MASSACHUSETTS
Department of Elementary and Secondary Education

Natick
(LEA Code: 0198)

ESSA Federal Grant Program Monitoring (I, IIA, and IVA)

Monitoring Outcomes Report

Issued: June 11, 2025
Last Updated: October 28, 2025

Federal Grant Programs Team

Resource Allocation Strategy and Planning Office

Patrick Tutwiler
Interim Commissioner

MEMORANDUM

To: Natick, Title I, IIA, and IVA Directors in FY 2024 Monitoring Cohort

From: Simone Lynch, Director of Federal Grant Programs

Date: June 11, 2025

Subject: Notice of FY 2024 ESSA (Titles I, IIA, and IVA) program monitoring required actions

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Thank you for submitting materials for your district's FY 2024 federal grant program monitoring review. Our federal grants program staff members have reviewed the materials your district submitted and, in certain cases, have requested and obtained additional documentation from your district.

All district submissions, record of review, and the district's monitoring outcomes report are located in the Communication Hub and Monitoring Portal (CHAMP). The report lists all review criteria and indicates which requirements were fulfilled and which had findings. Criteria with findings include a description of the finding, required action, and a deadline for submission of evidence that the required action to address the finding is complete.

Evidence of required actions must be uploaded in CHAMP by **October 10, 2025** in the same manner that initial submission of documentation was uploaded by the district's monitoring contact person.

The federal government, the Department (DESE), and the district all have an interest in seeing that actions taken to address findings are sufficient and that compliance with grant program requirements is sustained beyond completion of this monitoring review. To this end, your ESSA grant monitoring reviewer will be in contact as needed to provide your district support. Support and oversight can range from phone contact and online meetings to in-person visits and required in-depth technical assistance activities.

If you have any questions or concerns, please contact your ESSA grant monitoring reviewer.

Monitoring Outcomes Report

Criteria	Finding	Requirement Fulfilled	Required Action Resolved (if applicable)
1-A Title I Needs Assessment		Yes	
1-B Title IIA Needs Assessment		Yes	
1-D Submission of Annual ESSA Grant Application		Yes	
1-E-1 Private School Outreach	Yes		10/27/2025
1-E-2 Private School Participation and Programming		Yes	
1-F Private School Participants		Yes	
1-G Equitable Access to Excellent Educators		Yes	
2-A Maintenance of Effort		Yes	
2-B Comparability of Services	Yes		10/28/2025
2-C Title I Supplement, Not Supplant		Yes	
2-D Supplement, Not Supplant for Targeted Assistance Schools		Yes	
2-F Reservation of Title I Funds		Yes	
3-A Title I Family/Guardian Notification	Yes		10/27/2025
3-B Title I Family/Guardian Engagement		Yes	
3-C Title I Family/Guardian Outreach and Involvement	Yes		10/27/2025
4-A Title I Evaluation	Yes		10/27/2025
4-C Title I Targeted Assistance Programs	Yes		10/28/2025
5-A Title I Selection and Allocation		Yes	
6-A Title I Student Access		Yes	
6-B Services for Neglected or Delinquent Children		Yes	

7-A Title IIA Allowable Activities		Yes	
7-B Title IIA Supplement, Not Supplant		Yes	
8-A Title IIA Allocating Funds		Yes	
9-A Professional Growth and Improvement		Yes	
10-A Title IIA Program Activities Evaluation		Yes	
11-A Title IVA Direct Administrative Costs		Yes	
11-B Title IVA Supplement, not Supplant		Yes	
12-A Title IVA Distribution of Funds		Yes	
13-A Title IVA Program Activities Evaluation	Yes		10/27/2025

1-E-1 Private School Outreach — Finding

Requirements

Private School Outreach:
The district consults with appropriate private school officials regarding services for eligible private school children and maintains records of outreach and responses from each eligible private school.

Legal Standards

ESEA §§1117; 8306

Finding Description

District did not provide evidence that offers of consultation were received by the private school officials at all eligible private schools.

Required Action

Submit evidence that spring distribution of offers of consultation for school year 2025-26 participation were received by all eligible private schools, including their responses, and evidence that a reasonable amount of time was provided for consideration.

Deadline for Submission of Evidence

Oct 10, 2025

2-B Comparability of Services — Finding

Requirements

Comparability of Services:
District has and follows a written comparability reporting procedure. District's comparability demonstration is prepared annually and demonstrates that services provided through state and local funds in Title I schools are comparable to those provided in non-Title I schools. When all schools are Title I schools, comparability demonstration shows that district uses state and local funds to provide services that, taken as a whole, are substantially comparable in each school.
(N.B., Comparability of services applies to local and state funds, not to Title I or other federal funds.)

Legal Standards

ESEA §1118(c)

Finding Description

District did not submit a Title I comparability procedure and one or more of district's schools are not meeting comparability requirement.

Required Action

1. Submit a dated copy of the district's written comparability procedure for the current school year (SY2025-26). 2. Submit completed comparability forms for the current school year (SY2025-26). Comparability forms are located at https://www.doe.mass.edu/federalgrants/titlei-a/guidance/.

Deadline for Submission of Evidence

Oct 10, 2025

3-A Title I Family/Guardian Notification — Finding

Requirements

District notifies family/guardian of school and district accountability status as well as right to request teacher qualification information. As applicable, district notifies families/guardian that student has been taught for four or more consecutive weeks by a teacher who does not meet licensure requirements for the grade and subject assigned to teach. Additionally, district publishes and distributes annual report cards for district and all district schools.

Legal Standards

ESEA §§1111-1112; §§1114-1116

Finding Description

District did not submit a copy of the dated cover letter, which included the notice of right to request teacher qualification information, sent to families/guardians from each Title I school in the district in the current school year (SY2024-25) that accompanied the report card. District did not submit a link to where the report card for each Title I school is posted on the district or school website.

Required Action

1. Submit evidence that the 2025 report card letter with the right to know information has been distributed to families/guardians from each Title I school in the district, in the current school year (SY2024-25). 2. Submit the link to where the 2025 district/school report card can be found on the district/schools' websites from each Title I school, in the district in the current school year (SY2024-25)

Deadline for Submission of Evidence

Oct 10, 2025

3-C Title I Family/Guardian Outreach and Involvement — Finding

Requirements

Schools conduct meetings at least annually to inform participating families/guardians of students about Title I programs. District and its schools develop materials and implement training/meeting time for Title I families/guardians to understand and collaborate on:
• The state's academic content standards and state student academic achievement standards;
• State and local academic assessments, including alternative assessments;
• The family/guardian engagement requirements of section 1116; and
• Sharing best practices and resources with families/guardians on how to monitor and improve student academic progress and achievement
Additionally, districts and schools provide accessible tools to assist all families in understanding and collectively supporting student improvement and achievement.

Legal Standards

ESEA §§1111-1112; §§1114-1116

Finding Description

District did not provide a dated notice to families/guardians informing them of the annual Title I meeting where information about State academic standards, assessments, and parental involvement requirements and opportunities for involvement were discussed.

Required Action

1. Submit a dated notice to families/guardians informing them of the annual Title I meeting for the 2025-26 school year. 2. Submit agenda or other evidence of Title I topics discussed and evidence that the school year 2025-26 Title I meeting occurred.

Deadline for Submission of Evidence

Oct 10, 2025

4-A Title I Evaluation — Finding

Requirements

The district evaluates the Title I plan at least on an annual basis and makes necessary revisions to reflect substantial changes in the direction of Title I program(s). The evaluation reflects accountability data for the district and all Title I schools.

Legal Standards

ESEA §§1112; 1114~1116; 1431(a)

Finding Description

District did not submit the most current, dated copy of the written procedure for evaluating Title I program implementation and impact. District did not submit a written summary of the SY2023-24 Title I program evaluation, including indicators of impact on student achievement, strengths and weaknesses of the program, and subsequent program changes.

Required Action

1. Submit the most current, dated copy of the written procedure for evaluating Title I program implementation and impact. 2. Submit a written summary of the 2024-2025 school year Title I program

evaluation, including indicators of impact on student achievement, strengths and weaknesses of the program, and subsequent program changes. 3. Participate in targeted technical assistance on program evaluation as required by the Federal Grant Programs office.

Deadline for Submission of Evidence

Oct 10, 2025

4-C Title I Targeted Assistance Programs — Finding

Requirements

Targeted Assistance Programs:
District develops targeted assistance program plans that are coordinated with and support regular education program(s) in relevant schools. Title I staff must be integrated with regular instructional staff in all activities, and targeted assistance programs must:
1. Use effective instructional methods and strategies that strengthen the core academic program of the school;
2. Use multiple, educationally related, objective criteria to identify children failing, or most at risk of failing, to meet the state's academic achievement standards (children in grades PK-2 selected solely on the basis of such criteria as teacher judgment, interviews with parents, and developmentally appropriate measures);
3. Give primary consideration to providing extended learning time for served students;
4. Provide an accelerated, high-quality curriculum;
5. Minimize the removal of children from the regular classroom during regular school hours.

Legal Standards

ESEA §1115

Finding Description

District did not submit copy of the current, dated student selection procedure used in targeted assistance program schools to identify students for participation in the Title I program in the current school year (SY2024-25).

Required Action

Submit a current, dated student selection procedure used in the targeted assistance program schools to identify students for participation in the Title I program in the 2025-26 school year.

Deadline for Submission of Evidence

Oct 10, 2025

13-A Title IVA Program Activities Evaluation — Finding

Requirements

The district annually reports to the state how funds are being used and the degree to which the district has made progress toward meeting the objectives and outcomes described in its application for the use of these funds.

Legal Standards

ESEA §4106(e)(2)(F)

Finding Description

District did not submit clear description of how Title IV funds were spent last year, or an evaluation of outcomes achieved.

Required Action

1. Submit a written summary of the 2024-25 school year Title IVA program evaluation, including indicators of impact on student achievement, strengths and weaknesses of the program, and subsequent program changes. The summary should include evaluation of participating private school services as well. 2. Submit a detailed plan for how you will carry out the 2025-26 Title IVA program evaluation, including the timeline of steps involved, data collected and analyzed to gauge impact, individuals responsible for each step, and stakeholders consulted. Include in your plan how you will collaborate with participating private schools to evaluate services. 3. Participate in targeted technical assistance on program evaluation as required by the Federal Grant Programs office.

Deadline for Submission of Evidence

Oct 10, 2025