

ENGLISH LEARNERS ENGAGE

Taking English Learners to the Next LevEL

JACKSON COUNTY SCHOOL DISTRICT
DISTRICTWIDE
ENGLISH LEARNERS INSTRUCTIONAL PROFESSIONAL
DEVELOPMENT
September 21, 2026



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WWW.ENGLISHLEARNERSENGAGE.COM

OVERVIEW

EL Engage, directed by Dr. Monique R. Henderson, is Mississippi's only educational consulting company dedicated exclusively to meeting the instructional needs of English learners, as well as their teachers and administrators. Dr. Henderson has more than 20 years of experience working with English learner students, as well as their teachers and administrators, in California, Texas, and Mississippi. She is the author of *31 Things Your English Learners Want You to Know: Lessons from the Classroom*, which was published in 2021 and is in use in more than 30 school districts in Mississippi and across the U.S.

All work is fully customizable, taking into consideration a school or district's unique EL population. Considerations often include student population size, as well as linguistic diversity and staffing levels.

EL Engage, which has supported the district previously, takes a comprehensive approach, starting with an analysis of student growth on the English Language Proficiency Test (ELPT), and then shifting to supporting both EL staff and general education teachers. Instructional walkthroughs also are conducted alongside administrators using the EL Engage Instructional Checklist. Support for EL students in the Multi-Tiered System of Supports or in special education also will be addressed.

SCOPE OF SUPPORTS

EL Engage's coach will provide comprehensive supports to EL teachers, general education teachers, paraprofessionals, principals, interventionists, counselors, EL coordinators and others who serve EL students and families to build capacity and produce positive results, with a focus on the Educator Professional Growth Standards.

Focus areas are developed in tandem with the school district, and may include:

- Analysis of English Language Proficiency Test (ELPT) data
- Instructional strategies and resources (for both EL and general classroom teachers and paraprofessionals)
- Program development and technical support
- Parent and family engagement
- Student Engagement
- Newcomer specific supports

EL Engage's coach will:

- Provide prescriptive services that focus on strengthening teaching, curriculum, assessment and student learning
- Provide services to assist in the sustainability of instructional practices
- Administrators will be provided with reports of each day of work, including observations and recommendations for next steps



2025 RESULTS

English Learners Engage's school and district partners have consistently seen dramatic gains in EL Growth to proficiency.

2025 English Learner Growth of 10 Percent or More (50 Total Points Available)

DISTRICT/SCHOOL	2024 POINTS	2024 POINTS	POINTS INCREASE	PERCENT INCREASE
Senatobia	35.4	50	Up 14.6 Points	41%
Benton	38.1	50	Up 11.9 Points	31.23%
Lowndes	38.3	50	Up 11.7 Points	30.5%
South Panola	32	43.5	Up 11.5 Points	35.94%
Alcorn	40.1	47.9	Up 7.8 Points	19.45%
McComb	40	45.7	Up 5.7 Points	14.25%
Hazlehurst	41.4	47	Up 5.6 Points	13.53%
Pearl	43.5	48.2	Up 4.7 Points	10.8%
Lafayette	40.8	44.9	Up 4.1 Points	10%

High School Growth of 10 Percent or More

SCHOOL	2024 POINTS	2024 POINTS	POINTS INCREASE	PERCENT INCREASE
Byhalia High	27	41.4	Up 14.4 Points	53.3%
Oxford High	20.9	34.9	Up 14 Points	66.99%
Pearl High	25.3	38.6	Up 13.3 Points	52.57%
Hazlehurst High	19.2	29.4	Up 10.2 Points	53.12%
Pontotoc High	14.5	21.4	Up 6.9 Points	47.59%

700 Point School Growth of 10 Percent or More

SCHOOL	2024 POINTS	2024 POINTS	POINTS INCREASE	PERCENT INCREASE
Hazlehurst Middle	21.5	33	Up 11.5 Points	53.49%
Pontotoc Junior High	24.6	32	Up 7.4 Points	30.08%
Leake Central Junior High	24.5	31.2	Up 6.7 Points	27.35%
Ripley Middle	28.8	34.5	Up 5.7 Points	19.79%
Goodloe	29.7	35	Up 5.5 Points	17.85%
Lafayette Upper	25.8	30.8	Up 5 Points	19.38%
Pontotoc Middle	26.3	30.9	Up 4.6 Points	17.49%
Hawkins Middle	25.7	29	Up 4.2 Points	12.84%

RESULTS

English Learners Engage's school and district partners have consistently seen dramatic gains in EL Growth to proficiency. A summary of some of our results is provided below. All districts included in this chart benefited from professional development, teacher coaching, and/or student tutorial supports.

District-Level Results (50 Total Points Available)

DISTRICT OR SCHOOL	2023 EL GROWTH TO PROFICIENCY	2024 EL GROWTH TO PROFICIENCY	CHANGE
Columbus Municipal	29.5	45.7	16.2 Points 54.9 Percent Increase
Meridian Public	33.6	47.5	13.9 Points 41.4 Percent Increase
Chickasaw County	26.1	39.8	13.7 Points 52.5 Percent Increase
Marshall County	34	45.6	11.6 Points 34.1 Percent Increase
Cleveland	34.8	45.3	Up 10.6 Points 30.5 Percent Increase
Itawamba County	37.2	47.4	Up 10.2 Points 27.4 Percent Increase
Lowndes County	28.2	38.3	Up 9.5 Points 40.4 Percent Increase
South Panola	22.8	32	Up 9.2 Points 40.4 Percent Increase
Hinds County	33.1	41.6	Up 6.9 Points 25.68 Percent Increase
Forest Municipal	33.9	41.2	Up 7.3 Points 21.8 Percent Increase

School-Level Partner Results

SCHOOL	DISTRICT	CHANGE
Byhalia Middle	Marshall	Up 17.1 Points 109 Percent Increase
Cook Elementary	Columbus	Up 15 Points 75 Percent Increase
Houston Upper Elem.	Chickasaw	Up 12.3 Points 82 Percent Increase
Pearman Elementary	Cleveland	Up 12.3 Points 54.2 Percent Increase
Pecan Park Elementary	Ocean Springs	Up 12.3 Points 73.2 Percent Increase
Oak Grove Elementary	Lamar	Up 11.4 Points 54 Percent Increase
Pearl Junior High	Pearl	Up 10.8 Points 49.1 Percent Increase
Oak Grove High School	Lamar	Up 10.1 Points 56.7 Percent Increase
Ridgeland High School	Madison	Up 9.7 Points 39.3 Percent Increase

District Partners Receiving 40+ Points

Alcorn County	Marshall County
Calhoun County	McComb
Canton	Meridian Public
Cleveland Public	Moss Point
Columbus Municipal	New Albany
Forrest County	Ocean Springs
Gulfport	Oxford
Harrison County	Pascagoula Gautier
Hazlehurst	Pearl
Hinds	Pearl River County
Itawamba County	Pontotoc City
Jackson County	South Tippah
Lafayette County	Starkville Oktibbeha
Lamar County	Stone County
Lauderdale County	Tate County
Leake County	Tupelo
Madison County	



QUALIFICATIONS

EL Engaged is domiciled at 114 Pinnacle Cove, Madison, MS 39110. The company is owned by and directed by Dr. Monique R. Henderson, a longtime English learner education. Dr. Henderson has about 20 years of experience in education, including teaching and providing supports to English learners. She also has extensive experience providing professional development, instructional coaching and modeling, and student tutorials. She holds a doctorate in educational leadership from the University of Redlands in Southern California. She has taught in California and Texas, and served as Director of Special Populations for the Mississippi Department of Education. She also is the author of *31 Things Your English Learners Want You to Know: Lessons from the Classroom*, which was published in the summer of 2021. The book is in use in more than 30 schools and districts in Mississippi and throughout the U.S.,

EVIDENCE BASED

English Learners Engage is able to provide this rationale for **Evidence-Based** (ESSA) for our professional development and coaching services by demonstrating a statistically significant effect on student outcomes, as well as a strong alignment to what works best in professional development.

Under ESSA, schools have been given the flexibility to choose school improvement interventions that: 1) provide a compelling and sufficient evidence-base for their impact on student outcomes; 2) meet the needs of the school, based on a thoughtful and thorough needs assessment; and 3) define a method for follow-up to track and monitor successful implementation.

A statically significant effect means that the change was not due to chance. Effect sizes expressed in standard deviations are used to measure the effect, with Cohen's d (1988) being the most widely used. When using Cohen's d for considering effects, $d = .2$ is small, $d = .5$ is medium, and $d = .8$ is considered large. Although ESSA has not set minimal standards for this measure, the What Works Clearinghouse (WWC) recognizes .25 and higher as statistically significant.

EL Engage's work is validated by the work of Timperley, Wilson, Barrar, and Fung (2007) who found 72 studies that assessed the effects of professional development on student outcomes.

Based on their meta-analysis of these studies, the overall effect on student outcomes was $d = .66$, validating that professional development has a medium to large effect on student outcomes and is significantly higher than the minimal standards of the WWC's ($d = .25$). Timperley and his colleagues used effect sizes to identify what works best in professional development as well. EL Engage's model has a high correlation to the six themes identified in their work.

Theme 1: Learning opportunities occurred over an extended period. EL Engage's service model is continuous and includes data driven analysis, training, coaching, modeling, and monitoring and adjustments. Service delivery is aligned to the seven key focus areas established by Learning Forward in their Professional Learning Standards; Learning Communities, Leadership, Resources, Data, Learning Designs, Implementation and Outcomes.

Theme 2: Involvement of experts was more related to success than in-school initiatives. Trainers and coaches are experts in their field of work and must have a record of improving student outcomes with professional learning. Our trainers and coaches are supported by a Leadership Team and Project Managers who engage them in continuous learning to ensure they are updated and prepared to deliver what works best in professional development.

Theme 3: Teacher engagement during the learning process. The EL Engage model is job embedded and engages teaching staff throughout the process; data driven analysis, training, coaching, modeling, and monitoring and adjustments.

Theme 4: Effects of student outcomes were a function of professional learning. Trainers and coaches rely heavily on identified teacher needs and the impact of professional development on student outcomes. Available data sources are continually used to monitor the effectiveness of professional development based on student outcomes.

Theme 5: Professional learning communities and teachers communicating with teachers. All work is anchored to the seven key focus areas recognized in Learning Forward's Professional Learning Standards, one of which is Professional Learning Communities (PLC). The EL Engage service model serves as a guide for the establishment and engagement in PLC's. Fee waived resources made available through Drop Box enhance and encourage teachers to communicate with other teachers using the customized resources and tool kits.

Theme 6: School leadership supports professional learning. Leadership is one of the seven key focus areas recognized by Learning Forward and as such is critical to professional learning through professional development. Coaches work closely with school leadership to: 1) develop a plan customized to school and teacher needs; 2) engage school leadership in the learning process with teachers; and 3) follow-up to monitor and track the effectiveness of implementation and its impact on student outcomes.



COST / INVESTMENT RATE

English Learners Engage provides services at a rate of \$1,500 per day, per coach. This rate is all inclusive of costs. Materials and instructional deliverables provided to the district will be provided by electronic copy to the district.

TOTAL NUMBER OF DAYS: 1

TOTAL INVESTMENT RATE OF PROJECT: \$1,500

PROPOSAL SUBMITTED BY:

Monique R. Henderson

Dr. Monique Henderson

9/21/26

Date

PROPOSAL ACCEPTED BY:

Jackson County School District

Date

The Jackson County School District Standard Contract Addendum attached hereto as Exhibit "A" is hereby incorporated into the Agreement between the parties.

JACKSON COUNTY SCHOOL DISTRICT
CONTRACT ADDENDUM

WHEREAS the Jackson County School District is a political subdivision of the State of Mississippi and as such is restricted from entering into contracts and/or agreements with provisions contrary to or prohibited by Mississippi Law. Accordingly, the Jackson County School District and English Learners Engage agree and covenant that each term and provision of the proposal dated 09/21/2026 (unnumbered pages 1-7) providing that English Learners Engage will provide Districtwide English Learners Instructional Professional Development for a total of one (1) day during the 2026/2027 school year and any and all accompanying documents and/or terms related to said proposal are hereby modified and amended to conform to and comply with Mississippi Law applicable to political subdivisions of the State as set forth in the Mississippi Code of 1972, as amended, and as interpreted by the Attorney General of the State of Mississippi and the Courts of the State of Mississippi.

Jackson County School District

English Learners Engage

Signature: _____

Signature: Monique Henderson

Name (printed): _____

Name (printed): Dr. Monique Henderson

Title: _____

Title: Owner and Director

Date: _____

Date: 10/1/26

Exhibit "A"