

October 1, 2021

SAU 88 Lebanon School District Use of ESSER III Funds Plan- 20% Learning Loss

In spring 2021, the Lebanon School Board voted to have an equity audit completed in the 2021-2022 school year. I began researching consultants on a national level who could develop and administer an equity audit focused on underrepresented students and social-emotional learning. The two organizations that were available to do this type of work were the Mid-Atlantic Education Consortium (MAEC) and Deo Mwano Consultants.

MAEC's equity audit was based on a bank of questions used nationally. Although a District could select questions, the direct connection with the Lebanon School District staff, students, families, and community was limited. MAEC does not have a focus on social-emotional learning.

Deo Mwano Consultant agency is located in New Hampshire. They are familiar with the Lebanon School District's three-year strategic plan, Diversity and Inclusion Committee, the importance of social-emotional learning and sense of belonging, and unlike MAEC could work directly with our staff, students, and families.

In spring 2021, the Lebanon School Board talked about the use of ESSER funds. In June 2021, I administered a 2022-2025 Strategic Plan Survey to staff, families, and community members which focused on several areas including diversity, equity, and inclusion. The majority of respondents stated that Lebanon has done a great job supporting the District's CARES mission statement but work needs to be done specifically on diversity, inclusion, and equity of underrepresented student populations.

When seeking input on the use of ESSER funds for the Lebanon School District I reached out to several agencies including WISE, ACLU, DHHS-Division of Children, Youth and Families, Youth, Easter Seals, Upper Valley Haven, and the Special Needs Support Center. Information about a focus on underrepresented students and social-emotional learning and ESSER III funding has been included in Board meeting agendas and discussions, and Superintendent letters which are sent to staff, family, and community members and are readily available on the website.

The Strategic Plan Survey Results, ([SAU 88 Focus Survey Report](#)), ESSER III funding, and the cost for the Diversity Consultant were discussed at the [September 22, 2021 Board meeting](#). Deo Mwano Consulting was specifically identified as the consultants the District would work with. Although it is not in the minutes, I did state the cost of \$100,000 for 21-22 and \$80,000 for 22-23 during the meeting (Section 6). Included in the Board packet is the [ESSER III grant application](#) (ESSER pdf) and an overview/timeline of the [Diversity, Inclusion, and Equity](#) (Diversity and Inclusion Committee pdf) work completed so far and next steps to be funded by ESSER III.

To take seeking input from stakeholders a step further, after receiving a letter from Stephanie Patrick, Executive Director Disability Rights Center- NH that went to all NH Superintendents, I called Ms. Patrick. We had a great discussion about the work happening in Lebanon, Lebanon's efforts to seek input, our focus on social-emotional learning, diversity, and performing an equity audit. Ms. Patrick stated she was "impressed" with all that the Lebanon School District has done and the use of the ESSER funds to support underrepresented student populations.

Please let me know if you would like further information or have questions regarding seeking input and the plan for ESSER III.

Dr. Joanne Roberts, Superintendent