



REDESIGNING THE PROGRAM: SYSTEMIC CHANGES TO THE KANSAS MEP

PRESENTERS

- ① Michael Toole
 - ② Kansas Migrant IDR Coordinator
- ① Jonita Brack
 - ② Kansas IDR Professional Development



STATE PERSONNEL

- ⊙ Norma Cregan, KSDE, Assistant Director, State and Federal Programs
- ⊙ Patty Carter, KSDE, Migrant Education Consultant
- ⊙ Nicole Clark, KSDE, Online Migrant Data System
- ⊙ John Farrell, Director of Special Projects
- ⊙ Dan Thornton , Director, Northwest Kansas IDR Office
- ⊙ Michael Koonce, Director, Topeka/Greenbush IDR Office

MIGRANT EDUCATION IN KANSAS

- ◎ Services provided at local project level
- ◎ 289 school districts
- ◎ 45 current MEPs operating at district level
- ◎ 3 MEPs operating at consortium level to provide services to non-project identified Migrant students
 - ◎ Southwest Plains, Dodge City
 - ◎ NKESC, Oakley
 - ◎ Greenbush, Girard and Topeka

DEVELOPMENT OF ONLINE DATA SYSTEM



ONLINE MIGRANT DATA SYSTEM

- ◎ Initial Training: December, 2009
- ◎ Full Implementation: Spring, 2010
- ◎ Online electronic submission of COEs
- ◎ Online approval of COEs – work queue
- ◎ Aligned with MSIX
- ◎ Online submission of student data / PFS
- ◎ Search elements / Reports
- ◎ Incorporates elements of New Generation and MIS2000

MOVE TO STATE-WIDE RECRUITMENT

PRIOR TO JULY, 2010

- ⊙ Recruitment handled at the district level by local project recruiters
- ⊙ Trained by state
- ⊙ 20 hours of state training required for all recruiters
 - ⊙ State Migrant / ESOL Conference
 - ⊙ Regular trainings provided by state IDR Professional Development Coordinators

CONCERNS

- ⊙ Inconsistencies in procedures
- ⊙ Alignment with new guidance necessitated changes

TIMELINE

- ③ October 2003: New Non-Regulatory Guidance came out
- ③ 2003-2004: Kansas Revalidation
 - ⦿ Performed by local recruiters
 - ⦿ Determined ineligible MEP children and adjusted count
- ③ 2004-2005: Re-interview Initiative – Federally Mandated

TIMELINE

- ◎ 2005-Current: Statewide Recruiting Began
- ◎ 2006-2007: Southeast Kansas (Greenbush-Girard) began using state recruiters
- ◎ 2007-2008: Southwest Kansas (SWPRSC-Sublette) began using state recruiters
- ◎ 2008-2009: Northwest Kansas (NKESC-Oakley) began using state recruiters



STATE RECRUITERS

- ① Focus on recruitment of Migrant-eligible families in non-project areas
- ① Provision of assistance as needed to local MEPs in recruitment



STATE-WIDE RECRUITMENT PILOT STUDIES

- ◎ November/December 2008 and January 2009:
 - ◎ Two week pilot studies to test strategies using statewide recruiters in a focused manner in local project areas with existing year-round recruiters
- ◎ June – August 2009:
 - ◎ Four follow-up pilot studies throughout state using statewide recruiters in local project areas

RESULTS OF 2008-2009 KANSAS IDR EFFORTS

Recruiting Entity	Eligible Children Recruited	Number of Recruiters	Average Number of Students per Recruiter per Year
Local Projects	1342	36	---
1 Project	430	5	86
All Others	912	31	29
State Recruiters	1601	13	123



STATEWIDE RECRUITMENT

- © July 1, 2010: Kansas moves to all recruitment done at state level by state recruiters



SIX RECRUITMENT CENTERS

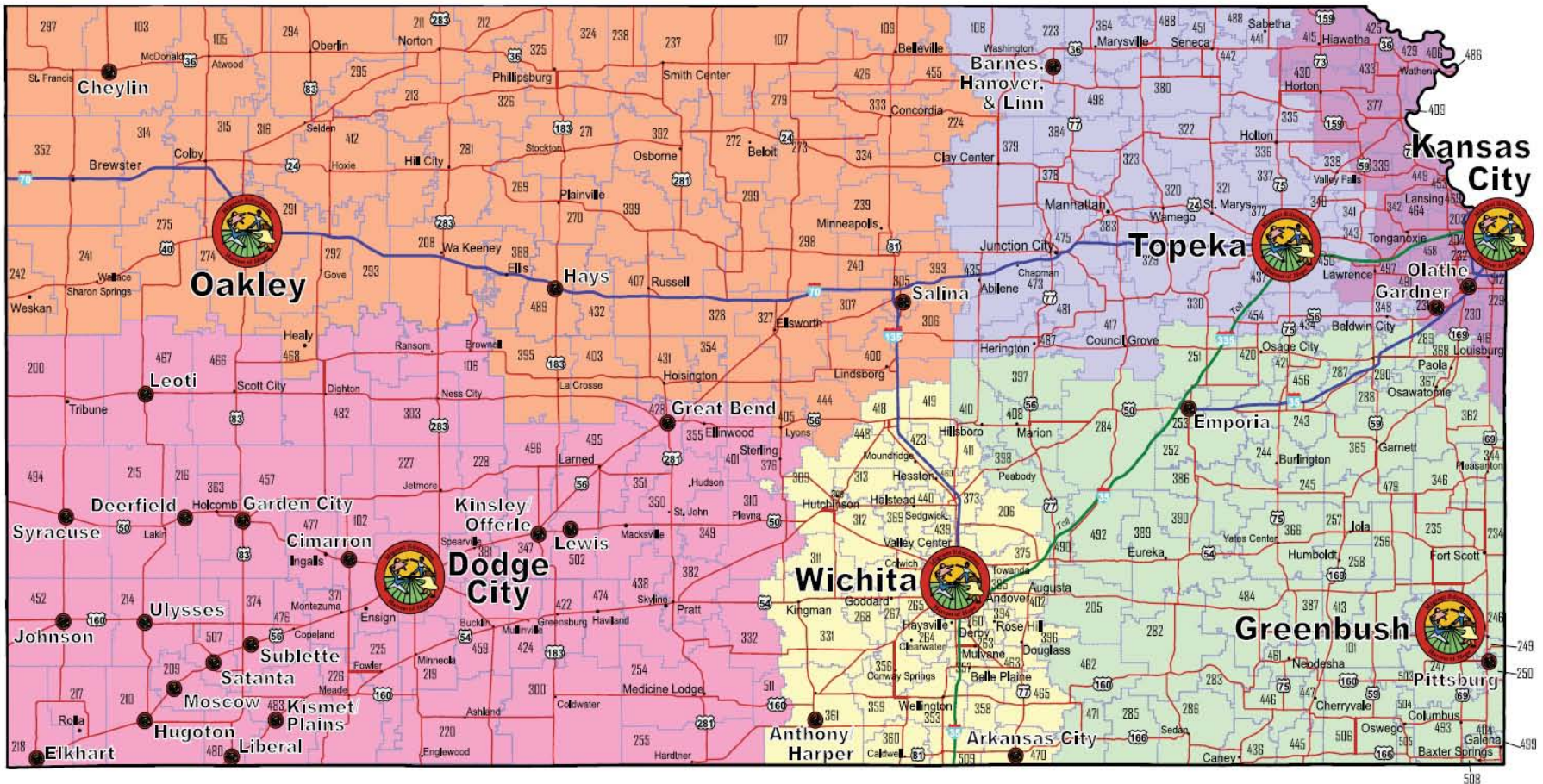
- ① Southwest Kansas IDR Office
 - ② 10 Recruiters
- ① Northwest Kansas IDR Office
 - ② 3 Recruiters
- ① Wichita IDR Office
 - ② 2 Recruiters



SIX RECRUITMENT CENTERS

- ⊙ Greenbush IDR Office – Girard
 - ⊙ 2 Recruiters
- ⊙ Greenbush IDR Office – Topeka
 - ⊙ 2 Recruiters
- ⊙ Kansas City IDR Office
 - ⊙ 4 Recruiters

RECRUITMENT CENTERS



Northwest Kansas State ID&R Project (Oakley)
 56 School Districts
 Approx. 28,875 sq. miles
 4 Regional Recruiters

Southwest Kansas State ID&R Project (Sublette)
 63 School Districts
 Approx. 22,365 sq. miles
 12 Regional Recruiters

NEW State ID&R Project (Wichita)
 43 School Districts
 Approx. 7,035 sq. miles
 2 Regional Recruiters
 1 Community Liaison

State ID&R Project (Topeka)
 45 School Districts
 Approx. 9,975 sq. miles
 2 Regional Recruiters

NEW State ID&R Project (KC)
 23 School Districts
 Approx. 1,983 sq. miles
 2 Regional Recruiters
 1 Community Liaison

Southeast Kansas State ID&R Project (Greenbush)
 78 School Districts
 Approx. 14,375 sq. miles
 2 Regional Recruiters

FOCUS

- ① Year-round recruitment
- ① Identification of Migrant eligible families in non-project areas
- ① Focused recruitment of project areas to maintain viability of local MEPs
- ① Coordination of recruitment activities between six IDR Offices – Joint and Mass Recruitment activities
- ① Identification of Out-of-School Youth (OSY)
- ① Increased partnerships with businesses



STATE COMMUNITY LIAISONS

- ⊙ 2 Community Liaisons
 - ⊙ Kansas City
 - ⊙ Wichita
- ⊙ Work in conjunction with local social agencies to identify referrals for recruitment

COEs SUBMITTED

- ⊙ June 1 – 30, 2010
 - ⊙ 192 COEs submitted
 - ⊙ 384 students
- ⊙ July 1, 2011 – March 1, 2011
 - ⊙ 959 COEs submitted
 - ⊙ 2002 students
- ⊙ Total:
 - ⊙ 1151 COEs
 - ⊙ 2386 students



MEP RECRUITMENT SATISFACTION SURVEY

- ③ 35 local Migrant Education Projects surveyed
- ③ 48.6% stated that project enrollment has improved; 40% stated that it has remained the same
- ③ 58.8% feel that statewide recruitment has been an improvement; 41.2% stated that it works as well as the former system



BARRIERS TO STATE-WIDE RECRUITMENT

Barrier

- ⦿ Skepticism/resistance from local MEPs

Solution

- ⦿ Provision of statewide recruitment plan at State Migrant Directors' Meeting
- ⦿ Weekly or bi-weekly contact with local MEPs for referrals
- ⦿ Webinars with local administrators and local MEP personnel
- ⦿ Semester "customer satisfaction" surveys

BARRIERS TO STATE-WIDE RECRUITMENT

Barrier

- ⊙ Maintenance of local MEPs
- ⊙ Continued knowledge of NRGs concerning IDR
- ⊙ Delivery of approved COEs

Solution

- ⊙ Creation of Project Liaison position
- ⊙ Frequent training in provision of referrals
- ⊙ Provision of training at state meetings and liaison trainings
- ⊙ COEs sent to projects multiple times each week
- ⊙ All COEs logged

BARRIERS TO RECRUITMENT

Barrier

- ⊙ Resistance from districts with NO MEP

Solution

- ⊙ Education about Title I, Part C via meetings and webinars
- ⊙ Face to face contact by State IDR Coordinator and IDR office directors
- ⊙ Intervention on the part of Kansas State Department of Education



STEPS IN RECRUITMENT

- ⊙ In non-project areas, letters are sent to the superintendent to inform them of recruitment.
- ⊙ Each recruiter is assigned districts for which he or she is the contact person.
- ⊙ Districts are asked to assign someone to be the point person.
- ⊙ Projects are contacted on a monthly or bi-weekly basis to check for referrals.
- ⊙ Referrals can be new student lists, home language survey results, ESOL student lists, liaison referrals



STEPS IN RECRUITMENT

- ⊙ Upon receiving referrals, leads are screened by phone and/or visited for face-to-face interviews.
- ⊙ All referrals are handled within the week.
- ⊙ Districts contacted to verify spellings and birth dates of children with the KIDS system, the Kansas student data system.
- ⊙ Completed COEs are submitted electronically.
- ⊙ Follow-ups are provided to districts regarding the results of the referrals



STEPS IN RECRUITMENT

- ③ When COEs are approved, the approved COE and signed originals are sent to the receiving project; copies are maintained in the IDR offices.
- ③ All COEs sent to receiving projects are logged with the date and manner they were delivered to the project.
- ③ Non-qualifying referrals are shredded.



STEPS IN RECRUITMENT

- ③ Regardless of referrals, projects and non-projects are visited on a regular basis for drive-through recruitment.
- ③ On-going contacts with businesses are maintained and cultivated

QUALITY CONTROL

- ⊙ Regular recruiter training provided by state IDR Professional Development Coordinator and State IDR Coordinator
 - ⊙ Trainings incorporate recommended IDR curriculum and materials provided by Migrant Education Resource Center (MERC)
 - ⊙ Focus on mechanics (how) and NRGs (why)

QUALITY CONTROL

- ① Daily contact via phone/text with IDR Professional Development Coordinator and IDR Coordinator
- ① All COEs reviewed at office level by other recruiters
- ① Daily log of all activities
- ① Ride-alongs with State IDR Coordinator

QUALITY CONTROL

- ◎ COE Approval Team
 - ◎ Team of experts with long-time experience in Migrant Education
 - ◎ Each COE reviewed and commented on by individual team members
 - ◎ NO affiliation with local IDR Offices
 - ◎ Process handled electronically

QUALITY CONTROL

- ① State Rolling Re-interview Team
 - ② 2 team members with long-time experience in Migrant Education
 - ② Two months after approval of COEs, a percentage chosen for re-interview to check validity of COEs
 - ② Members employed by Fort Scott Community College; NOT affiliated with state IDR offices
 - ② Provision of findings regarding any inconsistencies or possible invalid COEs

QUALITY CONTROL: "STATE
ATTRITION RATE STUDY" TO VERIFY
RELIABILITY OF WORKER STATEMENT

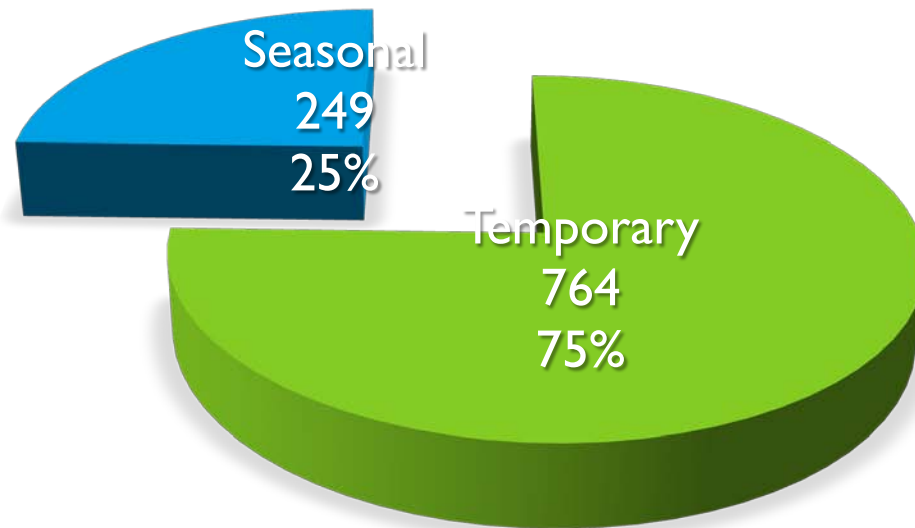


TEMPORARY EMPLOYMENT

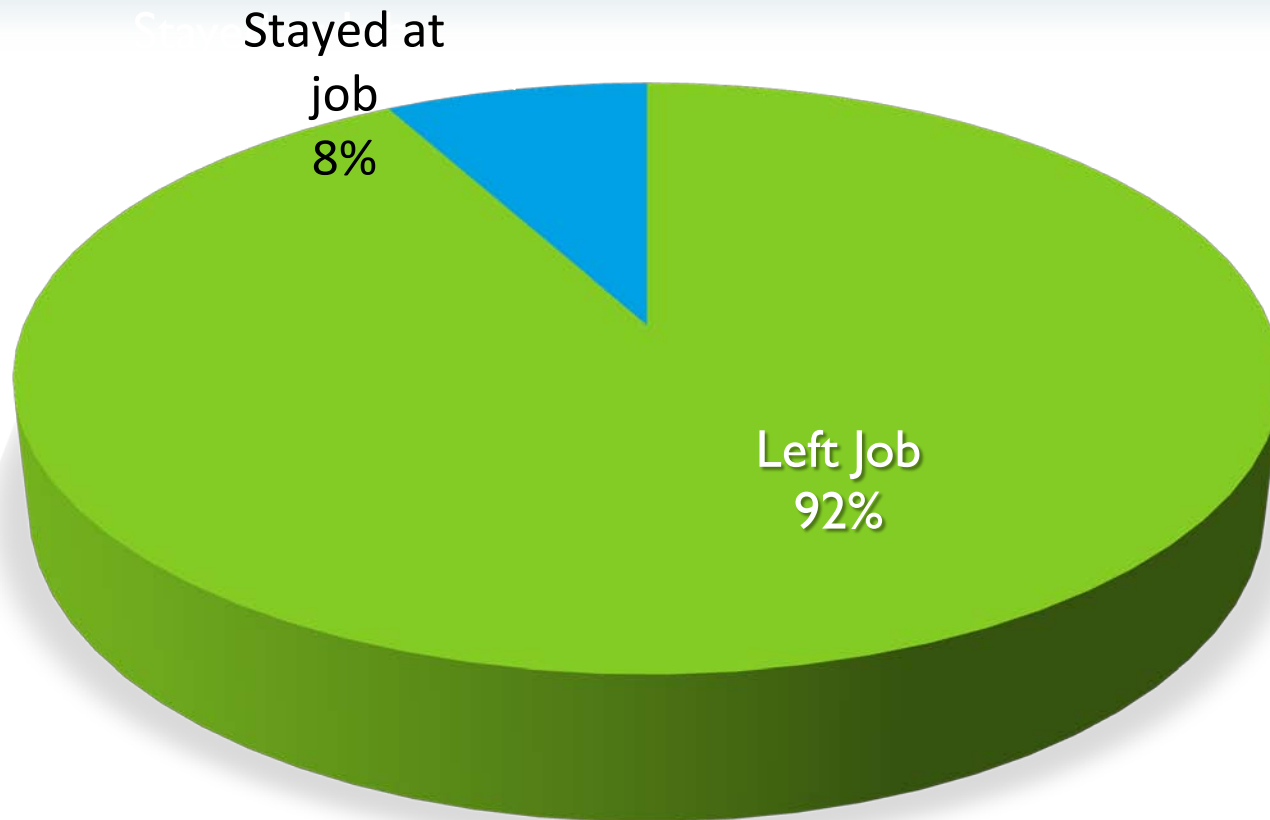
- ◎ To determine that a worker's job is "temporary employment," Kansas utilizes worker and employer statements; however, the state moved to verify the accuracy of these statements as recorded by state recruiters through an Attrition Rate Study
- ◎ Reasons for the study:
 - ◎ Quality Control
 - ◎ Test the validity of the parent statement
 - ◎ To see if recruiters are using the appropriate protocol to illicit the correct statements.
 - ◎ Improve recruiter training

COEs

- ⊙ Total number of COEs examined: 1,013



OF 764 TEMPORARY WORKERS



QUALITY CONTROL

- ◎ Mandated annual re-interviews conducted by personnel from other states

LOCAL PROJECT LIAISONS



PROJECT LIAISON

- ① Works in concert with local school district /MEP and state recruiters to accomplish state IDR goals
- ① Provides referrals and leads for recruitment to state recruiters
- ① Maintains communication between eligible MEP families, state recruiters, school personnel and community agencies
- ① Position assumed by many former local recruiters

FUNCTIONS

- ③ To identify, assess and evaluate information received from a variety of sources in determining prospective migrant children and their families for the program services.
- ③ To disseminate MEP information to potential qualifying families and children and to discuss the MEP program knowledgably.
- ③ To give state recruiters referrals of potential qualifying MEP children residing in the local district(s).



FUNCTIONS

- ③ To inform students and parent/guardians of available services and act as a liaison with state recruiters, community agencies and to facilitate assistance.
- ③ To provide and/or facilitate district services to all the qualifying migrant children and/or their families as are necessary to enable migrant children to receive a sound education.



FUNCTIONS

- ③ To participate in MEP training sessions sponsored by the State Department of Education and to remain current on all MEP guidelines and standards.
- ③ To fully understand all Federal guidelines as they pertain to the eligibility of children and provision of services for the Migrant Education Program.
- ③ To fully demonstrate understanding of all forms pertaining to the job and how each form is to be correctly completed.



FUNCTIONS

- ③ To work with the local district personnel towards achieving the goals of the state in providing applicable services to eligible MEP children.
- ③ To contact public and private community agencies associated with serving migrant populations as needed.
- ③ To perform district duties as assigned.



PROJECT LIAISON TRAINING

- ⊙ Provided 3-4 times per year by IDR Coordinator, Professional Development Coordinator, State Recruiters, and other State Technical Assistance personnel
- ⊙ Focus:
 - ⊙ Knowledge of NRGs
 - ⊙ Provision of referrals
 - ⊙ Facilitation of communication between MEP personnel, school personnel, and families
 - ⊙ Working with social service agencies
 - ⊙ Services to OSY

MASS RECRUITMENTS



MASS RECRUITMENT IN KANSAS

- ⊙ Since winter 2008, increased emphasis on coordination of recruitment between state IDR offices to maximize effectiveness of recruitment in non-project and urban areas
- ⊙ Joint recruitments involving teams from multiple IDR offices
- ⊙ Mass recruitments pulling ALL state recruiters together to work in an area
- ⊙ Focus on thorough door-to-door recruitment of entire neighborhoods

NOTIFICATION OF RECRUITMENT

- ⊙ Local district administrators are contacted
- ⊙ District Contact Person designated
- ⊙ Letter from Assistant Director of Federal Programs, Norma Cregan, and State IDR Coordinator, Michael Toole, sent to district
- ⊙ Public Service Announcement provided to notify district residents of presence of recruiters
- ⊙ List of new enrollees secured
- ⊙ List of names from all current approved COEs in the area are printed to avoid “re-recruitment”

PSA

- ◎ In the next few weeks you may be contacted by phone or in person by representatives working for a Federal program called Title I, Part C. These representatives are working on behalf of the Kansas State Department of Education to see if your family might qualify for services from this program, which offers additional educational opportunities in the school to families who do, or have done, certain types of agricultural work. If you have any questions, please call _____. Thank you.



PRE-RECRUITMENT GROUNDWORK

- ⊙ Maps of the area are secured for each recruiter
- ⊙ List of qualifying area Agri-businesses compiled
- ⊙ Location of hotels
- ⊙ Meeting area (Briefing/De-briefing) with internet access
- ⊙ Meet with district personnel to map out local rentals (apartment complexes, trailers, home parks, campgrounds) and to identify neighborhoods with high degrees of transient residents and high EL populations
- ⊙ Lists of Social Service Agencies

RECRUITERS CONTACT AND SCREEN...

- ⊙ Targeted neighborhoods
- ⊙ Door-to-door and cold calls
- ⊙ Persons on the street
- ⊙ Social Service Agencies



SUMMARY REPORT

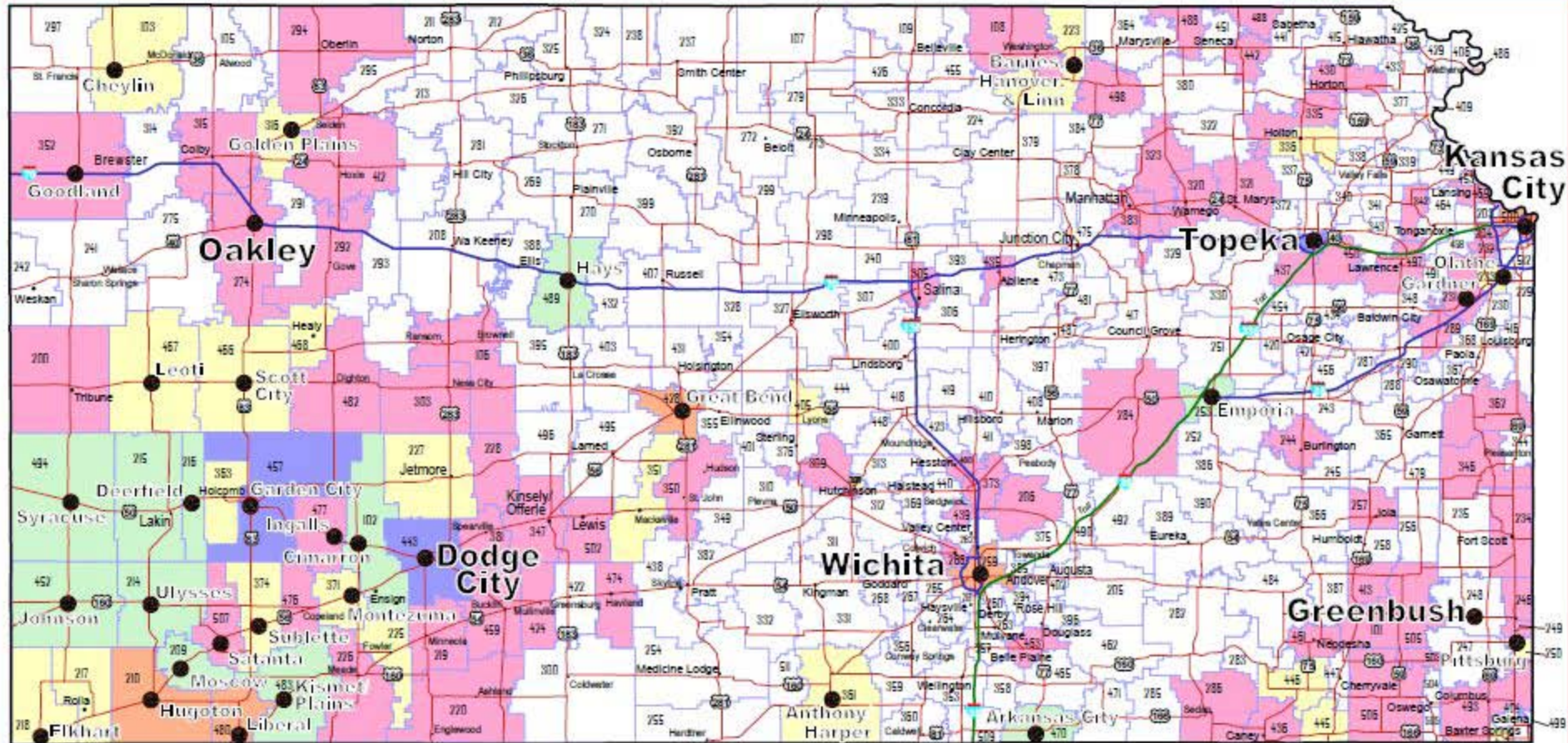
- ⊙ Contacts
- ⊙ DNQs
- ⊙ COEs
- ⊙ All districts / projects notified of results



DOES MASS RECRUITMENT WORK?

- ① Huge success in urban areas
- ① Kansas currently has Migrant students identified in 110 school districts; prior to statewide recruitment, only 40 districts

KANSAS DISTRICTS WITH MIGRANT STUDENTS FY 10



Districts with
0
Migrant Students

Districts with
1 - 9
Migrant Students

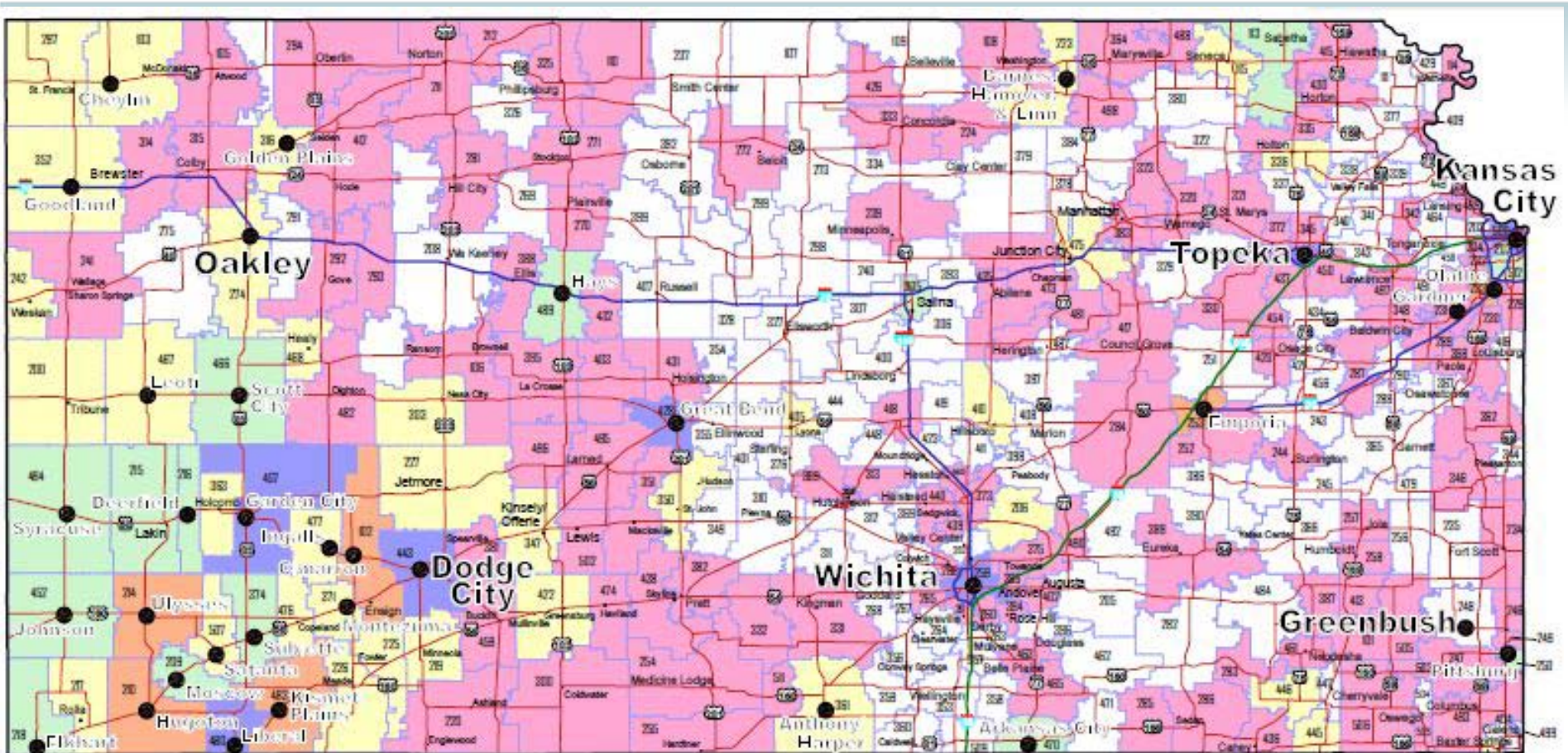
Districts with
10 - 49
Migrant Students

Districts with
50 - 99
Migrant Students

Districts with
100 - 249
Migrant Students

Districts with
250 or More
Migrant Students

KANSAS DISTRICTS WITH MIGRANT STUDENTS FY11



Districts with
0
Migrant Students

Districts with
1 - 9
Migrant Students

Districts with
10 - 49
Migrant Students

Districts with
50 - 99
Migrant Students

Districts with
100 - 249
Migrant Students

Districts with
250 or More
Migrant Students

REFINEMENT OF SERVICES

INCREASED FOCUS ON PROVISION OF QUALITY SERVICES

- ◎ State Trainings
 - ◎ Supplement versus supplant
 - ◎ Allowable activities
 - ◎ Recommended activities
 - ◎ Program Technical Assistance: Jack Furan
- ◎ Local Project Liaisons
 - ◎ Communication between school personnel, MEP personnel, and families concerning student performance
 - ◎ Work to ensure students get necessary services
 - ◎ Coordinate services through local social service agencies
 - ◎ Provision of services to OSY



TARGETED TECHNICAL ASSISTANCE: SECONDARY LEVEL

- ◎ Secondary Specialist: Janet Reynolds
- ◎ Provision of technical assistance at the secondary level to lend support ensuring successful credit accrual and a smooth transition to post secondary opportunities
- ◎ Secondary Specialist is familiar with all interventions and programs offered at each high school serving migrant students.
- ◎ On site visit conducted twice a year.
- ◎ During the visits, examination of individual student progress, roadblocks that hinder progress, and curricular issues that arise.
- ◎ Recommendations provided to district and project

OUT-OF-SCHOOL YOUTH (OSY)

- ◎ Focus on recruitment of OSY
- ◎ Redesign of provision of services to OSY
- ◎ Kansas OSY Advocacy Project
 - ◎ NW Kansas Educational Service Center
 - 7 Advocates across state
- ◎ Participation in Solutions for Out-of-School Youth (SOSY) consortium

WHAT IS SOLUTIONS FOR OUT-OF-SCHOOL YOUTH (SOSY)?

- ◎ Solutions for Out-of-School Youth (SOSY) is a Migrant Education multi-state consortium funded by the Office of Migrant Education, US Department of Education. Kansas is the lead state.



SOSY IMPACT

- ⊙ Increased State awareness, understanding, and capacity for serving OSY
- ⊙ Increase OSY identified and recruited
- ⊙ More OSY served, including those recovered from drop out and those in programs leading to graduation, GED, and/or pursuing identified education or career goals
- ⊙ Increased number of OSY who meet performance standards on State-identified achievement tests or identified education or career goals



KANSAS OSY SUPPORT

- ⦿ Expand educational options by identifying educational opportunities appropriate for recovery youth, i.e., HEP and ABE/ Adult Education; as well as for the here-to-work group, i.e., job-specific skills, life skills and civics education, native language literacy instruction, and/ or English language instruction.
- ⦿ Provide adequate support to recovery youth by supporting both here-to-work and dropout groups, as they transition back into educational environments. This may require mentoring, role models, English language classes or tutoring, possibly transportation, interpretation services and child care, as well as access to and support for successful use of instructional technology.

QUESTIONS