



# Reorganizational Plan for Kansas Statewide Identification & Recruitment

Title 1, Part C



Implementation July 2010

# Definitions

## Migratory Child

A Migratory Child is a child (ages 3-21) who

- (1) is a migratory agricultural worker or a migratory fisher; or
- (2) has moved within the preceding 36 months, in order to accompany or join a parent, spouse, or guardian who is a migratory agricultural worker or a migratory fisher who:
  - (i) has moved from one school district to another;
  - (ii) in a State that is comprised of a single school district, has moved from one administrative area to another with such district; or
  - (iii) as the child of a migratory fisher, resides in a school district of more than 15,000 square miles, and migrates a distance of 20 miles or more to a temporary residence.



Public Law 107-110, Title 1, Part C, Section 200.81 rev. Aug. 29, 2008

## Temporary Employment

Employment that lasts for a limited period of time, usually a few months, but no longer than 12 months. It typically includes employment where the employer states that the worker was hired for a limited time frame; the worker states that the worker does not intend to remain in that employment indefinitely; or the SEA has determined on some other reasonable basis that the employment is temporary. The definition includes employment that is constant and available year-round only if, within 18 months after the effective date of this regulation and at least once every three years thereafter, the SEA documents that, given the nature of the work, of those workers whose children were previously determined to be eligible based on the State's prior determination of the temporary nature of such employment (or the children themselves if they are the workers), virtually no workers remained employed by the same employer more than 12 months.

Federal Register, Title 1, Part C, 34 CFR Part 200 Tuesday, July 29, 2008

## Initial Processing

*Initial Processing*, which as stated in the NPRM (72 FR 25230) involves working with "raw products", will enable State and local MEP personnel to identify more precisely the particular (and more limited) types of work, especially processing work, that can reasonably be considered agricultural or fishing work for the purposes of establishing eligibility under MEP.

Federal Register, Title 1, Part C, 34 CFR Part 200, July 29, 2008

Since 1967 the Kansas Migrant Education Program (MEP) has been working to ensure that migrant children fully benefit from the same free public education provided to other children. To achieve this, the MEP supports educational programs for migrant children to help reduce the educational disruptions and other problems that result from repeated moves. Migrant students have many risk factors in common with other disadvantaged students (e.g., poverty, poor health, learning disabilities), but they also face additional challenges unique to their situations (e.g., disruption of education, poor record-keeping between schools, cultural and language difficulties, and social isolation).

As part of the Kansas State Department of Education, the Kansas MEP is federally funded under Title I, Part C of the No Child Left Behind Act of

2001. Currently, children who qualify for the program are identified and recruited throughout the state and provided services through local school districts and service centers.

State migrant education programs are required to:

- properly and timely identify and recruit all eligible migrant children in the state, including securing pertinent information to document the basis of a child's eligibility;
- ensure that the special educational needs of migrant children are identified and addressed;
- provide migrant students with the opportunity to meet the same challenging state academic content standards that all children are expected to meet;

- promote interstate and intrastate coordination of services for migrant children, including providing for educational continuity through the timely transfer of pertinent school records; and,
- encourage family literacy services for migrant students and their families.

To the extent feasible, all state migrant education programs are also required to provide for advocacy and outreach for migratory children and their families on such topics as education, health, nutrition, and social services. They must also provide professional development programs for teachers and other program personnel; family literacy programs; the integration of information technology into MEP activities; and programs to facilitate the transition of secondary school students to post-secondary education or employment.



## 2 | A Review

### of Kansas Identification & Recruitment

Identification and recruitment (ID&R) of eligible migrant children is a cornerstone of the MEP, and its importance cannot be overemphasized. Identification is the process of determining the location and presence of migrant children. Recruitment means making contact with migrant families, explaining the MEP, securing the necessary information to make a determination that the child is eligible for the program, and recording the basis of the child's eligibility on a Certificate of Eligibility (COE).

The Kansas Identification and Recruitment (ID&R) plan has been in constant evolution since its inception. Due to changing federal non-regulatory guidance, shifting migrant populations, and ever-changing service needs, identification and recruitment plans have persevered through their flexibility.



Initially the state's ID&R plan involved recruiters hired by local school districts or projects (LEAs) to identify, recruit and provide services to qualifying migrant children. These recruiters were not only trained by their districts or projects but also by the state in matters of ID&R. Understandably, this arrangement could lead to both inconsistencies in procedures as well as conflicts of interests between local districts or projects and the state.

Since the recruiters were hired by local school districts or projects, the majority of job responsibilities were sustaining the mission of the districts with a focus on K-12 educational needs. Furthermore, because migrant recruitment might only be part of the recruiters' job, limited time was allowed for identification and recruitment in some cases. Their scope of service was usually restricted to the school district or the project with little or no ability to recruit outside defined boundaries, school hours, or the school calendar.

In 2004, there was an increased emphasis by the federal Office of Migrant Education (OME) through

its initiative to ensure child eligibility, and quality assurance in the area of identification and recruitment took a national center stage. With the adoption of the new non-regulatory guidelines, many of the ID&R practices already utilized by the State of Kansas were being institutionalized nationally. The federal initiative along with the quality assurance practices Kansas had been honing evolved into the current state recruitment plan.

Presently, Kansas ID&R is a combination of thirty-three local districts and three state-administered recruitment centers. The state recruitment centers are divided into three regions: the Eastern Kansas State ID&R Project (Greenbush), the Northwest Kansas State ID&R Project (Oakley), and the Southwest Kansas State ID&R Project (Sublette). With state requirements to recruit in areas outside current districts and projects and to address the needs of migrant children who may not currently be enrolled in school districts or other educational settings, the ID&R system's reliance on statewide recruiters has become undeniable.

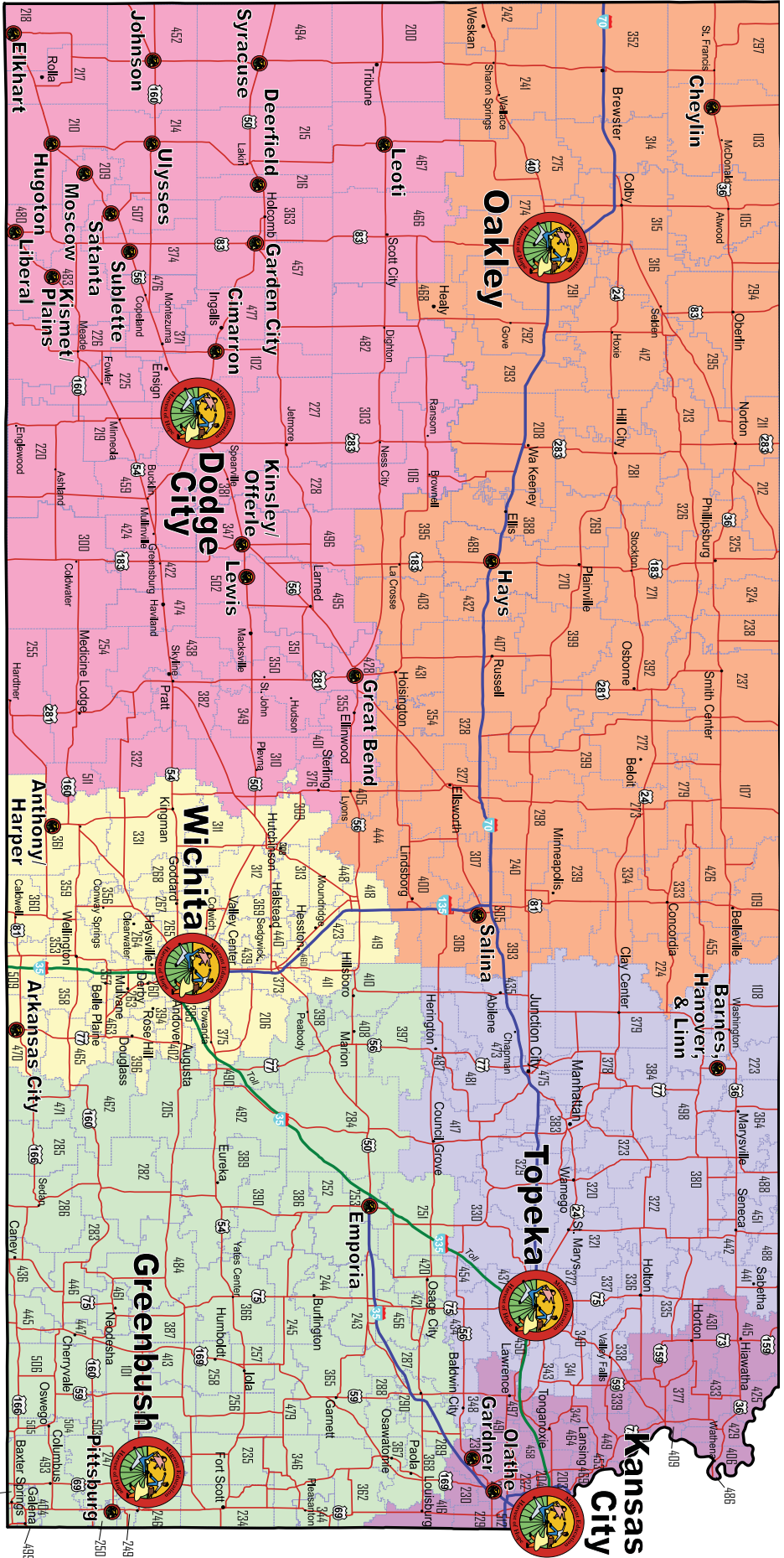
# Kansas ID&R | 3

## The Last Decade

- **October 2003:** New Non-Regulatory Guidance came out
- **2003-2004:** Kansas Revalidation
  - performed by local recruiters
  - determined ineligible MEP children and adjusted count
- **2004-2005:** Re-interview Initiative – Federally mandated
  - Based on the Re-interview Initiative, 3 local projects were put on Corrective Action for 12-24 months.
- **2005-Current:** Statewide Recruiting Began
- **2006-2007:** Southeast Kansas (Greenbush) began using state recruiters
- **2007-2008:** Southwest Kansas (Sublette) began using state recruiters
- **2008-2009:** Northwest Kansas (Oakley) began using state recruiters
- **November & December of 2008 & January of 2009:** State began two-week pilot studies (field tests) to test strategies by utilizing statewide recruiters in local project areas that have existing year round recruiters.
- **June, July & August of 2009:** State conducted four follow-up pilot studies throughout the state using statewide recruiters in local project areas.



# 4 | Transitional Recruiting Plan Map



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

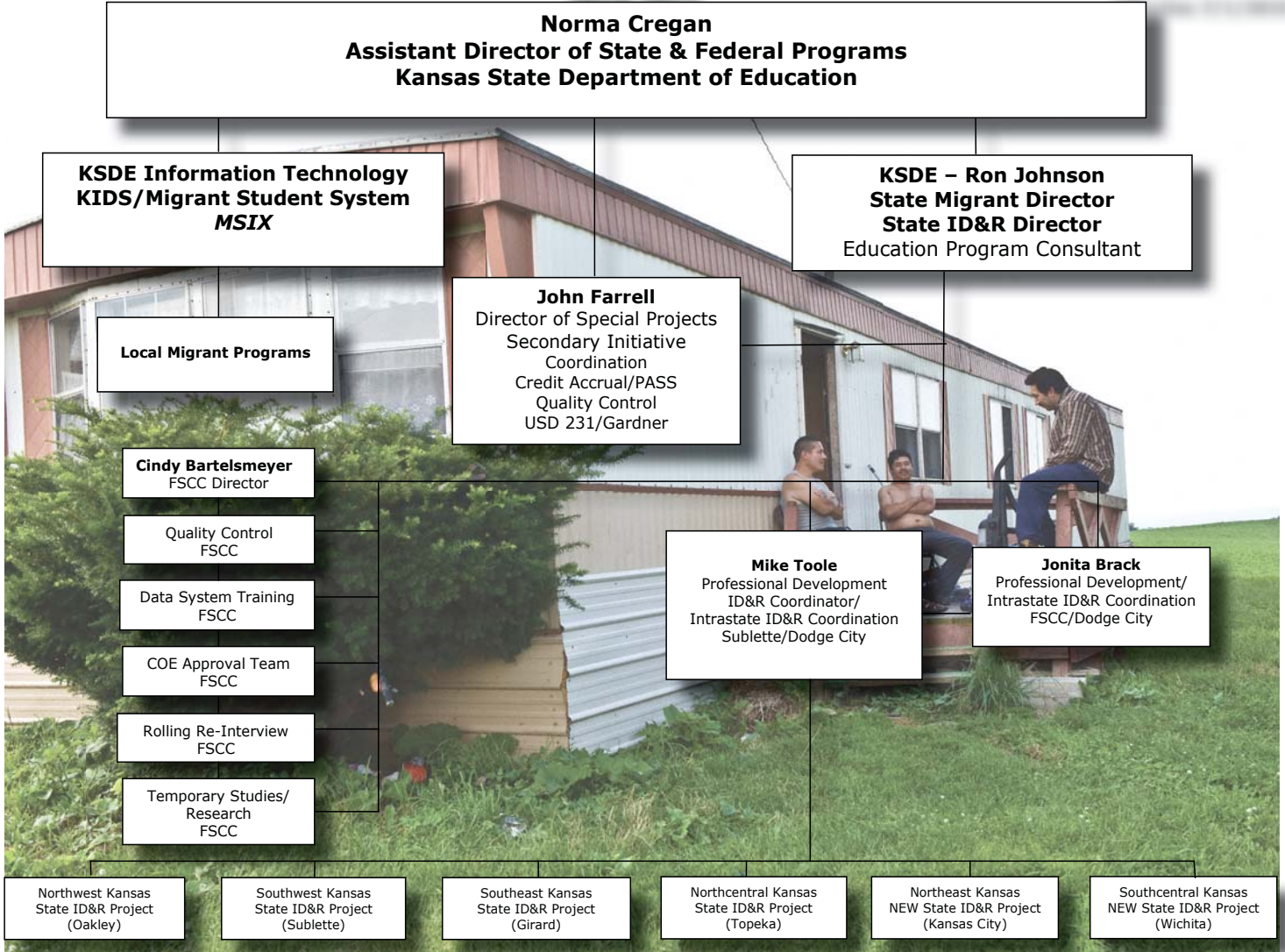
Southeast Kansas  
State ID&R Project (Greenbush)  
78 School Districts  
Approx. 14,375 sq. miles  
2 Regional Recruiters

Revised 3/14/2010

# Organizational Chart | 5

## TITLE I, PART C MIGRANT EDUCATION ID&R PROGRAM ORGANIZATIONAL CHART 2010-2011

Effective 7/1/2010



# 6 | Community Recruitment

## Strategies Found to be Effective in ID&R Pilot Studies

- Identify possible areas where the Migrant population could be found
- Canvassing and approaching people at local markets and laundries at different times of day
- Approaching people at local side streets
- Visiting and approaching people at local restaurants, thrift stores, community service centers and food kitchens
- Visiting referrals of possible eligible migrant families obtained from approaching and canvassing the day before
- Visiting and approaching people at local labor supply centers
- Canvassing and approaching people at local community centers, churches, shelters and food pantries.
- Canvassing and approaching people at the local soccer fields
- Approaching people in the parking lots of local packing plants and local nurseries

**These techniques were used daily during this pilot study.**



# The Shift to Statewide Recruitment | 7

Kansas initiated a statewide recruitment effort over four years ago to determine how effective this system of recruiting would be for the state. In 2008 and 2009 the state conducted a series of pilot studies to test ID&R strategies by utilizing statewide recruiters in local project areas that have existing year-round recruiters. During the pilot studies over 800 eligible MEP children were identified by statewide recruiters.

The goal of these field tests was to determine not only how effective local recruiters were at identifying non-district children but also how many new qualifying children could be identified within this two-week period. The results indicated the following: districts with full-time recruiters were not as effective as statewide recruiters, strategies used by local recruiters were not properly implemented, and children identified by the statewide recruiters yielded nearly a 2:1 ratio over those identified by the local recruiters.

To follow up, the state held ID&R trainings to improve recruitment strategies for local recruiters based on the successful techniques utilized by the statewide recruiters. Unfortunately, even after these trainings, the majority of local recruiters were still not able to match statewide recruitment efforts. Even though local recruiters might want to recruit non-district populations, one of the primary underlying factors to the findings above was that institutional impediments regularly blocked their efforts.

Though recent evaluations of the previously mentioned pilot studies would be enough to justify initiating a statewide recruitment system, there was growing concern that the fastest-growing population of MEP children was not being identified within the state. With the percentage of Out-of-School Youth (OSY) currently at 47% of the national migrant population and rising, it is imperative that Kansas take all necessary measures to identify and recruit this continually ris-

ing subgroup within the MEP. Policies on the state level are urgently needed to ensure that Out-of-School Youth are identified and recruited in order to properly provide needed services.

After consulting with the most experienced ID&R Coordinators in the nation, along with OME recommendations, and, pending the state ID&R assessments from the recent pilot studies, the trend is proceeding towards statewide recruitment for greater efficiency and consistency. Furthermore, the largest Migrant Education Programs nationwide, including California, Florida, New York, Oregon, Pennsylvania, Texas and Washington, use a statewide recruitment system. Because the state has a federal mandate to identify all qualifying children per MEP regulations, it is imperative that Kansas joins the national progression of a statewide ID&R organizational structure.

## ***Results of 2008-09 Kansas ID&R Recruiting Efforts***

<b>Recruiting Entity</b>	<b>Eligible Children Recruited</b>	<b>No. of Recruiters</b>	<b>Ave. No. of Students/Recruiter/Yr.</b>
Local Projects	1342	36	---
1 Project	430	5	86
All Others	912	31	29
State Recruiters	1601	13	123

# 8 | Interpreting

## the Proposed Transitional Statewide Recruiting Plan

### Implementation July 2010

The transitional statewide Identification & Recruitment plan requires having six statewide recruitment centers divided into regions according to the map (refer to page 4) of the proposed transitional recruiting plan:

the Northcentral Kansas State ID&R Center (Topeka),  
the Northeast Kansas State ID&R Center (Kansas City),  
the Southeast Kansas State ID&R Center (Greenbush),  
the Southcentral Kansas State ID&R Center (Wichita),  
the Southwest Kansas State ID&R Center (Dodge City), and  
the Northwest Kansas State ID&R Center (Oakley).

These centers will serve the entire state with twenty-five full-time state recruiters collaborating with two full-time community liaisons and numerous district liaisons. Currently there are seventeen state recruiters employed by Kansas. Therefore, there will be eight new state recruitment positions available. Preference will be given to current district recruiters. There will also be two new positions opening in Kansas City and Wichita referred to as community liaisons. All other MEP district recruiters will be given a choice by their districts to transition into a district liaison position. (Please see corresponding job descriptions of each position.)

It is essential that all six regions, recruiters and liaisons work together to ensure collaboration, coordination, and a statewide perspective towards Kansas ID&R efforts. The intent is that a referral network will exist between state recruiters, district liaisons and community liaisons. For example, community liaisons might refer older children who are not currently enrolled in educational settings but are working outside local districts to state recruiters. Likewise, state recruiters could then refer these OSY children to the nearest district liaison for services. This referral network will increase the likelihood of addressing all MEP needs, including support services, within and outside of the school district.

The revised ID&R plan will continue to advocate a statewide perspective in the supervision and staff development of all ID&R personnel within the community, the local districts and among the state recruiters. The plan will have a State ID&R Coordinator who will be responsible for the coordination of all recruitment efforts as well as an ID&R Staff Development Coordinator responsible solely for the staff development of the entire state.

This statewide recruiting system will: a) provide year-round recruitment, b) provide ID&R coverage for the entire state with a focus on all aspects of the migrant population and the support services required by the unique demands of the migrant lifestyle, and c) blend local and statewide perspectives into a substantial and resourceful system of migrant support. Not only will this revised ID&R plan fulfill federal regulations but it will also ensure all qualifying MEP children are identified and recruited in Kansas.

## State ID&R Recruiter

State ID&R recruiters will work in concert with other state recruiters, district liaisons and community liaisons to accomplish the ID&R goals of the State of Kansas. The position of state ID&R recruiter is responsible for the timely identification and recruitment of all eligible migrant children throughout the state in their assigned regions; however, on special assignment, may be assigned to conduct activities throughout the state of Kansas as directed by the state ID&R Director, the state ID&R Coordinator or the State ID&R Center Director.



## District Liaison

The District Liaison position will work in concert with the local school district and state ID&R recruiters to accomplish the ID&R goals of the State of Kansas. This position will serve to provide leads of all potentially eligible migrant students residing in the assigned school district(s) to state ID&R recruiters. As the state transitions to a statewide identification and recruitment system, the district liaison will be instrumental in maintaining positive communication between eligible MEP families, state recruiters, school personnel and community agencies. This position will be responsible for providing and/or facilitating district services to all qualifying migrant children and/or their families as are necessary to enable migrant children to receive a sound education.



## Community Liaison

The Community Liaison position will serve to help state ID&R recruiters identify and recruit eligible migrant children in Kansas City and Wichita. As the state transitions to a statewide identification and recruitment system, the community liaison is needed for the Kansas City and Wichita areas in order to successfully reach all potentially eligible migrant children. This position will be responsible for working as a liaison to state recruiters in these areas by volunteering with local agencies and/or services as well as meeting with recruiters to discuss possible leads and referrals, preparing paperwork/handouts and strategizing towards recruitment efforts.



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