

2019-20 APPLICATION FOR SCHOOLS OF INNOVATION

LONOKE HIGH SCHOOL - 4301029

SUBMITTER INFORMATION

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APPLICATION STATUS



APPLICATION STATUS: UNDER REVIEW

Application Submitted on: 04-23-2019

LINK TO MY SCHOOL INFO

[My School Info](#)

SECTION 1: INNOVATION PLANS

Narrative Description of the Innovation Plan

The Lonoke Public School District, the Lonoke Chamber of Commerce, Lonoke 2022, and local business leaders and organizations have developed a partnership to stimulate community growth and economic development in Lonoke. The Business-Education Cooperative is comprised of business leaders, parents, entrepreneurs, and school district personnel and is designed to build a strong, local workforce that will not only fill existing jobs, but encourage new business starts, entrepreneurship, and community growth. Innovation in the Lonoke Public School District is more than transformation of schools; it represents transformation of the entire community.

School board members and business and community leaders in Lonoke have asked for a transformation of programming and services in the Lonoke Public School District that reflects more attention to market trends, local business employment needs, readiness of students for employment, and mastery of core content knowledge and skills. At present, all students are placed into traditional programming that sets the pace, time, place, and path for the acquisition of required knowledge and skills. That system meets the needs of some students, not all.

Specifically, Lonoke High School serves 560 students with a sixty percent free and reduced lunch population. We have identified our strongest need as the continuing decline of participation of high school students in the workforce. According to the U.S. Labour of Statistics, it is anticipated that participation will drop to just over 25 percent by 2024. Those declines may be attributed, in part, to the increasing academic demands on high school students. While there are clear benefits in taking more rigorous coursework, studies are showing that working in high school and college leads to higher wages than just accumulating more years of education (Jacobson 2018). Referencing a study from the National Bureau of Economic Research, Mahnken (2018) explained that "the effects of holding a job while simultaneously enrolled in high school or college are more beneficial than schooling alone."

A second identified need for our district, student performance on the ACT Aspire Summative Assessment reflects the need for marked growth in constant mastery in core areas for all students in Grades Three through Ten. We have specifically seen a need to address growth within our African American and Hispanic populations for both literacy and math. All stakeholders believe the District must have more options if skills are to be mastered by all students. Students must have the flexibility to learn outside of systemic barriers and must be able to apply knowledge and skills outside of the classroom setting. Our model for our District will include a flexible pathway to a mastery of content, part-time employment, and transitions to career and post-secondary education.

In order to expeditiously provide a personalized, blended learning environment in which students can best prepare academically and master core content skills, the Lonoke Public School District has selected the 2019-2020 ninth and tenth grade cohort to the first classes to experience blended

learning in the Lonoke Envision Academy. Additionally, the district has a contract with myBlueprint, a Canadian company, to provide to those students a digital workforce match platform to heighten students' awareness of the job market and match them to jobs and skills about which they are most energized. The district is also proposing the construction of both a School of Innovation and a Career Technical Center to facilitate flexible learning spaces and lab skills. Both projects are subject to voter approval and approval from the Division of Academic Public School Facilities and Transportation.

Data Entry Date: 02/20/19 | Data Modified Date: 04/23/19

SECTION 2: GENERAL QUESTIONS

Special Conditions ESSA (Check all that apply)

Supports and service organizations assisting your school.

Arkansas Department of Education (ADE)

Arkansas Public Resource Center (APSRC)

Office of Innovation for Education (OIE)

Link to your School Improvement Plan:

<https://www.lonokeschools.org/cms/lib/AR01001483/Centricity/Domain/16/LPSD%20SIP%20LHS%202018-2019.pdf>

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SECTION 3: EXPLORING AND LEARNING

Exploring and Learning

We encourage you to work in this section before completing the School of Innovation Plan and Goals. The primary purpose of Exploring and Learning is to build the capacity of stakeholders for the work of innovation up to the submission of the application on April 23, 2019.

Meeting Date	Meeting Purpose	Focus Audience & Number Attended	Meeting Outcome/Planned Next Steps
02/20/2019 - 03/20/2019	SOI Application meeting at Arch Ford Coop.	Teacher (Number Attended: 6)	Worked on completing the application for SOI.
02/06/2019 - 02/06/2019	Visted Pea Ridge to gain ideas to implement in our program	Teacher (Number Attended: 12)	Discuss any ideas that we can incorporate.
02/04/2019 - 03/04/2019	SOI Meeting concerning the application process.	Teacher (Number Attended: 11)	It was discussed how to get started on the application. A meeting was planned during 7th period to get started.
01/10/2019 - 01/10/2019	Planning and Goal session with OIE.	Teacher (Number Attended: 12)	Meeting to determine the next steps and guidance on the application process.
01/10/2019 - 01/10/2019	Met to work on the application and planning the next steps.	Teacher (Number Attended: 4)	Goals were established and completed on the application process.
12/05/2018 - 12/05/2018	Innovation for Education Summit Faculty Meeting	Teacher (Number Attended: More than 25)	Discussed plans to implement personalized learning and the SOI application process to faculty, initial survey
12/04/2018 - 12/04/2018	Innovation for Education Summit School Visit	Teacher (Number Attended: 11)	School Visit to Springdale Don Tyson School of Innovation
11/15/2018 - 11/15/2018	Innovation for Education Summit School Visit	Teacher (Number Attended: 7)	School Visit to Okmulgee ACE High School
11/13/2018 - 11/13/2018	Innovation for Education Summit Parent Meeting	Parent (Number Attended: 15)	Shared initial plans for personalized learning with parents and students
10/23/2018 -	Innovation for	Teacher	Discussed next steps for building the Council of

Meeting Date	Meeting Purpose	Focus Audience & Number Attended	Meeting Outcome/Planned Next Steps
10/23/2018	Education Summit to Plan Next Steps	(Number Attended: 5)	Innovation, planning a parent meeting, and sharing plans so far with faculty
10/18/2018 - 10/18/2018	School of Innovation PD with ADE	Teacher (Number Attended: 5)	Meeting to assist with the technical aspects of the SOI Application
10/05/2018 - 10/05/2018	Innovation for Education Summit School Visit	Teacher (Number Attended: 5)	School Visit to Maumelle High School to observe their DRIVEN - School of Opportunity Program
09/26/2018 - 09/28/2018	Education Innovation Summit in Rogers to explore different ideas to incorporate into our schools.	Teacher (Number Attended: 5)	Attended different sessions to explore ideas for school of innovation.
09/06/2018 - 09/06/2018	Innovation for Education Summit to explore personalized learning options	Teacher (Number Attended: 5)	Explored personalized learning options such as Odysseyware, SPARK, and My Blue Print, plan to attend PD to explore options further and to visit other schools
08/24/2018 - 08/24/2018	Innovation for Education Summit to Odysseyware	Teacher (Number Attended: 8)	Professional Development Training for Odysseyware to explore personalized learning options
08/17/2018 - 08/17/2018	Innovation for Education Summit to explore My Blue Print	Teacher (Number Attended: 5)	Webinar for My Blue Print to explore goal setting and student success plan
08/07/2018 - 08/07/2018	Lonoke Business Education Co-op	Teacher (Number Attended: More than 25)	Meeting with local business owners, teachers, and community members to explore needs in the business community to better support our student's success in the workforce
07/06/2018 - 07/06/2018	PD with Ken Grover , School of Innovation at LHS	Teacher (Number Attended: More than 25)	PD to learn about transforming educational practices to meet the needs of all students.

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SECTION 4: COUNCIL OF INNOVATION

Council of Innovation

The Council of Innovation is composed of a representative group of teachers, classified employees, the building principal or designee, parents, community members, minimum of two (2) students and minority membership in schools with ten percent (10%) or greater minority student population. The council shall generate innovative ideas and proposals and seek diverse ideas from other stakeholders to determine the content of the plan that will be voted on by the school employees.

Minority Representation: 18.75%

Name of council member	Representative group	Council Position	Minority	Date Elected
Angela Sumner	Parent	Member	No	02/19/2019
Allen Evans	School Board Member	Member	No	02/19/2019
Frederick Hunter	Student	Member	Yes	02/19/2019
Tiffany Hunter	Community Member	Member	Yes	02/19/2019
Burt Mayer	Community Member	Member	No	02/19/2019
Jamie Anderson	Community Member	Member	No	02/19/2019
Tyler Orrell	Student	Member	No	02/19/2019
Cadence Hearon	Student	Member	No	02/19/2019
Mia Clay	Student	Member	Yes	02/19/2019
Ryan Biles	Community Member	Member	No	02/19/2019
Callie Tidwell	Classified Staff	Member	No	02/19/2019
Michael Strouther	School Administrator	Member	No	02/19/2019
Jamie Burrows	Teacher	Member	No	02/19/2019
Renea Roberts	Teacher	Member	No	02/19/2019
Jenna Brush	Teacher	Member	No	02/19/2019
Jessica Harbour	Teacher	Member	No	02/19/2019

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Name of
council member

Representative
group

Council
Position

Minority

Date
Elected

SECTION 5: VISION AND MISSION

The school's Vision statement

The Lonoke High School Envision Academy will be a premier educational institution and a cornerstone of emerging economic opportunities producing a twenty-first century workforce.

The school's Mission statement

The Lonoke High School Envision Academy prepares every student for careers to empower them as knowledgeable and engaged citizens, innovators, and drivers of a robust economy.

Vision & Misson are:

New

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SECTION 6: GOALS AND ANTICIPATED OUTCOMES

Goals and Anticipated Outcomes

These may include, but are not limited to, the following goals outlined in [AR Code § 6-15-2803](#) (2016)

Goal 1:

Transforming the school's climate in a manner that will lead to increased student engagement and investment in school culture by using student surveys and individualized growth monitored continuously using an advisory program to achieve a graduation of 90% or higher, overall, and increase graduation rate for females from 91% to 93%.

Goal 2:

Show significant growth among students identified as needing tier 2 instruction (ACT Interim testing) by providing an individualized learning experience through the implementation of highly rigorous standards for student performance that will require mastery of skills and knowledge before proceeding further into content.

Goal 3:

Increased student participation in career exploration by partnering with relevant stakeholders and providing an accelerated learning program, job opportunities, and technical and social/emotional training.

Data Entry Date: 01/10/19 | Data Modified Date: 08/28/19

SECTION 7: THEORY OF ACTION TO ACHIEVE INNOVATION GOALS - INNOVATION PLAN

Theory of Action to Achieve Innovation Goals: Innovation Plan

Please connect the SOI goals to the innovations, performance targets, timeline, and waivers needed for implementation. Note: limit the response to no more than five (5) goals. Complete Theory of Action for each goal.

Goal 1 | Transforming the school's climate in a manner that will lead to increased student engagement and investment in school culture by using student surveys and individualized growth monitored continuously using an advisory program to achieve a graduation of 90% or higher, overall, and increase graduation rate for females from 91% to 93%.

Output/Actions (innovation strategy)	Use blended learning for core high school classes to increase student completion of graduation requirements. Our most recent graduation rate is 93%.
Expected Short Term Outcome	During Advisory time students will be able to track and articulate their process toward graduation requirements. In the 18-19 school year, Lonoke High School experienced an 8% population decline due to school choice and homeschooling. The SOI plans to reduce that percentage by 2%.
Interim Performance Target with expected change	Help students engage in a culture of self directed learning which results in increasing engagement as shown by an increase in attendance and retention
Data/Instrument	Enrollment, Attendance, Retention, Course Completion
Date (by when)	Semester
Materials/Resources needed	Online LMS
Waiver Needed?	No
Data Entry Date: 01/10/19 Data Modified Date: 05/23/19	

Goal 2 | Show significant growth among students identified as needing tier 2 instruction (ACT Interim testing) by providing an individualized learning experience through the implementation of highly rigorous standards for student performance that will require mastery of skills and knowledge before proceeding further into content.

Output/Actions (innovation strategy)	Use blended learning in our school to enable students to have choice over pace and path of learning
Expected Short Term Outcome	Students will be able to adjust their pace through the content to gain mastery of skills by pulling from a variety of resources including direct instruction and technology all while accessing data with a mentor to help drive their instructional decisions.

Interim Performance Target with expected change	Enable students to meet or exceed individual growth goals
Data/Instrument	ACT Aspire, ACT, Mentoring/Advisory, Online LMS
Date (by when)	Twice a Year
Materials/Resources needed	Online LMS
Waiver Needed?	Yes
Data Entry Date: 01/10/19 Data Modified Date: 04/23/19	

Goal 3 | Increased student participation in career exploration by partnering with relevant stakeholders and providing an accelerated learning program, job opportunities, and technical and social/emotional training.

Output/Actions (innovation strategy)	Use flexible scheduling to allow student the opportunity to meet with relevant stakeholders
Expected Short Term Outcome	Students who choose to participate in the flexible scheduling
Interim Performance Target with expected change	Provide students the opportunities to meet with relevant stakeholders to gain career experience and technical skills
Data/Instrument	Mentoring meetings, surveys of students and stakeholders, technical certifications, post secondary employment and/or college enrollment
Date (by when)	Yearly
Materials/Resources needed	Community Stakeholders
Waiver Needed?	Yes
Data Entry Date: 01/10/19 Data Modified Date: 01/10/19	

SECTION 7: WAIVERS

Waivers needed to Achieve Proposed Innovations

The linked chart may assist: [Commonly Granted Waivers](#)

Goal 2 | Show significant growth among students identified as needing tier 2 instruction (ACT Interim testing) by providing an individualized learning experience through the implementation of highly rigorous standards for student performance that will require mastery of skills and knowledge before proceeding further into content.

Waiver Sought	Standards for accreditation 1-A.6 and ADE rule 3.01.5 governing class size
Rationale	Teachers in the personalized, blended learning, teacher-as-the-mentor classes will have total teaching loads of 150 students but will allow for more than 30 students per period to provide students with flexibility for additional help, more efficient work space, and teacher mentoring. A CLASS SIZE waiver will provide students with the option to work independently in classrooms, get needed teacher mentoring, or additional instructional support.
Explanation	Teachers will be able to have flexible grouping to meet students at their individual pathway to growth.

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Goal 2 | Show significant growth among students identified as needing tier 2 instruction (ACT Interim testing) by providing an individualized learning experience through the implementation of highly rigorous standards for student performance that will require mastery of skills and knowledge before proceeding further into content.

Waiver Sought	Ark. Code Ann. 6-16- 102, standards for accreditation 1-A.5.2.
Rationale	Many students will benefit from our Digital Learning Academy that provides aligned curriculum, online teacher mentoring, online feedback on performance, and online instructional support when needed. These students will meet specific criteria for virtual learning, which will include a district determination that they are either unable to attend regular classes or attend a full day (360 minutes). Other students will benefit from on-the-job training to apply the skills they have learned in classes. A student ATTENDANCE waiver will allow for flexible learning pathways that provide for the needs of students who cannot attend school and/or who are engaged in internships and apprenticeships off campus. Online instructional support will be provided by core content experts every day, during the regular school day.
Explanation	Students will be able to attain skills both on and off campus with a flexible schedule to do so.

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Goal 3 | Increased student participation in career exploration by partnering with relevant stakeholders and providing an accelerated learning program, job opportunities, and technical and social/emotional training.

Waiver Sought	Ark. Code Ann. 6-15-1004, 6-17-309, 6-17-902, 6-17-919, Standards for Accreditation 4-D.1 Teacher licensure and ADE rule 1-2.50 Standard License/out of area
Rationale	The LICENSURE waiver will provide for the use of a cadre of business and industry experts to support teaching and learning during and after the school day. The waiver will also allow for elementary licensed reading specialists to work in classrooms where the most support is needed.
Explanation	The LICENSURE waiver will allow the teaching of the technical, social, and economical skills from business leaders within each field.

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Goal 3 | Increased student participation in career exploration by partnering with relevant stakeholders and providing an accelerated learning program, job opportunities, and technical and social/emotional training.

Waiver Sought	Standards for Accreditation 1-A.2. Waiver of the 120 clock hours
Rationale	Suspending the SEAT TIME requirement will allow students in the high school to get more time in core subjects they need help with the most. Students will be allowed to accelerate through the curriculum, which will allow teachers more time to provide personalized assistance for the students who need it the most. All grade levels will be permitted to utilize available support to get credits to graduate. A digital platform will be used to provide continuous student access to customized curriculum (no gaps), acceleration for students who have prior knowledge and/or who can progress more rapidly through the curriculum, rigor through a blended learning environment, and additional support to students through customized lessons and resources.
Explanation	Students will have the flexibility to engage in the career and/or post-secondary pathways sooner.

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SECTION 8: ELECTION RESULTS

Election Results

Faculty and staff of the school must vote on the innovation plan presented by the Council of Innovation. **Sixty percent of all school employees must vote in favor for the application to be submitted to the ADE.**

Number of Licensed and Classified Staff	56
Number of Staff who voted	53
Number of Staff who voted for the proposed Plan	44
Number of Staff who voted against the proposed plan	9
Percentage of staff voting in favor of the proposed plan of innovation	79

Data Entry Date: 04/23/19 | Data Modified Date: 06/04/19

SECTION 9: PROFESSIONAL DEVELOPMENT SCOPE

2019-20 Professional Development Plan for Innovation Implementation

Innovation Strategy: Digital Curriculum

Goals: Goal 1, Goal 2

Date	What?	Purpose (Why?)	Target Audience (Who?)
02/25/2019	On Fire (SPARK) Training	Learn and evaluate digital curriculum	Teachers, Administrators, and District Leaders
Wednesdays Spring 20	Professional Learning Community to implement digital curriculum	To allow teachers to build online courses	Content Teachers

Innovation Strategy: Business Cooperative

Goals: Goal 3

Date	What?	Purpose (Why?)	Target Audience (Who?)
04/25/2019	Career Fair	To partner with local businesses and build relationships between the district and community	Local Business owners, faculty, and students

Innovation Strategy: Flexible Scheduling

Goals: Goal 2, Goal 1, Goal 3

Date	What?	Purpose (Why?)	Target Audience (Who?)
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Innovation Strategy: Advisory Implementation

Goals: Goal 1

Date	What?	Purpose (Why?)	Target Audience (Who?)
Ongoing	Online Research	Teachers will gain mentoring knowledge by utilizing online resources such as Getting Smart Services and MyBluePrint as part of an ongoing	Teachers

Innovation Strategy: Advisory Implementation

Goals: Goal 1

Date	What?	Purpose (Why?)	Target Audience (Who?)
		professional development plan	

Innovation Strategy: Partnering with George Philhower and Ken Grover to focus on blended learning, mentoring, and learner qualities/support for all students.

Goals: Goal 1, Goal 2, Goal 3

Date	What?	Purpose (Why?)	Target Audience (Who?)
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