support at the TEA.

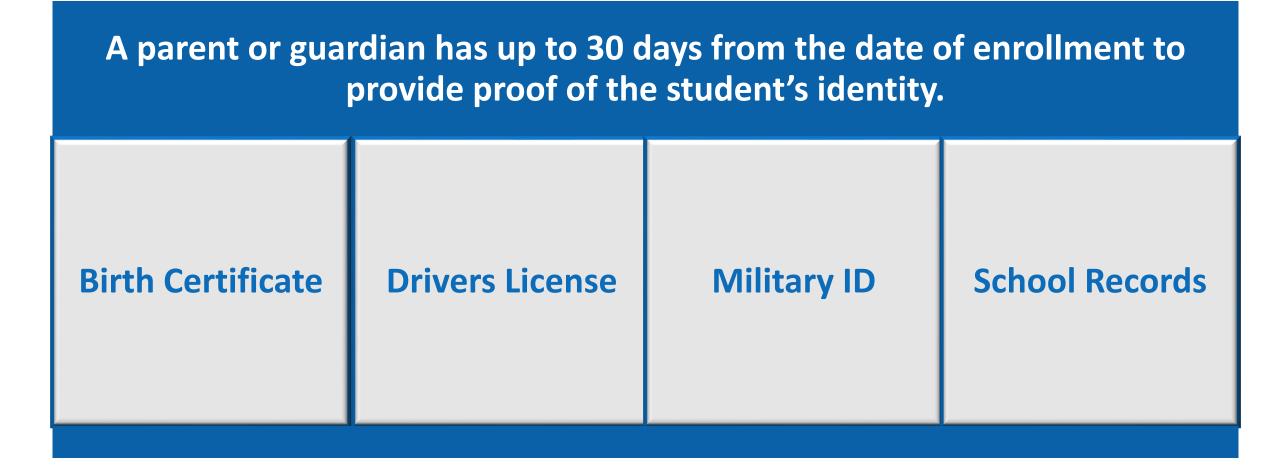


Student Attendance Accounting Handbook

When a student moves from one Texas public school district or charter school to another, records must be transferred via TREX with 10 working days of received request.				
Immunization	Course	Final Grades	Assessment	
Information	Completion		Scores	



Student Attendance Accounting Handbook



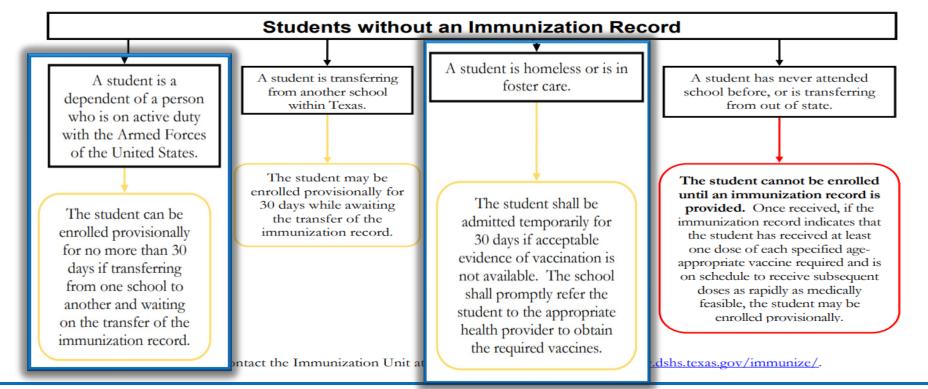


Immunization – Provisional Enrollment Resource

Texas Department of State Health Services, Immunization Unit Provisional Enrollment for Students (Non-Higher Education; Non-Veterinary Students)

The following charts are intended to aid school nurses, office staff, private practitioners and the general public in understanding the eligibility of students enrolling in Texas schools in accordance with Title 25, Rules §97.66 and §97.69 of the Texas Administrative Code. Please consult §97.65 and §97.68 of the Texas Administrative Code for guidance on verification of immunity/history of illness and acceptable evidence of vaccination(s).

NOTE: This resource does not apply to child-care facilities. Please refer to §97.66 for provisional enrollment criteria that apply to child-care facilities.





Next Steps and Student Considerations: Transition of Student Records and Transcripts

Review, revise, and develop district and campus processes and procedures to support the transition of student records.



Collaborate with your campus registrar to ensure the transfer of student records within 10 working days.

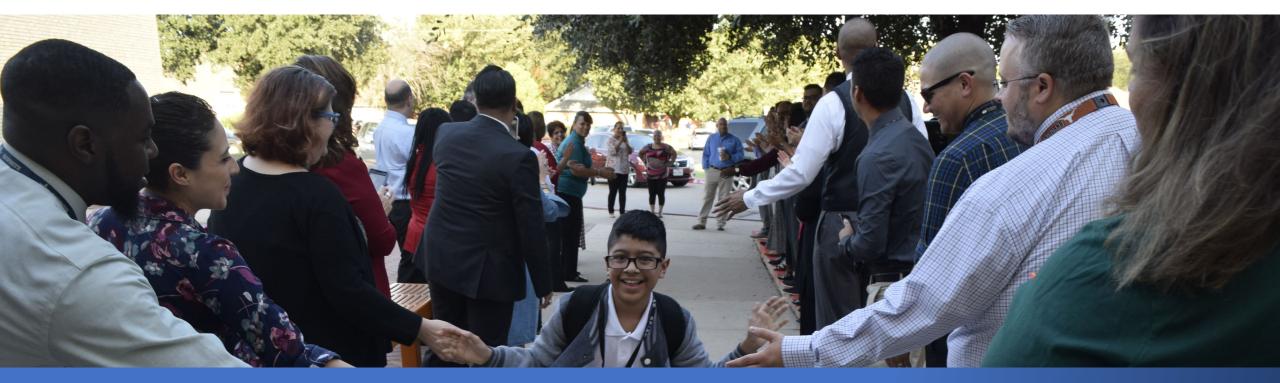
Review, revise, and develop district and campus policies regarding fees, fines, and student records.

I	

Collaborate with your campus registrar to review enrollment and retroactive withdrawal data.







Engaging Highly Mobile and At-Risk Students Guide



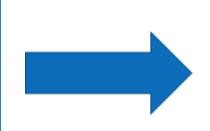


Special Populations

Updated August 26 2020

English Learners, Highly Mobile and At-Risk, Gifted and Talented

COVID-19 Support: Special Populations Webpage Link



Strong Start 2020-2021

Engaging Highly Mobile and At-Risk Students





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Utilizing Student Data for Engagement

2020-2021 COVID-19 Crisis Code Guidance

Developed to:

- Inform policy makers
- Support best practices
- Ensure maximum funding for LEAs
- Track students that were enrolled and receiving
 - On-Campus
 - Remote Synchronous
 - Remote Asynchronous



To the Administrator Addressed

Commissioner Mike Morath

1701 North Congress Avenue • Austin, Texas 78701-1494 • 512 463-9734 • 512 463-9838 FAX • tea.texas.gov

TO:	To the Administrator Addressed
DATE:	August 13, 2020
	SY 2020-2021 COVID-19 Crisis Code Reporting Guidance
CATEGORY:	Data Reporting
NEXT STEPS:	TSDS PEIMS Coordinators

In order to inform policy makers, support best practices and ensure maximum funding for local education agencies (LEAs), LEAs will need to submit a crisis code indicator on all students attending school in the 2020-2021 school year. Crisis code data will be submitted through the TSDS PEIMS Fall 1 Collection by close of business on October 5, 2020, and again on November 6, 2020. The data reported in these two collections will be published externally in summary format at the LEA and state level.

The 2020-2021 crisis codes will also be added to the Texas Record Exchange (TREx) system for LEAs to exchange information on students as the student moves from one LEA to another.

Crisis Code Values Reported through PEIMS Fall Submission due October 5, 2020

Report the students that were enrolled in your LEA on September 28, 2020.

- 1. (Code 8A) COVID-19: On September 28, 2020, student is being instructed on-campus.
- (Code 8B) COVID-19: On September 28, 2020, student is being instructed through the remote synchronous method.
- (Code 8C) COVID-19: On September 28, 2020, student is being instructed through the remote asynchronous method.

Crisis Code Values Reported through PEIMS Fall 1 Collection due November 6, 2020

Report the students that were enrolled in your LEA on October 30, 2020.

- 4. (Code 9A) COVID-19: On October 30, 2020, student is being instructed on-campus.
- (Code 9B) COVID-19: On October 30, 2020, student is being instructed through the remote synchronous method.
- 6. (Code 9C) COVID-19: On October 30, 2020, student is being instructed through the remote asynchronous method.

Load the following interchanges in the 2020-2021 PEIMS Fall 1 Collection in the TSDS Operational Data Store (ODS) by the due dates listed above:

- InterchangeEducationOrganizationExtension
 - LocalEducationAgencyExtension complex type
 - SchoolExtension complex type

InterchangeStudentExtension

StudentExtension complex type



2020-2021 LEA Student Instruction



Is your LEA providing?

- In-Person
- Full Remote
- Hybrid



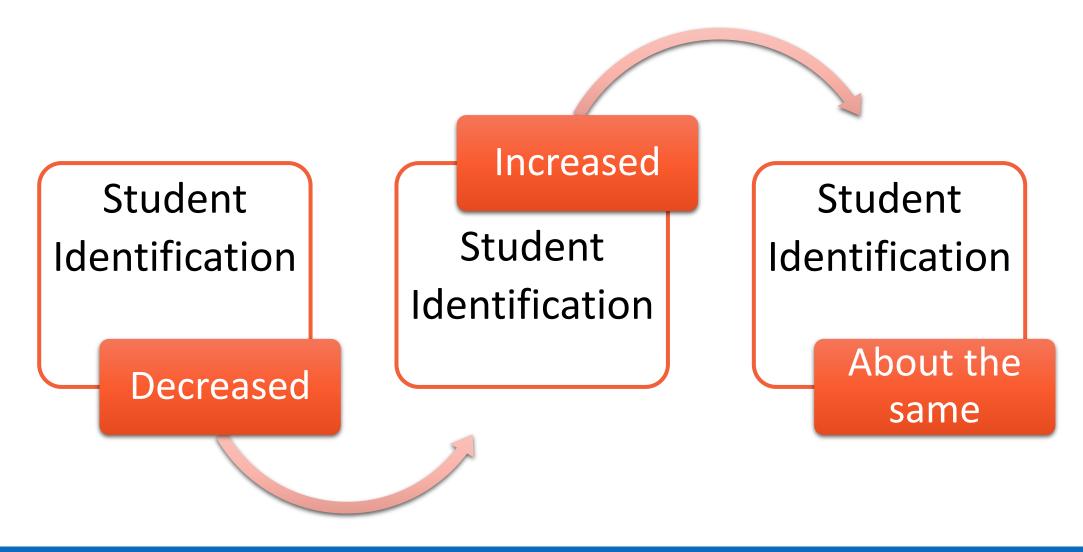
2020-2021 LEA Student Instruction Data

What percentage of students in your LEA utilize these options?

What percentage of Highly Mobile students utilize these options?



2020-2021 Identification of Highly Mobile and At-Risk Students



2020-2021 Identification of Highly Mobile and At-Risk Students

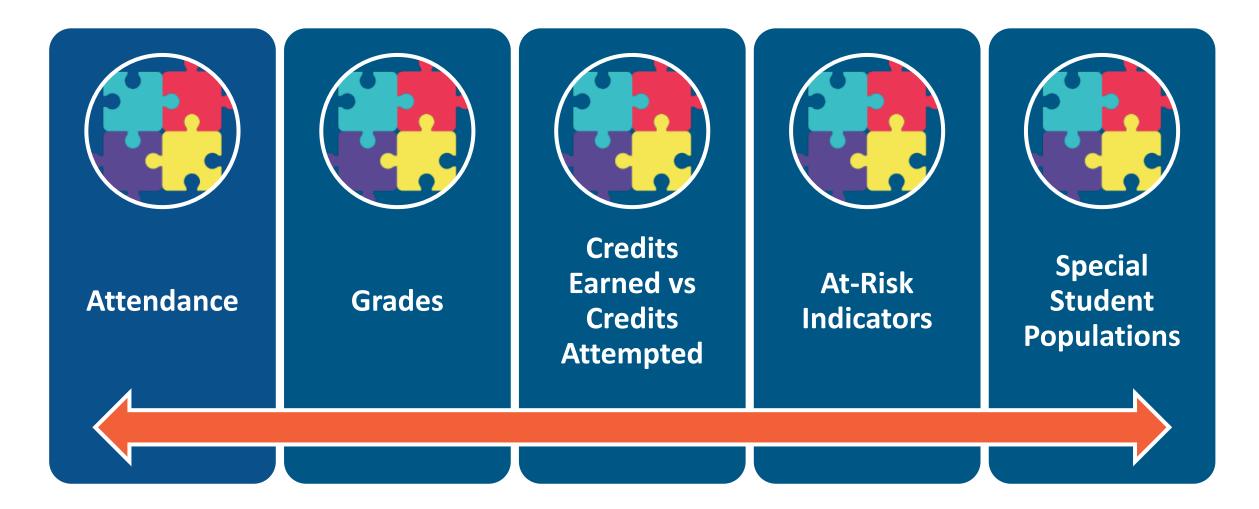
What percentage of Highly Mobile and At-Risk students have you not been able to contact or locate?



How does this compare to the LEA percentage of all students that your LEA has not been able to contact and locate?



Academic Data Reports





Next Steps and Student Considerations: Academic Progress Monitoring



Monitor student daily attendance for in-person, hybrid, or fully remote instruction.



Develop attendance intervention plans to ensure students are on track to meet the 90% attendance rule.



Monitor student grades and credits earned.



Develop and provide credit repair or credit recovery opportunities.



Utilize 2020-2021 COVID-19 crisis coding and academic data reports to identify:

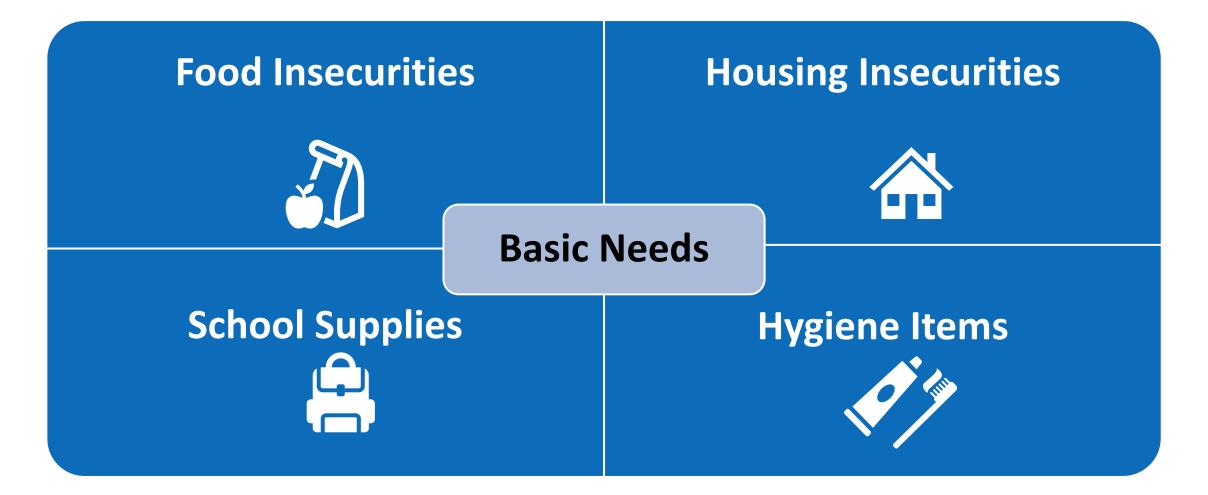
- Trends in student program identification
- Patterns of student engagement, progress, growth, or academic gaps for this school year.
- Student groups or special student populations that need:
 - Additional academic progress monitoring
 - Targeted academic interventions and support
- Strategies needed to support academic achievement for Highly Mobile and At-Risk Students.





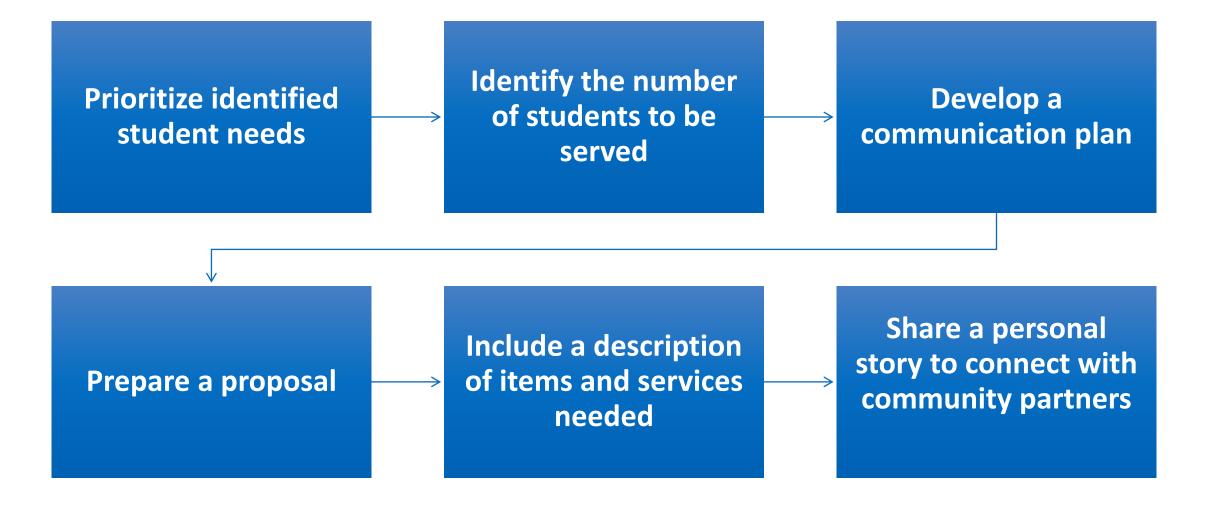
Building Community Partnerships to Support Basic Needs

Community Partnerships





Develop a Community Partnership Communication Plan





Develop community partnerships to help support the needs of students, families, and staff.

- Hold virtual meetings to communicate identified needs and donation timeline to district/campus staff and community partners.
- Start a donation drive by providing a list of items and services needed to:
 - District and campus staff
 - Food pantries and grocery stores.
 - Faith-based and charitable organizations
 - Your PTA

 Utilize social media, radio, and television stations to communicate what donations or services are needed.



Highly Mobile and At-Risk Student Programs Updates

TEA

2020 TEA Program Summit Webinar

Resilience in Action: Building Youth-Adult Partnerships through Trust Based Relational Intervention(TBRI)

- Date: Friday, November 20th
- Part 1: 10:00am-12:00pm Trust Based Relational Intervention:
 A Practical Approach to Trauma Responsive Care
- Part 2: 1:00pm-2:00pm Building Authentic Youth-Adult Partnerships
- Cost: Free
- Registration Link: Learn more and register at <u>tnoys.org/events</u>

TEA and Children's Advocacy Center Child Abuse Prevention Toolkit

Reporting Suspected Child Abuse, Neglect, or Human Trafficking in a Remote Learning Environment Reminders and Tips

Amid the pandemic, reports to the child abuse hotline have dropped significantly. Students are spending more time at home and less time with the teachers, coaches, and other adults who most often report concerns of abuse or neglect. Educators are mandatory reporters and are required to report suspicions of child abuse and neglect, including the trafficking of a child (Texas Family Code § 261.101). As districts prepare for a new school year that may include both remote and in-person learning environments, it is critical for teachers and school staff to remain vigilant in their identification and reporting of these concerns. See below for key tips and considerations.

Possible Signs of Abuse, Neglect, or Trafficking

Injuries and Other Visible Signs – In a remote setting, an educator may observe unexplained, frequent, or patterned injuries that may indicate a child is being abused. A lack of personal care or hygiene may also be cause for concern.

Changes in Behavior or Demeanor – Abused children may appear scared, anxious, depressed, withdrawn, or more aggressive. Children who have been sexually abused may engage in high-risk behavior or may seem to know more about sex than they should at their age. This may be evident in your communications with a student or may be something that you have a sense about when interacting with them remotely.

Disengagement or Absenteeism – Pay attention to students who are absent from remote classrooms, who are not turning in assignments, or who are otherwise unreachable. Make sure your district has a plan for reaching out to and connecting with students who are not engaged.

Concerns with the Student's Physical Environment – When connecting with students remotely, pay attention to any safety concerns you observe within the home, or any other indicators that the child may be in danger.

Additional Ways Educators Can Provide Support

Engage with students and ask how they are doing. Make sure students know that you are a supportive adult who genuinely cares about their well-being. Ask questions like, "How are you doing?" and "What's it like for you to be at home so much instead of at school?" Even children who are not being abused may have difficulty coping with changes brought on by the pandemic. Asking these questions may identify students who are struggling with mental health concerns.

Connect more frequently with students who may be at a higher risk for abuse, neglect, or trafficking. This may include students whose well-being you have been concerned about in the past, students with disabilities or special needs, and/or students with a history of trauma.

Enlist school counselors and other student support professionals to help you connect with students' families. Many parents and caregivers are under a lot of stress right now, and some may be experiencing job loss and other stressors related to the pandemic. Be aware of the supports and resources your district has available for families and help link students and families to these resources.

> If you suspect a child is in immediate danger, call 911. For all other cases in Texas, call the abuse & neglect hotline at

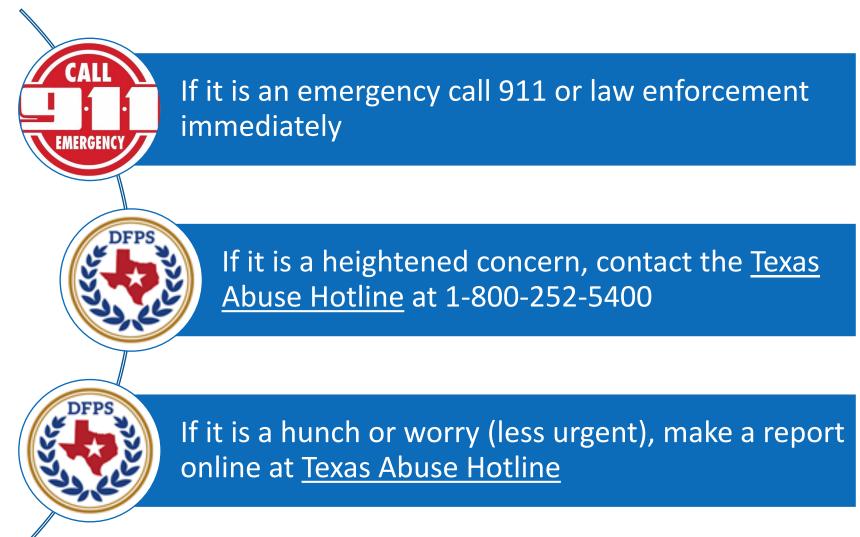
1.800.252.5400 Click here for more resources from CACTX.





Toolkit and Resources Webpage

Mandated Reporting Requirements





TEA

Human Trafficking Prevention | Requirements Checklist



Identifying and Reporting Suspected Child Abuse, Neglect, and Human Trafficking Requirements Checklist | SY 2020-2021

The Texas Education Agency (TEA) amended its child abuse prevention, mandatory reporting, and educator training requirements to include human trafficking, in alignment with updates to state law concerning the definition of child abuse and neglect (TAC § 61.1051. Subchapter EE. Commissioner's Rules on Reporting Child Abuse or Neglect including the Trafficking of a Child). This rule became effective on November 6, 2019.

School-aged children are vulnerable to all forms of abuse including human trafficking. Educators are one of the largest professional reporters of child abuse. It is critical for educators to identify and report suspected child abuse, neglect, including trafficking in-person or via remote settings.

This guide is designed to help the School Board, administrators, educators, and other school personnel to understand the training, reporting, and other policy and protocol requirements required by Texas law.

Required Posting on Texas Campuses

<u>TEC §38.0042</u> requires all school campuses to post in at least one high-traffic* area, in both English and Spanish, a poster, at student eye-level, with information that includes the Texas Department of Family and Protective Services (DFPS) Abuse hotline telephone number, instructions to call 911, and directions to the <u>www.txabusehotline.org</u>.

(*Examples of high traffic areas may include above water fountains. hallways. the cafeteria. counselor's office. library.







Purple Star Campus Designation





 Notifications of award outcomes were announced by TEA in a TAA on 10/29; announcement letters sent out on 10/30.

 Prepare your school's application for the 21-22 School year!

Upcoming Trainings and Events





 Prevention and Awareness of Human Trafficking Statewide Webinar Series | <u>Register via Zoom</u>

- 11/6 Asset Mapping (ESC Only)
- 12/5 Human Trafficking 101
- Past training recordings available on HM&AR website.
- <u>Texas Gateway and Human Trafficking Module</u> Available now!
- Highly Mobile and At-Risk Webinars
 - Thursday February 4th, 2021 1:00 2:30 pm
 - Thursday April 29th, 2021
 1:00 -2:30 pm



PROTECT Texas

A human trafficking prevention education and training program designed to reduce the vulnerability of exploitation.

- Three-part <u>PROTECT Texas online</u> training modules for those working with youth:
 - 1. An Introduction to Child Exploitation
 - 2. Understanding Vulnerability and Trauma
 - 3. Red Flags, Reporting, and Implementing Prevention Education
- Courses are *free*, register at:

www.eventbrite.com/e/protect-online-training-for-tx-service-providers-tickets-100962304972



Idditional Resources

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TEA

HM&AR Resources Available on <u>TEA's COVID website</u>:

FAQs

- <u>Guidance for Military Connected Students</u>
- Pregnancy Related Services
- <u>Child Abuse, Neglect, and Human Trafficking</u> <u>Awareness and Reporting</u>
- <u>Guidance for Students</u>
 <u>Experiencing Homeless</u>
- Foster Care

Mental Health Resources

- TEA Mental and Behavioral Health Resources
- <u>Remote Counseling & Student Support</u>
 <u>Services</u>
- Multi-tiered Systems of Support Intervention

External Resources

- <u>Compassion Resilience Toolkit</u>
- <u>TEHCY Support Center</u>
- <u>Trauma-Informed SEL Toolkit</u>
- Military Child Education Coalition-COVID



HM&AR Division Websites



Highly Mobile and At-Risk Student Programs Contact Information

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Phone: 512-923-5217

Email: Julie.Wayman@tea.texas.gov

Cal Lopez TEHCY State Coordinator Phone: 512-463-9017

Email: <u>Cal.Lopez@tea.texas.gov</u>

Jordan Brown

Special Projects Coordinator Phone: 512-463-9467 Email: Jordan.Brown@tea.texas.gov Kelly Kravitz, MPSA

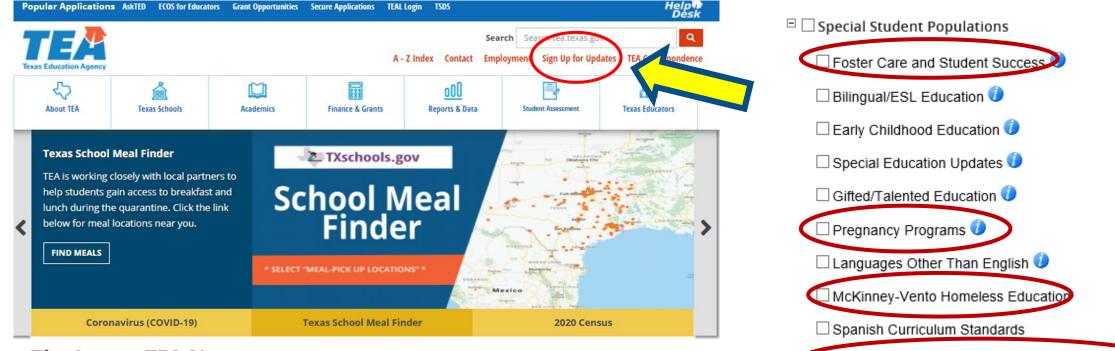
Director Highly Mobile and At-Risk Student Programs Division

Phone: 512-463-9235

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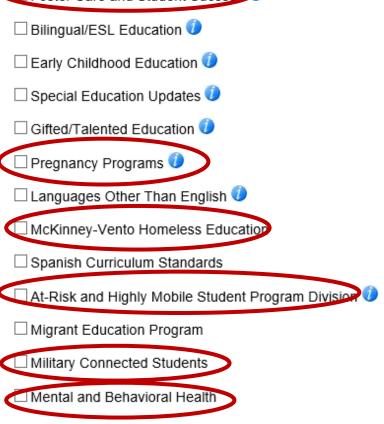
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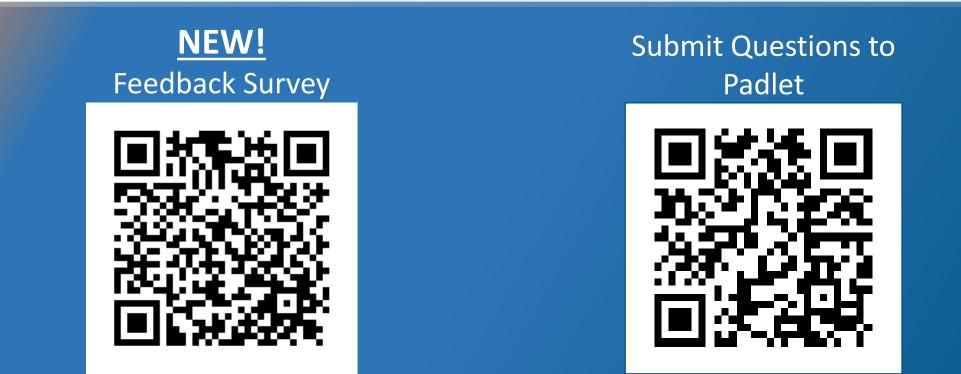








Thank you!



**Following today's webinar, the presentation and a recording will be posted on the HM&AR website.