## In The Matter Of: DIVISION OF ELEMENTARY AND SECONDARY EDUCATION CHARTER AUTHORIZING PANEL

November 19, 2019

Sharon K. Hill, CCR<br>(501) 680-0888

# ARKANSAS DIVISION OF ELEMENTARY AND SECONDARY EDUCATION 

CHARTER AUTHORIZING PANEL
NOVEMBER 19, 2019
10:00 A.M.

APPEARANCES
PANEL MEMBERS :

DR. IVY PFEFFER
MR. GREG ROGERS
MR. MIKE WILSON
DR. NACCAMAN WILLIAMS
MR. PHIL BALDWIN
DR. ANGELA KREMERS

Chairperson/DESE Deputy Commissioner DESE Asst. Commissioner -

Fiscal and Admin. Services Attorney \& Education Advocate Past State Board of Ed. Member CEO, Citizens Bank Deputy Director -

CTE/Ark. Dept. of Career Ed.

ADE LEGAL COUNSEL:
MS. MARY CLAIRE HYATT DESE Attorney

## ALSO APPEARING:

MS. TRACY WEBB
MS. KELLY McLAUGHLIN
MR. FREDDIE SCOTT

DESE Coordinator of Monitoring and Systems Support
DESE Public School Program Advisor DESE Operations Manager

LOCATION:
ARKANSAS DIVISION OF ELEMENTARY AND SECONDARY EDUCATION

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\#4 Capitol Mall
Little Rock, Arkansas
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PROCEEDINGS
CHAIRMAN PFEFFER: Good morning, everyone. We will call the November 19, 2019 meeting of the Charter Authorizing Panel to order. I'd like to welcome everybody here today. As chair of the Charter Authorizing Panel it's my goal to facilitate a fair and responsible hearing. I ask that each person speaking please state your name and title for the record and continue to speak clearly into the microphone for the benefit of the Panel, the audience, and the viewing audience. This meeting is being livestreamed and recorded. Ms. Sharon Hill, our court reporter, will be providing a transcript of the meeting and it will be posted on the ADE website. CONSENT AGENDA

CHAIRMAN PFEFFER: So we will go ahead and get started with the Consent Agenda that is posted on your agenda. And if you've had time to review that, I will take a motion to approve that.

MR. WILSON: So moved.
DR. WILLIAMS: Second.
CHAIRMAN PFEFFER: I have a motion and a second to approve the Consent Agenda. All those in favor?
(UNANIMOUS CHORUS OF AYES)
CHAIRMAN PFEFFER: Okay. The Consent Agenda is
approved.
And we will move on to our action agenda.
A-1: HEARING FOR DISTRICT CONVERSION PUBLIC CHARTER SCHOOL AMENDMENT REQUEST - BAUXITE MINER ACADEMY

CHAIRMAN PFEFFER: Our first item on the action agenda is the Hearing for District Conversion Charter School Amendment for Bauxite Miner Academy. Ms. McLaughlin, you're recognized.

MS. McLAUGHLIN: Good morning. Kelly McLaughlin, Charter School Office.

On March 11, 2013, the Charter Authorizing Panel approved the application for Bauxite Miner Academy. The charter is approved to serve students in grades 6-12 with a maximum enrollment of 200. Representatives from Bauxite Miner Academy are appearing before the Charter Authorizing Panel to request an amendment to their current charter. We do have representatives from the Academy: Superintendent Matt Donaghy; Leann Pinkerton, Director of Curriculum; and Michael Driggers, High School Principal. They will have 20 minutes to make their presentation. If there is any opposition, they will also have 20 minutes. And then the school district will have 5 minutes to respond.

CHAIRMAN PFEFFER: Okay. So can we have all the
representatives who will be speaking on behalf of the charter and anyone in opposition please stand to receive the oath? Okay. And if you will raise your right hand -- do you swear or affirm that the testimony you are about to give shall be the truth, the whole truth, and nothing but the truth?
(ALL SPEAKERS ANSWERED AFFIRMATIVELY)
CHAIRMAN PFEFFER: Okay. Thank you.
All right. So we are ready for your
presentation. If you all want to come up -- if some of you want to stay seated -- if you'll just state your name and position for the record you'll be recognized. So --

MS. PINKERTON: Leann Pinkerton; I'm the Director of Curriculum.

MR. DONAGHY: Matt Donaghy, Superintendent.
MR. DRIGGERS: Michael Driggers, High School Principal.

CHAIRMAN PFEFFER: Okay. Well, welcome. We're glad you're here with us today. Okay. And you can go ahead and get started.

MS. PINKERTON: Okay. So Miner Academy is a charter conversion school which started in 2013, and was renewed for five years in 2017. It's available to all of our Bauxite students in grades 6-12,
although it's more heavily utilized with grades 9-12. Miner Academy allows students to work at their own pace. We've had students who would not have been able to graduate from the high school who are able to go into Miner Academy and graduate because they're able to take online courses. We have -- we offer courses through Virtual Academy -- or Virtual Arkansas and Virtual Academy. And they've been able to graduate through some of the waivers that we have at Miner Academy. Currently, we have 194 students who are taking courses through Miner Academy. Most of those students are Bauxite High School students. We actually only have about 15 students who are fulltime Miner Academy.

Miner Academy has always held the waiver -- or the waiver of statute, Arkansas Code Annotated 6-151004, which concerns qualified teachers in every classroom. So our students are offered core classes by certified teachers in their area, but that 6-151004 allowed us to offer electives with core certified teachers who might not be certified in that elective area. The original waivers have always allowed the district to do that, but starting last year we started to get standards errors for 4 (d) (1). And last year they went ahead and waived the errors
because of the 6-15-1004, but this year they said, "We would like to go ahead and get that waived; you need to go ahead and get the 4 (d) (1) waiver." So that's what we're here today to request is the 4 (d) (1) waiver to allow us to continue to operate in the manner we've been operating since 2013.

CHAIRMAN PFEFFER: Okay. Are you ready for us to ask questions?

MS. PINKERTON: Sure.
CHAIRMAN PFEFFER: Okay. And do we have anybody here in opposition?

MS. HYATT: (Shaking head from side to side.) CHAIRMAN PFEFFER: No, okay. Well, we'll go ahead and start with questions, and I will start with Mr. Baldwin.

MR. BALDWIN: No questions.
CHAIRMAN PFEFFER: No questions. Dr. Kremers? DR. KREMERS: Can you just share an example of an elective where the teacher would not have the correct licensure?

MS. PINKERTON: Yes. We -- these are the electives that we have -- are getting a standards error on: web technologies, business law, and college and career readiness, and multicultural studies. It's like I said, all of our core classes we have a
certified teacher. These are just for electives. And they're still certified teachers; they're just not certified for multicultural studies or business law or college and career readiness.

DR. KREMERS: The college and career readiness, I think that's just an endorsement on their license. So it's just a process of going through mentorship -MS. PINKERTON: Yes.

DR. KREMERS: -- which is always a positive.
MS. PINKERTON: Yes.
DR. KREMERS: So are they willing to work towards that --

MS. PINKERTON: Yes.
DR. KREMERS: -- or you say that they do not want to do the mentorship opportunity?

MS. PINKERTON: We actually have several
teachers in our district who have college and career readiness on their license; it's just that we didn't place them under those teachers at the beginning of this school year. We know now that we could do that for next year. But for this school year, when we started getting those errors, they weren't under those teachers; they were under, you know, like Ms. Webb, who is our principal. And then another lady who we're getting the error on, she is actually 4-12
business tech certified but she just doesn't have that particular endorsement.

DR. KREMERS: Okay.
MS. PINKERTON: But we've done that mentorship with two of our teachers already that you're talking about.

DR. KREMERS: Okay.
CHAIRMAN PFEFFER: Okay.
DR. WILLIAMS: What type of preparation do the teachers go through to teach these courses?

MS. PINKERTON: So our teachers go through all of our traditional 60 hours of professional development, but they don't have any specific preparation for business law or web technologies or college and career readiness because they are teaching it through Virtual Arkansas. So the curriculum is delivered online and then all our teachers are doing is basically grading the curriculum.

DR. WILLIAMS: Okay. That makes sense for me now. Okay.

CHAIRMAN PFEFFER: Okay. Mr. Rogers?
MR. ROGERS: No questions.
CHAIRMAN PFEFFER: Okay.
MR. WILSON: No questions.

CHAIRMAN PFEFFER: No questions?
You talked a little bit about the success that you've seen with your students through participation in Miner Academy. So you have 15 students who are fulltime?

MS. PINKERTON: Yes.
CHAIRMAN PFEFFER: And then 194 that participate at some level with that?

MS. PINKERTON: Yes.
CHAIRMAN PFEFFER: So in addition to graduation, what are some of the other things you look at to measure the success?

MS. PINKERTON: It is mainly our graduation rate. It's one of the highest in the state. We had -- I believe it was 95\% last year that we were able to get through. It's mainly the flexibility that we're able to offer our students who might traditionally drop out.

CHAIRMAN PFEFFER: Okay. All right. Any other questions from the Panel?

DR. WILLIAMS: And about how many students do y'all have enrolled in -- I noticed you said about 15 are fulltime students --

MS. PINKERTON: Yes.
DR. WILLIAMS: -- on-site basically. And the
rest would be the ones that are just doing the online work?

MS. PINKERTON: Well, it's -- we have -- Bauxite High School and Miner Academy are basically in the same area.

DR. WILLIAMS: Okay.
MS. PINKERTON: And so our students go back and forth. So we don't really have -- if we have any students, it might be one student who is not coming to class every day on ground. Most of our students though are taking most of their classes at the high school and then come down for an elective at Miner Academy .

DR. WILLIAMS: Okay.
CHAIRMAN PFEFFER: Okay. And you're able to offer different electives through this --

MS. PINKERTON: Yes.
CHAIRMAN PFEFFER: -- with some flexibility?
MS. PINKERTON: And we have been since 2013.
It's not anything new we're requesting.
CHAIRMAN PFEFFER: Okay.
MS. PINKERTON: It's just that that standard got missed when we --

CHAIRMAN PFEFFER: With the update?
MS. PINKERTON: Yes.

DR. WILLIAMS: Okay. Good.
CHAIRMAN PFEFFER: Okay. Well, if there are no more questions $I$ would entertain a motion.

MR. WILSON: I move approval of the waiver.
CHAIRMAN PFEFFER: We have a motion to approve. DR. KREMERS: Second.

CHAIRMAN PFEFFER: And a second.
Any discussion?
Oh, I'm sorry.
MS. WEBB: Tracy Webb, Charter Unit Leader.
Just for clarification, does this -- is this for
all licensure or just non-core classes only?
CHAIRMAN PFEFFER: Okay. So I think that would be a question that you all would need to speak to, I think. Let me go back and find where you've -- yes.

MS. PINKERTON: We're only requesting it for electives. We're not requesting this 41 for core classes.

CHAIRMAN PFEFFER: Okay. Is that sufficient? MS. WEBB: Yes.

CHAIRMAN PFEFFER: Okay. All right. Thank you very much.

So with that clarity, we have a motion and a second.

Any discussion?

Okay. All those in favor say "aye."
(UNANIMOUS CHORUS OF AYES)
CHAIRMAN PFEFFER: Opposed?
All right. Congratulations.
And each Panel Member will record feedback and we'll share that with you in just a moment.
(A FEW MOMENTS OF SILENCE)
CHAIRMAN PFEFFER: All right. We will go ahead and start with feedback.

Mr. Baldwin.
MR. BALDWIN: Yes. I approved the request. I think it's appropriate and reasonable.

CHAIRMAN PFEFFER: Okay. Dr. Kremers.
DR. KREMERS: I approved the motion to allow more flexibility for non-core classes and electives.

CHAIRMAN PFEFFER: Dr. Williams.
DR. WILLIAMS: I support the motion. The waiver
allows Miner Academy to continue to offer diverse curriculum-slash-electives through online courses.

CHAIRMAN PFEFFER: Okay. Mr. Rogers.
MR. ROGERS: I have no concerns with the waiver request.

CHAIRMAN PFEFFER: Mr. Wilson.
MR. WILSON: I thought the request was
reasonable, and it sounds like your program with your
electives is working well with the Virtual Academy. Congratulations.

CHAIRMAN PFEFFER: Okay. All right. Thank you very much and we appreciate you being here.

A-2: HEARING FOR DISTRICT CONVERSION PUBLIC CHARTER SCHOOL AMENDMENT REQUEST: FAYETTEVILLE VIRTUAL ACADEMY

CHAIRMAN PFEFFER: Okay. All right. We will go ahead and move to the next item on our agenda, and this is a request for the Fayetteville Virtual Academy. Ms. McLaughlin, will you introduce this for us?

MS. McLAUGHLIN: On November 18, 2015, the Charter Authorizing Panel approved the application for Fayetteville Virtual Academy. The charter is approved to serve students in grades $4-12$ with a maximum enrollment of 500. Representatives of Fayetteville Virtual Academy are speaking before the Panel today to seek an amendment to their current charter. We do have Dr. Megan Slocum, Associate Superintendent for Support Services, and Kim Cook, Principal here. And you'll want to swear them in.

CHAIRMAN PFEFFER: Okay. All right. If you will stand and raise your right hand -- do you swear or affirm that the testimony you're about to give shall be the truth, the whole truth, and nothing but
the truth? DR. SLOCUM: Yes, ma'am. CHAIRMAN PFEFFER: Okay. Thank you. If you will state your name and title for the record, you are recognized. And welcome -DR. SLOCUM: Yes, ma'am. Good morning. CHAIRMAN PFEFFER: -- back to the ADE -DR. SLOCUM: Yea!

CHAIRMAN PFEFFER: -- the Division now of Elementary and Secondary Education. DR. SLOCUM: I know. It's kind of fancy. This room looks amazing.

CHAIRMAN PFEFFER: Yeah.
DR. SLOCUM: Good job.
Good morning. My name is Megan Slocum. I'm Associate Superintendent of Fayetteville Public Schools. And Ms. Kim Cook is here with me, as Principal.

And we are coming before you today to ask for a waiver that impacts only a few of our students, but we want to make sure that we're being equitable and being transparent on our end. So it is a request that impacts the recent legislation from Act 641, specifically on 6-16-102. We want to make sure that we are addressing the Instructional Time and we also
have the appropriate position in place for when we do have accreditation. The change has made it necessary for us to ask for this, because we do have some students that physically are not on our campus and if they're not on our campus there's no way for us to guarantee that that time is actually occurring at home. So we just want to make sure that if we have a student who has a particular need or is in a particular situation -- we serve a vast and specific kind of unique population and we want to make sure that we have the ability to accommodate whatever their needs are.

CHAIRMAN PFEFFER: Okay.
DR. PFEFFER: So I'm going to yield the rest of my time to the Panel.

CHAIRMAN PFEFFER: Okay. And so there were two pieces. The other was the Elementary Recess and Unstructured Social Time. So it would be -DR. SLOCUM: Yes.

CHAIRMAN PFEFFER: -- the school day plus -- can you talk a little bit about that -DR. SLOCUM: Yes. CHAIRMAN PFEFFER: -- part too? DR. SLOCUM: Yes. Those -- we have about two -10 students that that impacts --

CHAIRMAN PFEFFER: Okay.
DR. SLOCUM: -- who are completely online, who don't come to school. And so we just want to make sure that in that timeframe that, if they are at home, that we try to encourage it. We have it part of our handbook. It's something that we try to structure for the kids who do come on campus, but that's not always the case that we're actually at home with the child.

CHAIRMAN PFEFFER: Okay.
DR. SLOCUM: Yeah.
CHAIRMAN PFEFFER: All right. Well, we will go ahead then and turn to questions.

Do you have any questions, Mr. Baldwin?
MR. BALDWIN: As you look out into the future, what are your plans for the online program? Do you see that growing or do you think you'll stay the size -- about what it is now?

DR. SLOCUM: We see it growing. We are planning to come back for reauthorization next year, and so that's something that we see is still a need. It isn't for every child; it's also not for every teacher. We've had teachers who don't feel comfortable in that environment; we have kids who aren't comfortable in that environment. But it
really does speak to some of the needs we have, particularly with social/emotional learning -- kids that need maybe a smaller class size, reduced class size, and one-on-one intervention. We see it helping in some really specific areas and some kids that we never initially envisioned in this environment doing extraordinarily well. And so in comparison, we really want to make sure that we have different opportunities for kids, depending on what their specific needs are, and for some kids this is just a perfect fit.

CHAIRMAN PFEFFER: Okay. Dr. Kremers. DR. KREMERS: No questions. CHAIRMAN PFEFFER: Dr. Williams. DR. WILLIAMS: I just need to catch-up on the waivers here. Are you asking for one waiver or two waivers?

DR. SLOCUM: We're asking for -- to address specifically Act 641 which encompasses kind of two different areas. One is making sure that we are being valid in the requirement of the new recess extension. For about 10 of our students that would impact them. And also for the accreditation part, to know that we have approval and that you're aware that we cannot necessarily guarantee that time occurring
when they're not on-site with us.
DR. WILLIAMS: Okay. So what we're looking at today, this is -- I'm looking at the second part, which you said is a broader piece other than the recess. Is that correct? Or is this just only for the recess?

DR. SLOCUM: It's just to address Act 641. We have some other waivers in place that allow us to do some other things.

DR. WILLIAMS: Okay.
DR. SLOCUM: But this new legislation -- we worked with the Division and they helped to kind of give us some guidance. We just want to make sure that we have -- that we're doing what we need to do on the paperwork end and in the practice part as well.

DR. WILLIAMS: Okay.
CHAIRMAN PFEFFER: But to clarify -- and maybe Ms. Hyatt can answer this -- the waiver of 6-16-102 would waive the six-hour Instructional Day requirement for the charter. Is that correct? And I think -- well, I'll ask first is that correct?

MS. HYATT: Mary Claire Hyatt with the Division.
Yes. So the recess legislation was codified in the Arkansas Code at 6-16-102(a)(5), which just says
the recess. The rest of the statute has the six hours a day, average six hours a day or 30 hours a week requirement in it. But I don't know off the top of my head -- and I can go check; they may already have a waiver of the rest of the statute, or (1) (a) (5) (2) in the standards, which is the companion standard to the law.

CHAIRMAN PFEFFER: Okay.
MS. HYATT: So I can go check that real quick, if you give me a second.

CHAIRMAN PFEFFER: Okay, yes. I just wanted to make sure that you were aware of that. But I think that the nature of the delivery model with this type of online, and knowing that some kids are physically on campus -- sometimes, all the time -- versus some --

DR. SLOCUM: Yes.
CHAIRMAN PFEFFER: -- not any of the time, it stands to reason that that flexibility makes sense. So --

DR. SLOCUM: And we do have some kids who physically attend, physically come, and they're physically there all day. And then, of course, then we comply with that when they're here. The difference is not knowing what type of model the
family or the child needs.
CHAIRMAN PFEFFER: In just looking at your student performance on the ESSA School Index, the achievement was very high for your students.

DR. SLOCUM: Yes.
CHAIRMAN PFEFFER: I noticed that. Maybe the growth wasn't quite --

DR. SLOCUM: Where we want it.
CHAIRMAN PFEFFER: -- where you want it to be.
DR. SLOCUM: Uh-huh.
CHAIRMAN PFEFFER: So have you had any conversations about --

DR. SLOCUM: We have.
CHIARMAN PFEFFER: -- like the high achievement but the lower growth, what you --

DR. SLOCUM: I think what we find in this particular population is sometimes it serves a specific need for a shorter amount of time. So sometimes when we're comparing two populations from one academic year to the next academic year, from one fiscal to the next fiscal, it can be a pretty different population. So we try to watch that in terms of growth, but we also know we're not necessarily comparing the same child to himself or herself a year later in another grade; so it is like
this kind of moving orb. Because we do pay attention to the quadrants; we want everybody to be in the upper right all the time, but it's trying to chase where are they. So what we try to do is if they do go back into a traditional setting, or they've come out of a traditional setting, which are in metrics that we don't necessarily follow for the Division but us internally looking to see how did that child do coming into this environment or leaving this environment, where are they now specifically. CHAIRMAN PFEFFER: No, that makes perfect sense. And it sounds like there -- we recognize the need to continue to provide more information about individual student growth for districts. That could be helpful. DR. SLOCUM: For sure. CHAIRMAN PFEFFER: Okay. Ms. Hyatt. DR. SLOCUM: Sorry. MS. HYATT: No, that's okay. Mary Claire Hyatt. They -- so the school already has a waiver of 6-16-102 and (1) (a) (5) (2) in the standards, which is the six hours a day, 30 hours a week requirement; so they already have that flexible scheduling waiver. So this really would be the 6-16-102(a) (5) with the new recess legislation codified in it.

CHAIRMAN PFEFFER: Okay.
DR. WILLIAMS: Okay.
CHAIRMAN PFEFFER: That makes sense.
DR. WILLIAMS: Uh-huh.
CHAIRMAN PFEFFER: Do you have any questions?
MR. WILSON: No, thank you.
CHAIRMAN PFEFFER: Okay.
MR. WILSON: No questions.
CHAIRMAN PFEFFER: All right. Well, if we don't have any more questions, is there anything from Staff that we need to look at?

MS . WEBB: No.
CHAIRMAN PFEFFER: Okay. Well, seeing none, I will entertain a motion.

MR. BALDWIN: Motion.
CHAIRMAN PFEFFER: Okay. Motion to approve.
DR. WILLIAMS: Second.
CHAIRMAN PFEFFER: I have a motion and a second.
All those in favor say "aye."
(UNANIMOUS CHORUS OF AYES)
CHAIRMAN PFEFFER: Any opposed?
All right.
DR. SLOCUM: Thank you very much.
CHAIRMAN PFEFFER: Congratulations.
DR. SLOCUM: Thank you.

CHAIRMAN PFEFFER: We'll record our responses and give you some feedback.
(A FEW MOMENTS OF SILENCE)
CHAIRMAN PFEFFER: Okay. And in looking at all of our panel members' responses, there were no concerns with the motion and they recognize the need for flexibility around making your model successful. So if everyone is good, then --

DR. WILLIAMS: Yeah, yeah.
CHAIRMAN PFEFFER: -- we will wish you well and have a safe trip.

A-3: HEARING FOR DISTRICT CONVERSION PUBLIC CHARTER SCHOOL APPLICATION - MOUNTAINBURG MIDDLE SCHOOL BRAIN ACADEMY

CHAIRMAN PFEFFER: Okay. So our next item is for the Mountainburg Middle School Brain Academy. And I think that we have some additional information that has been passed out.

MS. WEBB: We do.
CHAIRMAN PFEFFER: So, Ms. Webb.
MS. WEBB: Mountainburg Middle School Brain Academy is a proposed district conversion public charter school in the Mountainburg School District. The application request was heard by the Panel at the October meeting. Panel Members voted to table the request until the November meeting so that additional
information could be provided.
There are several representatives here today from Mountainburg: Representative Lee Johnson; Representative Bruce Coleman; Mountainburg mayor Susan Wilson; Debbie Pinkerton, LEA supervisor; Adam Hamilton, teacher; Amanda Howard, principal; and Dr. Debbie Atwell, superintendent.

CHAIRMAN PFEFFER: Okay. So, yes, those that are going to be speaking on behalf of the Mountainburg Academy if you -- or Mountainburg Middle School, excuse me -- if you will stand and raise your right hand. And after we swear you in we will let our elected representatives speak first. I'm sorry; I apologize, I missed that.

REP. LEE JOHNSON: Swear us in, just in case.
CHAIRMAN PFEFFER: Okay. Okay. And I don't know the technical answer on that. Should they be sworn in?

REP. LEE JOHNSON: I think we're as accountable as anybody.

CHAIRMAN PFEFFER: Okay. We're going to swear in, just in case. Okay. All right. Do you swear or affirm that the testimony you're about to give shall be the truth, the whole truth, and nothing but the truth?
(ALL SPEAKERS ANSWERED AFFIRMATIVELY)
CHAIRMAN PFEFFER: Okay. And we will go ahead and start with our Representatives, if you'd like to. We want to welcome you to our Department of Education, Division of Elementary and Secondary Education, Representative.

REPRESENTATIVE BRUCE COLEMAN: Thank you for having the hearing. And I'm here today to support this request. I'm a Mountainburg School product of many years ago. But anyway, I was very glad that we have Dr. Atwell there as superintendent. I appreciate her innovative initiation of this activity period, which I think will help learning, and I think that this is one of those things that's innovative. I always thought how -- you know, a lot of times we didn't know before about how -- nutrition and how it affected learning, and I think it's very interesting to increase the activity and having these organized activity periods will help. So I'm very much in support of this and I thank you for your attention. Thank you.

CHAIRMAN PFEFFER: Okay.
DR. WILLIAMS: Thank you.
CHAIRMAN PFEFFER: Thank you.
REPRESENTATIVE LEE JOHNSON: SO I'm

Representative Lee Johnson, District 75, which also includes parts of Mountainburg, and I'm also here in support of this idea that the Mountainburg School District has put forward.

I want to thank you all for your time too. As I sit here and look and listen -- you know, Representative Coleman and I have the opportunity to sit on a lot of different committees, and this is, you can tell, a functional committee. I appreciate the way you give feedback. We were talking about if we just gave a vote and then -- I'm sure at some point y'all have had the opportunity to sit in a legislative committee -- how that would work if we each had to give individual feedback as to why we voted how we voted. There's a lot of transparency in that, and that's something I appreciate. So I think $y^{\prime}$ all have a great process.

I'm also a physician, a practicing emergency medicine physician. It's difficult sometimes for me to take one hat off and put another on. But as you know, we're very high in obesity in our state -- we rank 47th -- so this is something we've struggled with for a long time. We've required recess and P.E. in our schools for many, many years, since I was a child, and yet, we still struggle with obesity in our
state. And so I applaud our Mountainburg people for coming up with some innovative ideas to try to address activities in our school, and I hope that you'll be able to support their charter application.

CHAIRMAN PFEFFER: Okay.
REPRESENTATIVE LEE JOHNSON: Thank you.
CHAIRMAN PFEFFER: Thank you, Representative Johnson. We appreciate both of you for being here.

Okay. All right. Well, we are ready for you all to do your presentation, and you have 20 minutes to start off, and then we will see if there's anyone else to speak and move forward. Okay. So if you'll state your name and position for the record you're recognized.

SUPT. ATWELL: I'm Dr. Debbie Atwell, superintendent.

MS. HOWARD: Amanda Howard, principal.
SUPT. ATWELL: So on behalf of our district and from my team, I want to thank you for the opportunity to let us come back and bring you some more information. The process was good for us; it let us go back and revisit and reframe our concept. And we believe that given the opportunity that we can implement a whole school concept that creates personalized learning where our learners have agency
to set their own goals; they have a reflective process that they can use to monitor their journey to attain their goals; and that we can have -- help our learners have flexibility to take their learning outside of a traditional schedule and outside of a traditional setting. We feel that the whole school concept is important for the middle school because we want to prepare them and get them primed and pumped and ready for what could be the future for where we want to go with Mountainburg High School. And if a charter is in the future for the high school we think it's important that we start those foundations early with performance for our middle schoolers.

So some of the questions that you've asked we've tried to address. We didn't go back and bring the whole concept again; we tried to narrow down specifically to the information that came out of the discussion last month.

So with that, Ms. Howard.
MS. HOWARD: Mr. Wilson, I don't know if you remember, but you said, "You guys need to press Pause; there's a lot going on here with your presentation." So I want to preface that by saying we are really proud of what we are doing. There were three things that we addressed with you:

One was a culture of academic growth. We don't need a waiver for that. In fact, we don't need a charter for that. We're doing great work. But we wanted to share with you -- and I think that took a lot of time and energy, mental energy;

Number two was a culture of self-efficacy. That's what we'll focus on in this presentation; And then the third one was a culture of success and citizenship. That, we're doing now and we're just going to continue. We're also very proud of it, but it took a lot of mental energy to process that last time we were here.

And so we're just going to go through the questions one at a time:

So number two, your second question was "how will you measure if Brain Breaks actually impact academics." So that was a great question. It took a long time to describe. There was a lot of research behind that, and Dr. Atwell is going to cover that in a minute. But what $I$ want to talk about first is the difference between Brain Breaks and what really our plan is. So you might've had in your mind some Jumping Jack activities or maybe a thumbs war. That is not what we're talking about. We're talking about a very clear and precise plan, a 10-minute chunk of
time in between your English class, where a physical education teacher is addressing standards -- state standards and a lot of other activities that will support brain development; just those energy -- all the energy in a student's body that needs to be released before they can get back to class. So I'm going to kind of explain. Cyan right here is a 7 th grader. He wants to be an astronaut when he gets older. He is a busybody. But let's say he spends all of his time on (inaudible). We don't like this. To get him to re-engage in his studies we're going to try to focus on student autonomy and self-advocacy by using a personal trainer. And Mr. Adam Hamilton looks like a personal trainer today; right? This is what all of our teachers will look like. Right now, we look like this, we look really professional, and I love that. But if you can imagine the kids walking into a school where every teacher looks like your coach; they have a whistle, they have a timer, and we are ready to get to it. On top of that, they're your teacher academically but they're your coach physically. And so let's say Mr. Hamilton sits down with Cyan and he says, "Hey, look at your scores in English; you're doing pretty good there. In reading, you have some possible things we could work on. But,

Cyan, I want you to go all the way down to your math -- wow, we have a big red exclamation point, you're struggling here. Let's talk about in what areas, specifically, expressions and equations, ratios and proportions, and geometry. So what are we going to do, Cyan?" And at this point that life coach, that personal trainer is going to walk Cyan through a personal schedule. But, first, we need Cyan to set some personal goals; so he'll have academic goals that he needs to set, physical fitness goals, as well as his citizenship goals. Now this student probably isn't going to choose to take math three times that day or week, and so this is guided choice. He has a life coach sitting right beside him, encouraging him to reflect on his academic scores, on his behaviors that might help him make good choices.

I said it before, I used to tell my daughter before bedtime -- she was four, and I'd say, "You can go to bed or you can read," and she always chose to read. And so we're going to be kind of tricky with the way we handle that.

So this is a digital student performance report. So at this point Cyan is going to plan out almost a month's worth of work with his personal trainer and life coach. So week one he is -- this is just an
example -- this is live; this is almost -- it looks like -- more like video game-ish because that donut starts at red. But as they put in their numbers weekly or daily, that grows. But I couldn't show you that, so I just took screenshots. So that first week Cyan is struggling in academic growth. He has completed $27 \%$ of his work and he's still remaining at 73, and so his donut looks pretty pitiful at all red; right? So we want to encourage him, "What are you going to do, Cyan?" And then week two, as soon as he puts in his new numbers the donut grows. And then week three we're getting closer to all green, and that's where we'll get him to. This is not just in academics; he'll set his own goals for physical fitness and citizenship as well.

Another question you all asked was to provide a greater focus and detailed strategy for the Brain Breaks, what does this look like in a day. So this is what it looks like. The yellow are the Dragon Fitness Training. We've renamed it because it's not just a brain break; it's serious stuff. Dragon Fitness Training, a DFT, is very military-like. I'm a military wife. When the PFTs come up in the Air Force, physical fitness training, it is no joke; all we eat is chicken for a month because my husband is
getting ready for that. That's kind of how we want to play this with students. Your Dragon Fitness Training is coming up, your Dragon Fitness test. So it's not play; it's intentional.

To break down the schedule just a little bit more, if you take that purple block from here, the bottom, this is where we offer student choice and it's more innovative with how our kids can have autonomy but also just joy in their own learning.

So there's three blocks of student performance where the student gets to pick. Okay, Cyan knows he's struggling in math; so for his remediation that week he's going to take three math sessions in addition to he was struggling a little bit in ELA. But also we're going to offer some enrichment, like Project Lead the Way, community service, book clubs, and stuff like that.

This is Sarah Beth. She wants to be a teacher and she spends a lot of her time doing pageants. One of the questions was how are we going to handle our special ed. students with 504 s or IEPs. Sarah Beth has a heart condition. So just like Cyan set his personal goals, her physical fitness personal goal will look a bit different because we're going to work with a team of people to make sure she's taken care
of in those ways.
Another question you had was about the supporting data for both Brain Breaks and physical activity and the impact it has on student achievement. I'm going to let Dr. Atwell talk about that a bit.

SUPT. ATWELL: The 2018 physical activity guidelines very strongly advocate for 60 minutes of vigorous activity for students each day to get the most benefit from an active lifestyle, and so we strive to increase the amount and the opportunities for physical activity. We reached out to Dr. Charles Hillman, who served on that national advisory committee, and he sent -- and I've shared with you -some of his MRI slides, scans that show the brain and what happens with a brain that's not been active versus where the areas of the brain light up after as little as 20 minutes of physical activity. And so he was very encouraging. He suggested that we look at a Burn-to-Learn curriculum that's being used in Wales where they interject 10 -minute bouts of physical activity throughout the day, and he indicated that's showing some promising results. In our research we also looked at Dr. John Ratey's work, and Dr. Ratey has linked increased academic performance to physical
activity. So in schools where students took P.E. and then took a literacy course their scores were higher; where they had a good P.E. program and then took math their math scores were higher.

We also looked to see -- you had asked if there was anybody in the state doing this; so we reached out to Dr. Crystal Brashears at the Office of Innovation. She stated that they didn't have any research or data currently to show that that was taking place in Arkansas, but she did refer us to a study that says perhaps that's what's missing. And there was a national review where they looked at charters across the nation to see who was emphasizing physical activity, and they suggested that that was a need or a gap.

We also have shared with you some information from Dr. Eric Jensen who ties in and capitalizes on how we can incorporate brain-friendly learning environments and how we can capitalize on the power of the brain.

MS. HOWARD: One of the other questions that you all had was to make sure with all of this extra stuff in our waiver on planning time that -- how do we make sure our teachers actually get planning time. And so I wanted to show you in this infographic right here,
under teacher planning time, so currently our teachers get 250 total minutes of planning. In no way do we want to take that planning time away from our teachers. Our goal is to make sure our teachers have time to collaborate together, but also to do some professional development during what has traditionally been called individual planning time. And so if you'll see, they're still getting 250 minutes, but 150 of those minutes will be individual and 100 will be team planning time.

I hope that covers most of the questions.
Additionally though, in the infographic you'll see that, under physical education hours, currently we do 40 minutes a week, 4 th, 5 th and 6 th graders. In Brain Academy, we would have 200 minutes a week. That turns out to be in a month 13 hours, in a semester 60 hours, and in a year 117 hours versus the traditional 23 hours. That's an $80 \%$ increase in physical activity. We're very excited because of the other impacts that that can have on ADHD, depression, anxiety, obesity.

And then the last infographic $I$ have is maybe a better visual of the schedule in which we're offering not only physical education but personalized learning and a response to intervention in ways that we are
not currently. For example, there will be 120 minutes more of personalized learning and student choice every single day. In addition, 75 more minutes of innovative remediation, of intervention time every day, and 150 more minutes than we currently are having every week.

Do you have anything else, Dr. Atwell?
SUPT. ATWELL: (Shaking head from side to side.)
CHAIRMAN PFEFFER: Before we go to questions, could you go ahead and talk us through -- I know there's some changes that you've made in terms of what you feel like you would need to request a waiver for. So I was just looking at that document and going to, you know, just make sure we're understanding then what it is you would be looking to waive.

Ms. Hyatt, we may need you on that. I'm looking at the legal response to some of their waivers. So if we could just start with the Licensure waiver and kind of confirm --

MS. HYATT: Sure. So there were only two areas when this was first submitted to you where there were still outstanding concerns, which was the Flexible Schedule waiver and then also I just thought they might need to look into whether or not they needed
waivers of the Physical Activity and Nutrition rules that have certain requirements about physical education. Those concerns have been resolved as of last night, but $I$ would like to give them an opportunity to explain what they explained to me about how -- you know, which waivers they need under Flexible Scheduling and about the P.E. waivers.

SUPT. ATWELL: So upon clarification, we do not need a waiver of the six-hour day and the 30 -hour week to accomplish what we need with flexibility in the day. So we've rescinded that request.

We do request a waiver for Teacher -- Class Size and Teacher Load so that we have, with a limited staff, the flexibility to personalize and customize our classes.

We do request the waiver for the Teacher Licensure area so that in the event that we do have an opportunity to do some hiring or re-staffing or repositioning we can be creative with that.

We do request the waiver for Individual Planning Periods so that we can make sure -- and as we stated, we want to be able to provide the planning time; we just need to make sure we can do that collaboratively and not only individually.

We also would like the waiver for Non-

Instructional Duty and Duty-Free Lunch, not that we are going to schedule our students where they're doing more supervision but they have flexibility; that if they want to offer an extension, a remediation session, a learning opportunity during those periods it wouldn't be construed as noninstructional duty.

CHAIRMAN PFEFFER: So in your Class Size/ Teaching Load what would you foresee -- do you have an idea of how much flexibility you need? I mean are, you know, 80 in a class or --

SUPT. ATWELL: No, ma'am. No more than 35 in a class, or 180 students a day.

CHAIRMAN PFEFFER: Okay. And on the Licensure waiver, in terms of middle school, what type of flexibility might you envision that you need, I think just to provide some clarity for us?

SUPT. ATWELL: We're looking at how -- with the implementation of Project Lead the Way how we would staff that. And we just know that in our hiring in the past we haven't always had people that had a license certification in a secondary science teaching subject or in the middle school. So if we had an opportunity to do some hiring and staffing where -maybe an engineer who doesn't necessarily have a
teaching degree but would have the interest and flexibility to do that, or say, for example, if we need shared staff for a period from the high school, we might be able to bring a high school science teacher in to help us with some of the Project Lead the Way, things like that.

CHAIRMAN PFEFFER: Okay. And then on the Individual Planning Time, if you're still planning to do that 150 minutes a week, do you need that waiver?

SUPT. ATWELL: In the conversation with legal counsel, we understand that's tricky, so --

CHAIRMAN PFEFFER: Okay.
MR. WALTER: Good morning, Madam Chair, Members of the Panel. Tripp Walter, staff attorney, Arkansas Public School Resource Center.

One of the things $I$ want to emphasize in this as we've talked about the 150 -- one of the things I wanted to make sure you realized is that the State required amount is a minimum of 200, giving it in 40 -- at least 40 minute increments. Mountainburg has voluntarily chosen to go up to 250 ; so cutting that to 100 would be 150. The thing is there are two reasons behind the waiver: one, that that's going to be less than 200 as far as the individual time; and, two, the way they plan to utilize it, as Dr. Atwell
said, will be that there may be times that that's given in less than 40-minute increments.

CHAIRMAN PFEFFER: Okay.
MR. WALTER: But there's a -- as she indicated, there's a complete and total emphasis in making sure there's adequate planning time given for the teachers, as well as breaks and a rotation system to make sure -- you were concerned about how much time that would leave this combination of the NonInstructional Duty waiver, the Duty-Free Lunch, and the Planning Time. But she and I talked, and it's in the response, about going to a rotation system so you're not going to have a teacher that's losing like three lunches in a week. So --

CHAIRMAN PFEFFER: Okay. Thank you for clarifying that. I was looking at the wrong line there. So the 200 minutes of planning time would include some team time. Okay.

SUPT. ATWELL: Correct.
CHAIRMAN PFEFFER: All right. Okay. I will
see, does any -- do any of my panel members -- do you have questions about the waivers specifically then?

Okay. If we don't have any more waiver questions, then I'll open it up for general questions. And I'll start on this end with Mr.

Wilson.
MR. WILSON: Okay. Well, using John's schedule here, in my simple-minded way of thinking, best I can understand, the total of instructional time -- either in John's schedule today or John's schedule with Brain Academy, total instructional time will be the same; it's simply -- the fitness training is simply divided up into five parts, in this instance, instead of one?

SUPT. ATWELL: Yes, sir.
MR. WILSON: And your understanding -- well, strike that. That's all I have. Thank you.

CHAIRMAN PFEFFER: Okay. Mr. Rogers.
MR. ROGERS: I don't have any.
CHAIRMAN PFEFFER: Okay. Dr. Williams.
DR. WILLIAMS: Yes, a couple of things here. On the fitness training, what type of fitness training would you all be using? You know, it's not football practice every 10 minutes, and so --

SUPT. ATWELL: No. We intend to install a Game Time Youth Challenge fitness course, which is located on our campus right between the two sections of classrooms, and we have a walking trail and a basketball court.

DR. WILLIAMS: Okay.
Sharon K. Hill, CCR (501) 680-0888

SUPT. ATWELL: So we'll get kids out. It might be that they're going to do laps of walking goals; they could run through the obstacle course -- it's got chin-ups, push-ups; they can do self-timed speed events; they can set personal goals; they can compete.

DR. WILLIAMS: Okay.
SUPT. ATWELL: And so it would be personalized based on their interests and what their personal fitness goals were.

DR. WILLIAMS: Okay. Will all of the kids participate in this program? Will they have the option to opt-out? I don't know, so I'm just asking.

SUPT. ATWELL: Under the nutritional and physical activity guidelines, in Section 7, there are waivers. If a parent wants to opt-out and waive for physical or for religious conditions, they can.

DR. WILLIAMS: Okay.
SUPT. ATWELL: And so we would work with those students to develop what they would do during that activity or what their personal goals were. But they would be allowed to opt-out if they needed to.

DR. WILLIAMS: Okay. All right. Thank you.
CHAIRMAN PFEFFER: Okay. Dr. Kremers.
DR. KREMERS: I'm trying to visualize the flow
of the day, because the schedule example on the slide -- for example, the Cyan schedule for the week slide, it goes every -- there's no transition time; so it goes like one thing ends, the next thing begins at the exact same time. So how do they get outside and get back? Because, you know, just kids getting down a hallway there's usually a short transition time; so the actual time they would have doing physical activity is mostly walking to get outside and to get back. So I'm trying to just understand a little bit of the flow of that now to manage.

And then also who oversees them when they're outside? Is that like the recess duty for whatever teacher when they go outside? Who supervises there, and then when they come back in?

MS. HOWARD: So to answer your first question about transitions, we actually have some ideas about putting actual activities through the hallways, right, so kids -- it's not like a bell that rings and you go to Dragon Fitness. The teachers kind of modify, "Hey, we're headed out to Dragon Fitness; on your way" -- I don't know if you've seen them, like vinyl on the floors so you can do Jumping Jacks all the way out. So it's not like you have like this very structured bell rings, walk out. You can be
active on the way out. And so that's the vision. And on your second question for the waiver for P.E. -- and that's a big reason we need that waiver, so every teacher will essentially be our P.E. teacher.

DR. KREMERS: So when does planning period happen if they're in the class, and then they go outside with them, and then they come back? Where does their planning time happen?

SUPT. ATWELL: One of those blocks would be their planning. They wouldn't be assigned a course during one of those instructional blocks. We just showed a student schedule; we didn't show you a teacher's schedule. We would still schedule a planning period for teachers.

MS. HOWARD: There is a schedule --
DR. KREMERS: Okay.
MS. HOWARD: -- in your packet --
DR. KREMERS: Okay.
MS. HOWARD: -- for the teachers. And let me find that page for you.

DR. KREMERS: Okay.
MS. HOWARD: Under Number 6, the question Number 6, "provide effective use of teacher time to support this initiative," there's an example of an English
teacher's schedule.
DR. KREMERS: Okay. And then I did have another question. With the class size of 30 , so that would be the 30 students per class rotating through that schedule. So do you have enough teachers to cover the 30 students? Because I see the total possible enrollment is 400. So if you have a maximum of 30 , do you have enough teachers to accomplish --

SUPT. ATWELL: No. If our enrollment grew from 200 to 400 , we would have to add teaching positions.

DR. KREMERS: Uh-huh. But you're currently -you feel confident in accomplishing that with the teachers that you have?

SUPT. ATWELL: With the staff we have and the enrollment we have, yes. We would have to adjust if our numbers grew.

DR. KREMERS: And my last question would be what is it that is the barrier to keep you from doing what you want to do without doing a charter? Because are there not existing waivers to help with your planning time, to assist, without it being -- because like you mentioned, you know, the uniform design, you know, those type things, you can implement many of those things, like the things -- the vinyl on the floor, what people are wearing, how you approach physical
activity and adding that in a day in the waiver request. So what is it still that's left that would make a need for a charter?

MS. HOWARD: So one of the biggest things are human resources, you know, to do this idea where every -- those 10-minute sections are going to be owned and looked over by a physical education teacher. We have one, Adam Hamilton, and we really need every teacher to have the ability to do that.

CHAIRMAN PFEFFER: Okay. Do you have any questions, Mr. Baldwin?

DR. BALDWIN: Yes, thank you. So I'm looking at this sheet too, which is very interesting. And then I want to thank you all for coming back with responses to our questions. I think that's been very helpful. And my comments will be also tied to the ability to basically do this with the current staffing. And just let me ask about it. I think we've already asked the question about teacher staffing. But let's say you get into the middle of this and it doesn't -- you know, it doesn't work out quite like what the schedule shows. Are you flexible to -- are you able to make changes to adjust for the realities of what you see? And do you have to come back to us, or can you just do that on your own?

MS. HOWARD: So the required 40 minutes of P.E. for 5 and 6 is different than 7 and 8. And so my guess is that we would have to come back and modify with you all, get an amendment.

CHAIRMAN PFEFFER: We may need Legal to confirm that. But $I$ know that it does get a little bit tricky sometimes with Standards for Accreditation and looking at the instructional minutes for physical education.

MS. HYATT: So the law and our nutrition/ physical activity rules have different standards for different grades. So if there was a change in the model they would have to come and get an amendment request, depending on how the change impacted the waivers, if that makes sense. Because they -- just like any other charter, you can make some changes and it doesn't impact the need for an amendment request, but other more significant changes might; you might need additional waivers or might need -- you'd need to come and modify your model in front of the Panel. So it just kind of depends.

CHAIRMAN PFEFFER: I'd like to hear from Mr. Hamilton, if that's okay. I don't want to necessarily put you on the spot, but it sounds like this is -- you're going to be an integral role for
this. And I thought maybe if you wanted just to talk a little bit from the teacher perspective of, you know, what is the staff thinking about this idea and this model and the benefits of having a conversion charter versus, you know, what -- how much of this could we do on our own without that. So --

MR. HAMILTON: Well, as of right now I'm the only P.E. teacher in the middle school, as far as grades 7 and 8, and I have students for one semester. CHAIRMAN PFEFFER: I'm sorry; they want you to speak in the microphone please.

MR. HAMILTON: Oh, I'm sorry.
CHAIRMAN PFEFFER: Sorry. Yeah.
MR. HAMILTON: Sorry; I'm tall. Can you hear me now? Okay. All right. Thank you.

I'm the only 7th and 8th grade P.E. teacher right now and I have these students for one semester; so that means that for one semester they don't have P.E. And so as a faculty we talk about these kids need to move more. You know, just like you and I, we need a break every now and then to, you know, get up and move a little bit. And same with the students; they sit all day, class-to-class and learning, and so something between class to get them moving, other than just to have enough time to go to the restroom,
to their locker, and to the next class, and to get some energy out.

And so as far as the staff goes, with every teacher being, you know, a coach basically at that point, a trainer, you know, setting these goals for these kids, it not only gets them excited about, you know, class, but also gets them a relationship with their teacher they wouldn't have otherwise. And so build some understanding there or build some relationships there, but also trying to build some skills in their life to keep them more healthy.

CHAIRMAN PFEFFER: Okay.
MR. HAMILTON: So did I answer your question?
CHAIRMAN PFEFFER: I think so.
MR. HAMILTON: Okay.
CHAIRMAN PFEFFER: Do you -- planning time, thoughts on planning time and changes that might be coming for teachers?

MR. HAMILTON: Right. Right. We're all
Singletons; we're a small school.
CHAIRMAN PFEFFER: Okay.
MR. HAMILTON: So as far as planning time with integrated units, that would be very beneficial for us where we can talk and we can collaborate, you know, what we're doing in history class, how does
that relate to science class. And so we can come together and give us some time to actually, you know, spend with each other as a faculty and collaborate. CHAIRMAN PFEFFER: Okay. Any questions for Mr. Hamilton?

DR. WILLIAMS: Yes. It's just really kind of a comment and a question at the same time. Your speaking is really helping things kind of come together for me. First of all, I was about to ask how many grades for middle school. So you-all are defining middle school as 7 th and 8 th grade?

MR. HAMILTON: We're grades 5 through 8. I only teach in grades 7 and 8.

DR. WILLIAMS: 8, okay. And so do y'all have another teacher, physical education teacher for the earlier grades?

MR. HAMILTON: Yes, uh-huh. Coach McDonald.
DR. WILLIAMS: Okay. So you have one teacher for those two grades, basically?

MR. HAMILTON: Yes, sir.
DR. WILLIAMS: Okay. That helps me out there.
You know, I admire the fact that we do know that physical activity makes a difference throughout the day. So I think you're on the right concept, and I like the idea of you all being innovative enough to
kind of reach out there. And one of the things $I$ look for is, first, do no harm; you know, in other words, is the core curriculum still being covered? I'm all for innovation but not innovation at the expense of covering the basics. So it looks like you're covering the bases.

What's the total number of students we have involved in this right now? If this was approved, how many students would you all have?

SUPT. ATWELL: 210.
DR. WILLIAMS: 210 students. And you all work it so that each student would have kind of that personal coach and so-forth?

SUPT. ATWELL: (Nodding head up and down.)
DR. WILLIAMS: Okay. So basically -- let me come back to us now. So what we're looking for to do today is to approve the conversion. And by approving the conversion, the waivers come along with that?

CHAIRMAN PFEFFER: (Nodding head up and down.)
DR. WILLIAMS: Okay. I just want to make sure I know what I'm approving here.

Okay. Well, overall, I think the idea is a good idea, and $I$ just like the idea that the community is behind you. And I sure would like to see -- well, let me just ask a question. Do you all have a way of
base-lining academic performance and to kind of monitor it as you move through this process?

SUPT. ATWELL: Yes, sir. Yes, sir. We are building systems of data and examining our work and making sure we do that in short, frequent periods; so short learning cycles as well as year-to-year. So, yes, sir, we plan to do that.

DR. WILLIAMS: Okay.
CHAIRMAN PFEFFER: And with this waiver request, is this a five-year request?

SUPT. ATWELL: Yes, ma'am.
CHAIRMAN PFEFFER: Is that right? Okay.
Mr. Rogers, did you have a question?
MR. ROGERS: I wasn't here last week, so if I -or last month, so if I ask some repeat questions --

So this is going to be -- you're just doing your whole middle school?

SUPT. ATWELL: Yes, sir, whole school.
MR. ROGERS: And you're asking for a 400 cap.
Can you tell me why you're asking for 400?
SUPT. ATWELL: Our enrollment is 200. But if you look at the number of classrooms and the maximum space at our facility, then we could enroll up to 400. I don't know that there will be that sort of demand in the community, but I sure hope there is. I
hope when they hear about Mountainburg Middle School Brain Academy we have to come back and say, "We need more space."

MR. ROGERS: Okay. And then outside -- you said that they're going to go outside and do this. But what happens when it's -- now? What -- I mean you said you -- so you're going to have -- because when you were talking about the teachers and having 30 kids in a class, 1 mean I'm thinking 5 through 8, 30 kids running around and it's raining outside and they're running down the hall doing exercise, how is that -- I mean I just see it in my head and I'm trying to understand a little bit more about how that's not going to be just absolute chaos. Can you tell me a little bit about that?

SUPT. ATWELL: We do have a middle school gym and we use that gym for our before-school, our P.E., our lunchtime activity. We did get a Joint Usage grant this year and we installed an 8-foot asphalt walking path around the perimeter, with a loop of our playground, and we're getting a lot of laps in on that. And our kids are getting a lot of movement and breaks between classes where they can go out and stretch and move and they don't get muddy. And so having a place when the rain is not falling where
they can get out and move quick, we can. We also have several long hallways. And like we have -- one of our building complex has a walking sidewalk around the building, and so we utilize that space now for transitions.

CHAIRMAN PFEFFER: Mr. Rogers, you should've been with me Friday subbing in 1st grade. I can assure you, you get a lot of physical activity in a very small space. I'm sorry; I'm just kidding.

SUPT. ATWELL: And we do have -- our middle school campus joins the high school campus and we have a safe room with a P.E. facility there and we do have exercise equipment there. So during inclement weather we utilize the safe room for P.E. as well.

MR. ROGERS: I guess -- and the only other concern -- I know that whatever it looks like, whatever you're doing right now at your middle school -- I don't know if it's a concern or good, but you're improving, because $I$ know $y$ 'all were a $C$ and now your report card was a B. And so now changing -- since you are doing good stuff now, now switching it all up how is that going to look too?

SUPT. ATWELL: Well, we're proud of the growth that we've made, and the growth that we made is a direct result of teacher collaboration and starting
to use data. And this is a -- we're proud of the progress, but it's early; it's early in the game. And so we're glad to see it and have a celebration with our staff. And it just affirms even more that when we work together and we use data to drive our conversations and we make our decisions based on what's best for kids we can change our data. And so we continue -- we plan to continue that work.

CHAIRMAN PFEFFER: So, Ms. Howard, what does the collaboration look like with the elementary and then at the high school, if you're doing this in middle school? Because a lot of times progress that you see at the high school is the result of a strong middle school and elementary foundation. And so, you know, are there conversations as far as what you're doing here and then how it might be something that would become a seamless process?

SUPT. ATWELL: Unfortunately for us, Ms. Howard is the middle school and the high school principal. CHAIRMAN PFEFFER: Oh, okay. I'm sorry; I may have missed that then. SUPT. ATWELL: So there's a lot of -CHAIRMAN PFEFFER: Okay. SUPT. ATWELL: -- planning -- co-planning between the two schools.

CHAIRMAN PFEFFER: Okay. Definitely.
MS. HOWARD: I definitely see a step towards doing similar stuff in high school, the concept of not having anyone sit for 50 straight minutes and try to gain all the academic knowledge that they need to. So I definitely love the concept that an 8th grader could move to 9 th grade and not be completely caught off-guard by such a rigid structure, like a college classroom. Those are plans in the making.

CHAIRMAN PFEFFER: Okay. Are there any other questions?

DR. KREMERS: I guess just if State staff -would you mind just -- what is the barrier to them where they -- what is the barrier why they need a charter? I still am unclear of that question.

MS. HYATT: Mary Claire Hyatt with the Division.
I can speak to it from a legal standpoint. So they have requested quite a few waivers. I do know, as you all know, there are multiple avenues to get waivers. So, they could go the 1240 route; I think all of the waivers they've requested at least one open-enrollment has them. But typically when schools come for 1240s -- and I don't think this is prohibitive, but it's just in practice -- it's usually more limited, not an entire -- you know,
pages and pages of waivers. We see that more with district conversions. Typically when we have 1240 s it's to address a particular issue. That doesn't mean that they couldn't get 1240 waivers for these reasons. I think they absolutely could. But I also think there are other -- outside of waivers, you know, things that they can get when they have a charter that they can't get without the charter. And I think that's more about applying for grants, applying for different types of funding, and stuff like that. But that comes along with having the charter designation.

DR. KREMERS: Thank you.
CHAIRMAN PFEFFER: Okay. Something -- and I want to apologize. Mayor Wilson, I should have asked you if you wanted to speak earlier, and I apologize for that. I get nervous up here and just start rambling on. And so would you like to say any remarks?

MAYOR SUSAN WILSON: I'm Mayor Susan Wilson from Mountainburg. And our school needs this; our enrollment has been declining, because of school choice to some degree. So if we got this, it would impact the entire city by bringing more people to Mountainburg. So school of choice -- this would be
something that if a child that goes to school 12 miles away and they see that we're doing activity all day that they will bring their children to Mountainburg. But also our city in general has just put in a Joint Usage grant to -- for walking that connects our city park and city complex to the school. So it is -- we are as a community trying to do more physical activities with everyone, and that Joint Usage grant allows our population in general to use that walking trail after school hours.

So we are trying as a community to beat and be better than what we have been in the past, and with our school grades coming up that really -- it means a lot. We have been lower than a C at times. So we are super excited about the improvements for the city schools. Thank you.

CHAIRMAN PFEFFER: Thank you.
Okay. So if there aren't any additional questions for the applicants, is there -- anybody have any discussion or questions for panel members?

Okay. I think that the applicant did a good job in addressing the questions that we had asked them last time and some of those things that were causing the uncertainty.

Just speaking to some of Dr. Kremers' concerns,
you know, I know there are times when we've had applications and there are different avenues for districts to seek waivers and try to be able to do what they want to. But the district conversion charter is a route where if a school has a plan that they've put together in a thoughtful way and they need that flexibility, you know, that has been the basis for approvals in the past. So hopefully that can help answer some of your concerns.

But if there are no more questions or discussion --

DR. WILLIAMS: Yeah, I just -- just to add that somewhere I think in an update on the academic performance on this model -- you know, instead of waiting till the end of five years, it would probably be helpful maybe at the end of maybe year-three or something like that just to kind of keep it on the radar on what's going on. I'm sure they're going -by the end of year-three, if they need to do something different, they will have come to us to make some adjustments. But waiting till end of yearfive --

CHAIRMAN PFEFFER: Sure.
DR. WILLIAMS: -- is a little bit long.
CHAIRMAN PFEFFER: Well, so what I would propose
that we do -- because after this we are going to do a review of the ESSA School Index school letter grades for our open-enrollment charter schools. And then either next month or January we could do that for district conversion charters. And if we start that as a regular process annually --

DR. WILLIAMS: Okay.
CHAIRMAN PFEFFER: -- as a Panel, then that gives us that chance to review. And if we do see concerns, lack of progress, anything, then we're on an annual basis kind of doing a check -DR. WILLIAMS: Yes.

CHAIRMAN PFEFFER: -- on all of those that -all of our charters, be it the open-enrollment or district conversion. So is that something -DR. WILLIAMS: (Nodding head up and down.) CHAIRMAN PFEFFER: Okay. DR. WILLIAMS: That will work. CHAIRMAN PFEFFER: And that gives us even -- you know, that way each year we can look at their progress.

DR. WILLIAMS: Uh-huh.
CHAIRMAN PFEFFER: Okay.
DR. WILLIAMS: Okay.
CHAIRMAN PFEFFER: All right. Well, if there
are no more issues $I$ would entertain a motion. DR. WILLIAMS: So moved. CHAIRMAN PFEFFER: Okay. So we have -MR. BALDWIN: Second. CHAIRMAN PFEFFER: -- a motion to approve and a second. All those in favor say "aye."
(UNANIMOUS CHORUS OF AYES)
CHAIRMAN PFEFFER: Any opposed?
Okay. Congratulations, you've been approved. And if you'll give us a minute we will each give our responses and feedback.
(A FEW MOMENTS OF SILENCE)
CHAIRMAN PFEFFER: Representative Johnson, if you'd like us to set you up with a similar process in the legislative committee, we can do that. REPRESENTATIVE LEE JOHNSON: (inaudible) CHAIRMAN PFEFFER: Okay. You all would be very popular, I'm sure, for introducing that. REPRESENTATIVE LEE JOHNSON: (inaudible) CHAIRMAN PFEFFER: Yes. Just don't give me any credit for that idea, please.
(A FEW MORE MOMENTS OF SILENCE)
CHAIRMAN PFEFFER: And as soon as we read our responses we're going to do a 10-minute brain break. Okay. Mr. Baldwin.

MR. BALDWIN: Yes. I want to thank you all for the hard work that you've put into this. And I personally appreciate the innovation and look forward to seeing you all achieve what you want to. So I voted to approve your -- approve the motion.

CHAIRMAN PFEFFER: Okay. Dr. Kremers.
DR. KREMERS: I approved the motion to allow flexibility for innovation with activity immersed in the academic school day. The conversion charter should assist with this. I also applaud your willingness to come back and share more details and helping us visualize what the day will look like. So I appreciate your patience with all the questions; that really helped me better understand what your plan is. So, thank you.

CHAIRMAN PFEFFER: Okay. Mr. Rogers.
MR. ROGERS: I supported the motion for this district conversion and look forward to seeing how the overall student growth continues.

CHAIRMAN PFEFFER: Okay. Mr. Wilson.
MR. WILSON: I supported the motion. I think the approach is somewhat novel, maybe really novel. And I agree with Dr. Williams that having an assessment is -- by us is a good idea. I'm not real sure how you're going to keep cell phones away from
these kids while they're outside; that's another problem.

CHAIRMAN PFEFFER: Okay. Well, we'll work on that later.

MR. WILSON: Yes.
CHAIRMAN PFEFFER: Okay. Dr. Williams.
DR. WILLIAMS: I support the motion. The district conversion will allow the inclusion of physical activity throughout the day. I also like the innovation and the community support behind it.

CHAIRMAN PFEFFER: Okay. All right. Thank you very much, and we will look forward to hearing about your success.

Would a 5-minute break be good for everybody?
Okay. We'll do a 5-minute break; then we're going to come back and look at progress for our charters.
(BREAK: 11:10-11:22 a.m.)
A-4: REVIEW OF OPEN-ENROLLMENT CHARTER SCHOOLS
CHAIRMAN PFEFFER: Okay. So in this next part we're going to do a review of data. And today it will only be the open-enrollment charter schools, and then in January I think we'll come back and review district conversion charters.

So Ms. Webb has put together I think a way for
us to review. We did this last year for the first time and kind of got a high-level overview of how well our charter schools were doing to help us determine whether or not there might be a need for us to ask any questions, call any of our charters in. So we want to start today with this initial review, and they put together -- did you put together a packet of materials for us to look at?

MS. WEBB: I emailed it to everyone.
CHAIRMAN PFEFFER: Okay. And so it's on the email?

MS. WEBB: Yes.
CHAIRMAN PFEFFER: And we will let you walk us through. And feel free to ask questions, if you want to stop along the way and ask questions. And as you -- and also then we can make some decisions if we do feel like we need to call any charters in.

MS. WEBB: Okay. First, I provided just a little overview information for you about our current open-enrollment charters. There are currently 25 open-enrollment charters; two of those are virtual, one is an adult learning center that serves students ages 19 years old and above; and then we have three charters that serve students in an alternative learning environment.

In looking at letter grades, we have three charters that increased from last year; seven that decreased in letter grades; and 32 that remain the same.

Now just a quick little graph about how many A's, B's, and C's we had for open-enrollment charters. You can see those numbers there.

And another piece of data that we thought was very relevant was students that scored in need of support in reading. Two of our charters had students that scored $40 \%$ or more needed support in reading, and then 10 charters had $50 \%$ or more of students that needed support in reading -- and I'll highlight some of those in just a few minutes.

So in your packets I did an overview of every open-enrollment charter, but I would like to highlight just a couple right now that we maybe have concerns about or that the data is such that you need to take a look at it.

SOUTHEAST ARKANSAS PREPARATORY HIGH SCHOOL
MS. WEBB: So, the first one is Southeast Arkansas Preparatory High School.

So in here you can see their enrollment stayed close to the same. They were an $F$ school this year. They just opened in the $18-19$ school year. Sixty --
almost $66 \%$ of their students are in need of support in reading. They've had several financial issues with child nutrition -- and I think Child Nutrition is here, if you have any questions about that -- in submitting reports.

DR. WILLIAMS: Excuse me just a second.
MS. WEBB: Yes.
DR. WILLIAMS: Do we have access to the information, the slides that you just presented?

MS. WEBB: The ones on here?
DR. WILLIAMS: Yes.
MS. WEBB: The ones --
DR. WILLIAMS: No, I was looking at my printout here.

CHAIRMAN PFEFFER: Yeah.
DR. WILLIAMS: I have a printout that's --
CHAIRMAN PFEFFER: I don't think we have what you have on this -- we don't have your slides, I don't think.

MS. WEBB: Okay.
MR. ROGERS: Yeah, I think that last slide you had with $40 \%$ and the $50 \%$--

MS. WEBB: I have not sent the PowerPoint to you. No.

DR. WILLIAMS: Okay.

MS. WEBB: What you do have in the packet are like the information for each charter that is on -DR. WILLIAMS: Okay.

MS. WEBB: -- that slide.
DR. WILLIAMS: And -- but we need to scroll down to catch up to the charter school that you're looking at?

MS. WEBB: I'm looking at Southeast Arkansas. So they are in $A B C$ order, so it should be closer to the end.

CHAIRMAN PFEFFER: Okay.
DR. WILLIAMS: Okay.
CHAIRMAN PFEFFER: Could we go ahead -- Dan, could you share that with us pretty quickly, and that way we can look at those? It just helps because you have the waivers in between on our document. Dan, do you have it?

MR. DAN DAVIS: I just have the PowerPoint that she's presenting to you on those screens. No, ma'am. CHAIRMAN PFEFFER: Okay. So you can't email it. Kelly or somebody -- can somebody email it to us?

MS. WEBB: I can do it real fast.
CHAIRMAN PFEFFER: I'm sorry. Yeah.
DR. WILLIAMS: It's just tough trying to --
MS. WEBB: Sure.

DR. WILLIAMS: -- catch up to you.
CHAIRMAN PFEFFER: And while she's doing that -so when she's talking about schools that have $40 \%$ or $50 \%$ or more of their students in need of support in reading, that is a particular concern. There was legislation passed in the ' 19 session that -- where if schools have $40 \%$ or more of their students that score in that lowest category on the reading portion of the ACT Aspire, then those schools are going to need to take extra steps to really insure that they're focused on reading. So if it was between $40 \%$ and 50\%, their school level plans, they work with their educational co-ops or -- and also the Department to detail in their plans how they're going to address the reading issues. If it's $50 \%$ or more, then the Department is more heavily involved in the planning that they do and looking at how they're directing their funds, specifically their ESA funds, to address that. So those are particularly -And can you go back to the number of schools that were at $50 \%$ or more?

So there were 10 that had $50 \%$ or more, and that's in that lowest category of in need of support. Okay.

DR. WILLIAMS: That's very helpful.
Sharon K. Hill, CCR

DR. KREMERS: I'm sorry; email problems.
CHAIRMAN PFEFFER: Okay.
DR. WILLIAMS: We can keep moving. We can catch up with you.

CHAIRMAN PFEFFER: Yeah, we'll catch up with you.

MS. WEBB: Okay. So Southeast Arkansas Prep has had some issues, financial issues with extremely low bank balances, negative end-of-year projections, and the child nutrition claims not being submitted. I think we have someone from Finance as well as the Child Nutrition Unit here to answer any questions.

Another issue is that -- I believe this is the new superintendent, and so he may not be familiar with the things that must be submitted throughout the year. And so they have failed to submit the Statement of Assurance for Constitutionally Protected Prayer and the Minority Teacher and Administrator Recruitment Plan. I think they were contacted several times, but I don't think they've submitted that as of today.

Currently, their accreditation status is Probationary Pending; so they do have some things to correct. I can tell you the exact number -- they have a variety of about 17 different items that need
to be corrected within the SFA system in order to meet standards. And we have specialists that work with them daily to try to correct those.

CHAIRMAN PFEFFER: And so their first year of operation was 2018-19?

MS. WEBB: It was, yes.
CHAIRMAN PFEFFER: Okay.
MS. WEBB: So this will be their second year.
MR. ROGERS: Have they fixed the child
nutrition?
MS. WEBB: They have submitted all their child nutrition claims?

MS. SUSAN CHASTAIN: They have not submitted their --

CHAIRMAN PFEFFER: Come on up to the microphone.
MS. CHASTAIN: Good morning. They have not submitted their September claim as of this morning. They have 60 days to do that, which is the end of November .

MR. ROGERS: Have they gotten their previous claims in now? I know that there was some problem with getting them in.

MS. CHASTAIN: Yes.
MR. ROGERS: Okay.
MS. CHASTAIN: The prior claim for August has
been submitted and paid.
MR. ROGERS: Okay. So they did get it in in time?

MS. CHASTAIN: Yes, by about five hours.
MR. ROGERS: How many?
MS. CHASTAIN: A few, five. Yes, sir.
MR. ROGERS: So they got it in in five hours in time?

MS. CHASTAIN: Yes, sir.
MR. ROGERS: And how receptive are they when you have been trying to reach out and get --

MS. CHASTAIN: I beg your pardon?
MR. ROGERS: How receptive are they when you contact them as far as when you're trying to help them?

MS. CHASTAIN: My assessment would be not receptive. It is very difficult to make any progress.

MR. ROGERS: Okay.
MS. CHASTAIN: Thank you.
DR. WILLIAMS: It sounds like we need to have them to come pay us a visit.

MR. ROGERS: Well, that's what I was going to ask. Do you want to go through all of them and then go back?

CHAIRMAN PFEFFER: I'm fine if $y^{\prime}$ all want to kind of stop along the way. I was just looking here; so this is one of the three schools that had a letter grade of $F$ ?

MS . WEBB: Right.
CHAIRMAN PFEFFER: And in addition to that -and that was in their first year of operation. In addition to that, $65 \%$ were scoring in that lowest category. That's a very high percent. And then with the financial issues and just the Statement of Assurances -- yeah, I think -- and a probationary pending, I think that would indicate --

MS. WEBB: Okay.
CHAIRMAN PFEFFER: Okay. So we need to -- what are we thinking on timelines as far as calling schools in?

MS. WEBB: We have a pretty full schedule for the December meeting with eight renewal applications and an amendment request. So, January?

CHAIRMAN PFEFFER: Is that -- would you rather --

MR. ROGERS: At the latest. I would like to do this one -- especially this one, because I know that what she was talking about with the five hours -they had five hours to get that claim in or they
would've lost that federal funding for child nutrition. They have -- they've got issues going on financially that -- we've tried to reach out to them and talk to them -- sorry, my phone is going off in my pocket; that's why I started jumping.

MS. WEBB: Do you want to do this one in December?

MR. ROGERS: And so there's a lot of issues that I think that both Child Nutrition and Finance have had with this one, and I would like to get them in as soon as possible.

CHAIRMAN PFEFFER: Okay. So in our December meeting we have renewals --

MS. WEBB: Correct.
CHAIRMAN PFEFFER: -- for open-enrollment charters.

MS. WEBB: Yes, ma'am.
CHAIRMAN PFEFFER: Is that correct?
MS. WEBB: Yes.
CHAIRMAN PFEFFER: And we have eight -- [cough] -- excuse me -- eight renewals. So we were thinking try to do five of those on the first day and then three on day two.

MS. WEBB: We also have an amendment request.
CHAIRMAN PFEFFER: And then an amendment
request. So that's probably two pretty full days there. We could add a third day in December potentially to bring in any charters of concern, but I don't know how you feel about that -- you know, trying to do three days -- or we could try to just do a separate time. But I'm almost concerned about waiting till January, especially with this with multiple issues.

MS. WEBB: We might could do one in December possibly with the two-day schedule.

CHAIRMAN PFEFFER: Okay.
MR. ROGERS: I would -- if y'all would like, I would like to have this one in December.

MS. WEBB: Okay.
MR. ROGERS: I think this one is serious enough that the sooner we can get them in to find out what's going on the better.

MS. WEBB: All right.
CHAIRMAN PFEFFER: Okay.
MS. WEBB: Next we have --
CHAIRMAN PFEFFER: Now are we --
Ms. Hyatt, do we need to make motions to that effect, like maybe discuss it now and then at the end summarize what the motion would be?

MS. HYATT: Yes, ma'am. So you can do it now,
you can make the motion on each individual school, or you can wait until the end in case there are more. It's up -- you have the flexibility to do what you want, but you do need to make a motion in order to bring in a school before you.

CHAIRMAN PFEFFER: Okay. So let's go through and look at all of them, and then we'll make the final motion on details.

CAPITAL CITY LIGHTHOUSE
MS. WEBB: So the next one I'd like to present is Capital City Lighthouse. They have had an $\mathbf{F}$ in their lower academy and $D$ 's in their upper academy for the last two years. They are at almost $61 \%$ of their students are in need of support in reading. They have been identified, as far as federal accountability goes, as a school in need of comprehensive support. They have monitoring that was scheduled for -- it's scheduled for tomorrow. And their accreditation status is pending, cited Pending. And their issues -- they only have two and those are background checks, as far as accreditation status goes. And so they could've hired a new employee and so their background checks haven't passed yet; so that's not as much of a concern. Just letter grades and their reading.

CHAIRMAN PFEFFER: So the onsite monitoring that's scheduled for tomorrow --

MS. WEBB: Yes.
CHAIRMAN PFEFFER: -- what will be addressed there?

MS. WEBB: So we will look at all of the things on the monitoring tools for Standards for Accreditation and the federal side, are they in compliance of all of those issues.

CHAIRMAN PFEFFER: So it looks like their enrollment has also declined pretty significantly over the last five years?

MS. WEBB: Uh-huh.
CHAIRMAN PFEFFER: Steady decline each year. Well, maybe not each year.

MR. ROGERS: Is this the one that had the flooding last year?

MS. WEBB: Yes.
MR. ROGERS: So they gave up -- they moved. So this is in the one in North Little Rock that they had the emergency and they moved their high school or their --

MR. SCOTT: 6th grade.
MR. ROGERS: Okay. So now they're just a middle school?

MR. SCOTT: K through 5.
DR. WILLIAMS: And this is the one that we're going out to visit this afternoon.

MR. ROGERS: Yeah.
DR. WILLIAMS: It's in North Little Rock.
MS. WEBB: We visited Jacksonville Lighthouse Charter yesterday, and tomorrow we have the onsite visiting for Capital City.

DR. WILLIAMS: Okay.
MS. WEBB: Yes.
MR. ROGERS: So are we talking about the Capital City -- are we just talking about the North Little Rock campus or are we talking about both campuses?

MS. WEBB: We're talking about the North Little Rock campus only.

MR. ROGERS: Well, they only have $K$ through 5 now?

MS. WEBB: (Nodding head up and down.)
MR. ROGERS: Okay.
DR. WILLIAMS: Yeah, this is just a $K$ through -oh, they moved the 6th grade because of the flooding.

MS. WEBB: Yeah, last year.
MR. ROGERS: I did go visit this one. They are a K through 5. And they've added -- they've worked more on their culture; they've worked more on their
reading; they're working on getting more of their teachers RISE certified; they've changed up their structure of how they're going through their school.

I think it would still be, since they are an $F$, something to consider bringing in. But I have been there and know that they are working on improving, and they did have that flooding issue last year. So I know they had a lot -- their ESSA score was the SQSS, but -- and that dropped them down because of their attendance, which towards the last quarter they didn't have good attendance because they had flooding issues. So they know that and they're working to address that too.

So I think that this would probably be a good one to talk to as well, but I'm not as -- jumping on it like I was --

MS. WEBB: Ms. McLaughlin noted that you brought them in last year for a review as well.

CHAIRMAN PFEFFER: Okay. So would you maybe want to hold until you've had an opportunity to visit and they've had an opportunity to do the onsite review and then we can make that decision?

DR. WILLIAMS: Very good. Yes.
CHAIRMAN PFEFFER: Okay.
PINE BLUFF LIGHTHOUSE
Sharon K. Hill, CCR
(501) 680-0888

MS. WEBB: The next one I'd like to review is Pine Bluff Lighthouse. They too had a declining enrollment. They have been -- they're an $F$ school in their elementary and a -- in their 7/8 they received a D. They have $62 \%$ of their students that are in need of support in reading. And their accreditation status is pending, cited Pending. And their issues are nine background checks that have not been cleared yet; so it could be that they've hired new employees and that we're just waiting on those to clear.

CHAIRMAN PFEFFER: Okay. Did we bring this
school in last year --
MS. McLAUGHLIN: Yes.
CHAIRMAN PFEFFER: -- to review?
MS. McLAUGHLIN: And we chose to not renew, in February.

CHAIRMAN PFEFFER: Okay.
MS. McLAUGHLIN: It went before the State Board.
MS. HYATT: Kelly may have just said this, but this was the school, during their review last year, that you voted not -- to non-renew. And then the State Board -- they had a hearing and the State Board overturned it and allowed the school to continue operating.

CHAIRMAN PFEFFER: Okay.

DR. WILLIAMS: I think we need to bring them back in. I would put them in the same category as Capital City Lighthouse.

CHAIRMAN PFEFFER: Okay. And I -- yes, I'm anxious to see what the background checks -- we need to make sure that those get cleared immediately. So if we go ahead and schedule them to come in at the same time that would give a chance to make sure all of that gets cleared up too.

DR. WILLIAMS: Uh-huh.
CHAIRMAN PFEFFER: Okay.
SCHOLARMADE ACHIEVEMENT PLACE
MS. WEBB: The next one is ScholarMade Achievement Place. They're a K-3 building that received a D letter grade. Last year was their first year in existence -- actually, their second year; I'm sorry. They have increased enrollment, but we have 75\% of their students that are in need of support in reading. And they were also credited pending for their accreditation status -- cited pending; I'm sorry. And their issues, they have three background -- three issues; two are background checks and one is the GT person in their district.

CHAIRMAN PFEFFER: So regarding the students in need of support for reading, yeah, that is a very,
very high percentage in the lowest category. And they're primary -- what grades? MS . WEBB: K-3.

CHAIRMAN PFEFFER: $\mathrm{k}-3$, okay. Do we know -have we done any checks to see what they've done to address that this year? Do we know if there's been a substantial change made?

MS. WEBB: We don't. We know that Jane Green's group is working with all of those schools in districts to set forth a plan to implement things to help improve their reading. But I can get more information from her exactly what they're doing. But we have not been on-site to monitor ScholarMade.

CHAIRMAN PFEFFER: Okay. So, but our team is working with them on their plan?

MS . WEBB: Right.
CHAIRMAN PFEFFER: So last year was their first year?

MS. WEBB: Correct.
CHAIRMAN PFEFFER: Okay. Would -- Panel
Members, how would you feel about our internal group first checking to see what was put in place for this year, since they've only had the one year? And even though that is an unacceptably low number, obviously, if there have been substantial changes made to
correct from that first year, see what our team has to say. And then we could always come back and bring them in in January, if needed. Would that be -(COURT REPORTER'S NOTE: Panel Members are nodding assent.)

DR. WILLIAMS: Uh-huh.
EXALT ACADEMY OF SOUTHWEST LITTLE ROCK MS. WEBB: And the last one that I've highlighted out of the open-enrollments is Exalt Academy of Southwest Little Rock. They've maintained a D letter grade for the past three years. They have increased in enrollment somewhat. They have 60\% of their students that are in need of support in reading. They did have state and federal monitoring during the 2018-19 school year, and they were in compliance. And their probationary status is -- or their accreditation status is Probationary Pending. And their issues include a variety of 25 different items that still are not cleared up in the SFA system; so things that they need to work on to meet accreditation standards.

CHAIRMAN PFEFFER: So what is the expected timeline on the Standards for Accreditation?

MS. WEBB: We've been working with districts every day to help them clear those issues. Sometimes
it's a matter of schools not having the right person to put the right information in. But 25 is a lot at this point.

CHAIRMAN PFEFFER: It definitely is. So if it's a Standards for Accreditation issue, is that something normally that comes to the Charter Panel before the State Board? Or is that something that may need to go straight to the State Board first? How do we normally -- I don't know how we normally -I'm sorry.

MS. WEBB: State Board. And I think last year we did that in May or June. So I don't know if we have a different timeline for this year.

MS. COFFMAN: Deborah Coffman, Public School Accountability.

We take Standards for Accreditation -- final accreditation to the Board usually in June. But at any time if a school is out of compliance and not making efforts to get into compliance we have the liberty to take that issue to the State Board at any time.

CHAIRMAN PFEFFER: So is this something you would envision needing to go ahead and go to the State Board or -- I just -- that many items and it being probationary violations -- if the Panel needs
to bring in for a review first, then we can do that. Or if it's needing to go ahead and go to the State Board, then I guess we would need your guidance on what might be the best course of action.

MS. COFFMAN: We can discuss that. I mean that's certainly -- we need to get their attention. So if you would like for us to take care of that, we can do that. If that's something that the Panel would like to address in addition to accreditation these other issues you would like to address at the same time, then we can certainly bring them to the Panel.

CHAIRMAN PFEFFER: Okay. Panel Members, what are your thoughts since --

DR. WILLIAMS: I'm open to -- let me back-up just a second now. What's the current plan for them? What's already happened with the Department?

MS. WEBB: So we have Standards Specialists that work with them daily to help -- to assist them in correcting those deficiencies in the SFA system.

DR. WILLIAMS: Okay. And they're responsive to the assistance you all are providing?

MS. WEBB: I think there's always conversation, but not always action in correcting that.

DR. WILLIAMS: Uh-huh. When's the last time
that we -- have they been before us recently, like last year, or has it been awhile?

MS. MCLAUGHLIN: I don't believe we've reviewed them.

DR. WILLIAMS: We haven't -- we have not reviewed them. Okay.

MR. ROGERS: I remember them being here. I think it was at least two -- maybe two years ago. I do remember them --

DR. WILLIAMS: Okay.
MR. ROGERS: -- coming to us.
DR. WILLIAMS: I do too. And I just don't have a sense of time on that.

I would put them in the -- I think we need to see them. I wouldn't put them in the December box though.

MR. ROGERS: Right. I agree.
DR. WILLIAMS: So sometime in the spring -- if we have a day in the spring that we can kind of see the ones that we need to see that's not in the December group.

MS. WEBB: Absolutely.
DR. WILLIAMS: Does that make sense to --
CHAIRMAN PFEFFER: I think that makes sense as far as looking -- kind of the Panel looking at the
overall -- I would suggest though that if the Standards for Accreditation probationary items don't get cleared up sooner rather than later, then they go straight to the State Board. That would be my recommendation.

DR. KREMERS: I would agree.
DR. WILLIAMS: I agree with that.
CHAIRMAN PFEFFER: Okay.
MS. WEBB: So those are all that I've highlighted today.

MISC. MATTERS
MS. WEBB: There are a couple more that have had an issue in the same data that we've presented here. If you want me to review more of those, I can -- or if you've had a chance to look through the packet, if there are any that you would like to review. But those five are the ones that $I$ wanted to bring to your attention.

DR. WILLIAMS: And given the fact that you've brought to our attention, how does the -- are these the five $F$ schools or are there any more $F$ schools?

MS. WEBB: They weren't -- they didn't all have F's.

DR. WILLIAMS: Okay.
MS. WEBB: Yeah. Yes, I think those were all
the $F$ schools.
CHAIRMAN PFEFFER: These schools with the letter grade of $F$ were the -- Southeast Arkansas Prep High School --

MS. WEBB: Pine Bluff --
DR. WILLIAMS: Okay.
CHAIRMAN PFEFFER: -- the Capitol City lower academy --

DR. WILLIAMS: Okay.
CHAIRMAN PFEFFER: -- and the Pine Bluff Lighthouse elementary --

DR. WILLIAMS: I gotcha, okay.
CHAIRMAN PFEFFER: -- were the three that had --
DR. WILLIAMS: F grades.
CHAIRMAN PFEFFER: Uh-huh.
DR. WILLIAMS: Okay. In giving information on those schools, is there a way to kind of give the surrounding schools' grades also, --

MS. WEBB: Sure.
DR. WILLIAMS: -- whether that be charter or traditional public schools, just to have an idea of what are options for parents within that area.

MS. WEBB: Okay. We can do that and send everyone an email with that information.

DR. WILLIAMS: Okay. Thank you.

CHAIRMAN PFEFFER: And this is very helpful to see --

DR. WILLIAMS: Yes, it is.
CHAIRMAN PFEFFER: This has been very helpful for me. You know, it's one thing to just say here's a list of what a letter grade is; it's another when you put together kind of a holistic picture where it helps us to ascertain the levels of concerns that might be there.

MS. WEBB: If there's ever any additional information you would like on there, just let me know.

CHAIRMAN PFEFFER: Okay.
MR. ROGERS: I'd like to know the 10 schools that are at $50 \%$ or more of needing --

MS. WEBB: I have those.
MR. ROGERS: -- needing support in reading.
DR. WILLIAMS: Uh-huh.
MS. WEBB: At Premier --
MR. ROGERS: The 10 charters that scored in need of support in reading of $50 \%$, I would just like to know who those are.

MS. WEBB: So the additional ones -- these five, plus Premier High School-Little Rock, Friendship Academy of Pine Bluff, Graduate Arkansas, Future

School of Fort Smith, Imboden Charter School, and KIPP Delta.

DR. WILLIAMS: When you say KIPP Delta, which one is that? Is that the -- well, Helena-West Helena or Blytheville?

MS. WEBB: So the reading scores are provided as a district; so all of them together.

DR. WILLIAMS: Okay. Uh-huh, okay. So it would be combined for both?

CHAIRMAN PFEFFER: It would.
So would you all like to kind of start with what they've presented today and pick out what we know, like the one or two that we feel like we need to bring in next month? And then maybe if you want more details on those additional schools that had the $50 \%$ or more below the in need of support for reading, then she can provide some additional information for us next month, and then we can decide whether or not you want to take a deeper dive.

DR. WILLIAMS: Okay.
CHAIRMAN PFEFFER: Because as you said, with some of the charters that have multiple sites it may be -- as we dig in it may be that one campus looks a little bit different than another campus, and it may not; it may be that there's something to be looked at
in multiple locations.
MS. WEBB: So you want to receive this packet with -- this information for each charter. Okay. DR. WILLIAMS: Uh-huh.

MS. WEBB: So that information for those other five that $I$ just mentioned is in there as well.

CHAIRMAN PFEFFER: It's in there, okay.
MS. WEBB: You can take a look at that.
CHAIRMAN PFEFFER: So maybe what we need to do is just look at the additional schools that -- in our packet, and when we come back in December then we can have a discussion if there might be some other districts that we need to look at further.

DR. KREMERS: And I guess it's hard to put the citations -- you know, like was mentioned, like the 25 items because it's probably ever-changing, it's a moving target. So that's something you'd have to add.

MS. WEBB: It does from day-to-day. If they receive a new student that could trigger class size; I mean it could trigger licensure. So it is, but I can send you what those exceptions are currently.

DR. KREMERS: Okay.
MS. WEBB: Do you want those for the five that you're going to take a look at?

DR. KREMERS: Well, we could just add that in December --

MS. WEBB: Okay.
DR. KREMERS: -- like just --
MS. WEBB: Sure.
DR. KREMERS: You know, if it were just a bullet and you could just say "as of" --

MS. WEBB: Sure.
DR. KREMERS: -- because that's really helpful to give like that --

CHAIRMAN PFEFFER: Okay.
MS. HYATT: I just wanted to answer Dr.
Williams' question. Two of the three schools -- Pine Bluff Lighthouse and Southeast Arkansas Prep -- are in the bounds of the Pine Bluff School District which is under State takeover; the other two surrounding districts are Dollarway, under state takeover, and Watson Chapel, which all of the schools have D's or F's. And then Capital City is in the bounds of the North Little Rock School District which has a more varied grade level throughout the school. So, you know --

DR. WILLIAMS: Yeah, okay. Thank you. That gives us a better picture. Uh-huh.

CHAIRMAN PFEFFER: Okay. So kind of having that
information, this is almost, you know, taking a triage approach in terms of, you know, what do we need to look at doing first. And then I think just having this type of information available will help us then to continue to try to stay ahead of things or on top of things so that we don't get too far down the road.

Ms. Coffman is coming up.
MS. COFFMAN: Just a reminder that the schools that -- or the districts that have been identified in need of support for reading, that is new legislation; it's in its infancy. We're bringing those schools -they've been coming in to receive training from our support team, and our district support team is in the process of reviewing their district support plan. So that'll go on for the next month or so. So we'll have a lot more information in January on those districts that you're bringing in in January than we do today.

DR. WILLIAMS: Okay.
CHAIRMAN PFEFFER: So I think that's why we then -- so like a district like ScholarMade, one year of operation, knowing they have the district support plan, I think that's why we had said we would hold off on brining in ScholarMade. I think it's more of
the ones that have been in existence for awhile or have those other things that are outside of the reading that will prompt us to move more quickly. So, okay.

DR. WILLIAMS: What about our December plans?
I'm trying to --
CHAIRMAN PFEFFER: Yes. So what -- we had a couple that I think we were the most concerned about -- Southeast Arkansas Prep was one because of -- and also those financial issues really make it important to bring them in soon. Was there another one that we felt like we needed to see in December?

DR. WILLIAMS: Was it Capital City?
DR. KREMERS: That was to hold for onsite visits.

DR. WILLIAMS: Right. That's right.
DR. KREMERS: Exalt, we were talking -- is that December or is that --

MR. BALDWIN: I've got Pine Bluff Lighthouse.
DR. WILLIAMS: So it's number three. Capital
City, we decided to hold on that one until the visits are done. I think Pine Bluff Lighthouse was the next one on the list in December.

CHAIRMAN PFEFFER: Mr. Rogers, I think you were wanting to see Pine Bluff Lighthouse. Are you
wanting to see both the elementary and the secondary -- or the 7/8?

MR. ROGERS: I'm really -- yeah, I mean I guess. The elementary is what $I$ was more concerned with because they've dropped down to F's in the past two years and haven't come back up. And so that's really where more of my concern is right now; it's just because they're starting off at an $F$.

CHAIRMAN PFEFFER: Okay.
DR. WILLIAMS: So what day in December would we have them come in on? Would it be on the 18th?

MS . McLAUGHLIN: Yes.
DR. WILLIAMS: Okay.
CHAIRMAN PFEFFER: Is that day-two of our two --
MS. McLAUGHLIN: On the 18th you'll have three applications and an amendment request, and then we'll bring in the reviews on the 18th.

DR. WILLIAMS: Okay.
CHAIRMAN PFEFFER: Okay. Is that going to be feasible?

MS. McLAUGHLIN: I think so, if you're planning to stay all day.

CHAIRMAN PFEFFER: Okay.
MS. McLAUGHLIN: I think it's doable. It equates to the same as the 17 th , I believe.

CHAIRMAN PFEFFER: Okay.
MS. McLAUGHLIN: So just for clarity's sake, you want to bring in Southeast Prep on the 18th and -anyone else?

MR. ROGERS: That was the only one that I thought needed to --

MR. BALDWIN: Pine Bluff Lighthouse.
MR. ROGERS: You want to bring them in also on --

MR. BALDWIN: (Nodding head up and down.)
CHAIRMAN PFEFFER: Okay.
MR. ROGERS: Do we need to make a formal motion on that?

MS. HYATT: It would be my preference if you would make one motion for the schools you would like to hear in December and one motion for the schools you would like to hear in January.

CHAIRMAN PFEFFER: Okay. All right. So for schools in December, can we -- do I have a motion to bring in --

DR. WILLIAMS: Southeast Arkansas Preparatory and Pine Bluff Lighthouse elementary school.

CHAIRMAN PFEFFER: Okay. So I have a motion to bring in Southeast Arkansas Prep High School and Pine Bluff Lighthouse Elementary to the December 18th

Charter Authorizing Panel.
Do I have a second?
MR. ROGERS: Second.
CHAIRMAN PFEFFER: Okay. I have a motion and a second. All those in favor say "aye."
(UNANIMOUS CHORUS OF AYES)
CHAIRMAN PFEFFER: Any opposed?
So do we need to -- in contacting the schools do we need to provide them -- do we need to state today what it is that we're going to want to look at or is that something then that we could follow-up with them as panel members?

MS. HYATT: I think it would be best if you would right now give your -- the concerns you have right now. And then maybe if you come up with another one in the next day or so you can email the Charter Unit and they can include that in the notice. But we do have to get notice to the charter schools about the specific concerns that you have that you want to look at.

CHAIRMAN PFEFFER: Okay. And this is a full review, so we're wanting to bring them in for a full review. I don't know if we make -- I think that was the intent of the motion to bring them in. I think though with both of these the reasons have been
outlined with -- from what Ms. Webb presented. Those reasons for sure would be what we want to discuss with them -- and then, any additional information. Can you -- does anybody have something that's not on here that you're going to want to look at?

DR. WILLIAMS: I don't know how to capture this, but the responsiveness to concerns from the Department of Ed.

CHAIRMAN PFEFFER: And we would want that from both schools. Okay.

And I think Dr. Williams has already stated, just as part of that review date, maybe having a list of performance in schools within the area would be helpful.

DR. WILLIAMS: Yes.
CHAIRMAN PFEFFER: Okay. All right. So we have a motion for those two. Is there -- are there any others that we want to go ahead and plan to bring in for a review in January or possibly February?

DR. KREMERS: We mentioned Exalt, and we were saying that we'd see if they quickly responded to things. But we didn't -- what is "quickly?" So do we want to set them on January tentative? If they're not responsive, like is there a timeframe we want to put around that? I feel like that was kind of open-
ended on what's timely for their response.
MS. WEBB: And you're referring to the Standards for Accreditation issues?

DR. KREMERS: Uh-huh.
MS. WEBB: I would think they could have those cleared up by the end of December at the latest. But we will do our best to work with them or go visit to help them clear those up by mid-December at least.

MR. ROGERS: So could we just get an update in January --

MS . WEBB: Sure.
MR. ROGERS: -- just to see that they've got it all in, and then --

MS. WEBB: Absolutely.
MR. ROGERS: Okay.
DR. KREMERS: And it's not hard to just add them to January? Like do we need to make a motion to say if they're not resolved then we would add them to January for review? Do we need to -- or can we just do that at that time?

MR. ROGERS: That's kind of what $I$ was thinking.
In January, if they come in and say they haven't, then we can --

DR. KREMERS: Okay.
MR. ROGERS: -- make a motion to ask for them to
come in at that time --
DR. KREMERS: Okay.
MR. ROGERS: -- is what I was thinking.
MS. WEBB: And we can provide -- since our next meeting is the 17 th and 18 th, we could provide an update at that time as well --

CHAIRMAN PFEFFER: Okay.
MS. WEBB: -- to see if they have all those cleared up.

DR. KREMERS: Because it's been mentioned it may go straight to the Board or -- in January. Okay.

CHAIRMAN PFEFFER: Okay. I think it would be good at the December meeting then to have an update.

DR. WILLIAMS: Uh-huh. What about ScholarMade?
Where did we leave ScholarMade at?
CHAIRMAN PFEFFER: So I think since they've only had the one year of operation and --

DR. WILLIAMS: Okay.
CHAIRMAN PFEFFER: -- and our team has been working with them on their district plan of support, maybe that's something in January --

Ms. Coffman, if your team can update us on any of the charters that we're working with to develop a district plan of support, maybe we put that on a report -- as a report in January from your team. And
if there are outstanding concerns at that time, based on their plan or capacity to implement their plan, we can start that conversation. Does that sound reasonable to everyone?

Yeah, and as she said, this is a new process; so the development of those plans and the monitoring of those plans and implementation, that is going to take a little bit of time. We just don't want that to drag on too long without seeing improvement for students.

DR. WILLIAMS: Yes. Uh-huh.
CHAIRMAN PFEFFER: Okay. Okay. Anything else?
DR. KREMERS: So we don't have anybody for January we're recommending?

CHAIRMAN PFEFFER: At this time I don't think we have anybody for January. We have the two of greatest concern that'll be coming in in December.

DR. KREMERS: Okay.
CHAIRMAN PFEFFER: Okay. Anything else?
Okay. And, Team, this was very helpful. Thank you --

DR. WILLIAMS: Absolutely.
CHAIRMAN PFEFFER: -- for putting that together.
DR. WILLIAMS: Great job.
CHAIRMAN PFEFFER: Yeah.

CLOSING COMMENTS
CHAIRMAN PFEFFER: And, okay. Is there anything else then that's on our agenda?

MS. WEBB: (Shaking head from side to side.)
CHAIRMAN PFEFFER: No. All right.
So our next meeting will be December 17th and 18th, and they will be updating us soon on all the logistics.

So we appreciate everyone for being here. And if there's no other items I would accept a motion to adjourn.

DR. WILLIAMS: So moved.
DR. KREMERS: Second.
CHAIRMAN PFEFFER: Motion and second. All those in favor?
(UNANIMOUS CHORUS OF AYES)
CHAIRMAN PFEFFER: All right. We're adjourned.
(The meeting was concluded at 12:01 p.m.)

- November 19, 2019

- November 19, 2019


C ERTITICATE

| STATE OF ARKANSAS | ) |
| :--- | :--- |
| COUNTY OF SALINE | ) |

I, SHARON K. HILL, CCR, a Certified Stenomask Reporter and Notary Public before whom the foregoing proceedings was taken, do hereby certify that the same is a true and correct transcription before the Arkansas Division of Elementary and Secondary Education, Charter Authorizing Panel, in Little Rock, Arkansas, on November 19, 2019, that the said proceedings was reduced to typewritten form by me or under my direction and supervision; and that the foregoing pages constitute a true and correct transcription of all proceedings had in said matter.

I FURTHER CERTIFY that $I$ am neither counsel for, related to, nor employed by any of the parties to this action.

I FURTHER CERTIFY that I have no contract with any parties within this action that affects or has a substantial tendency to affect impartiality, that requires me to relinquish control of an original transcript or copies of the transcript before it is certified and delivered to the custodial agency, or that requires me to provide any service not made available to all parties to the action.

WITNESS, MY HAND AND SEAL, THIS DATE: December 1, 2019.

DIVISION OF ELEMENTARY AND SECONDARY EDUCATION CHARTER AUTHORIZING PANEL

| [ | $\begin{aligned} & \mathbf{2 5 : 1 9} \\ & \text { accreditation (18) } \\ & \text { 16:2;18:23;49:7; } \end{aligned}$ | $\begin{aligned} & \text { 15:25;31:2;60:22 } \\ & \text { ADE (2) } \\ & 3: 14 ; 15: 7 \end{aligned}$ | $\begin{gathered} \mathbf{6 : 2 ; 1 3 : 1 8 ; 6 0 : 9} \\ \text { almost (6) } \\ 32: 23 ; 33: 1 ; 68: 1 ; \end{gathered}$ | $\begin{aligned} & \text { 12:4;18:24 } \\ & \text { approvals }(1) \\ & 61: 8 \end{aligned}$ |
| :---: | :---: | :---: | :---: | :---: |
| $\begin{gathered} \text { [cough] (1) } \\ 75: 20 \end{gathered}$ | $\begin{aligned} & 71: 22 ; 77: 19,21 ; 78: 8 \\ & 81: 6 ; 82: 20 ; 84: 17,21, \end{aligned}$ | $\begin{aligned} & \text { adequate (1) } \\ & 42: 6 \\ & \text { ADHD (1) } \end{aligned}$ | $76: 6 ; 77: 13 ; 94: 1$ <br> along (4) | $\begin{aligned} & \text { approve (8) } \\ & 3: 19,23 ; 12: 5 ; \end{aligned}$ |
| A | $\begin{aligned} & \text { 88:2;100:3 } \\ & \text { achieve (1) } \end{aligned}$ | $\begin{array}{\|c\|} \text { 37:20 } \\ \text { adjourn (1) } \end{array}$ | 74:2 <br> alternative (1) | $\begin{gathered} \text { 64:5,5 } \\ \text { approved (10) } \end{gathered}$ |
| $\begin{gathered} \text { A-1 (1) } \\ 4: 3 \end{gathered}$ | $64: 4$ <br> achievement (5) | $\begin{gathered} \text { 103:11 } \\ \text { adjourned (1) } \end{gathered}$ | $\begin{gathered} \text { 66:24 } \\ \text { although (1) } \end{gathered}$ | $\begin{aligned} & 4: 1,12,13 ; 13: 11 \\ & 14 ; 14: 13,15 ; 53: 8 \end{aligned}$ |
| A-2 (1) | $\begin{aligned} & 21: 4,14 ; 35: 5 \\ & 82 \cdot 1114 \end{aligned}$ | $\begin{gathered} 103: 17 \\ \text { adjust (2) } \end{gathered}$ | $\begin{aligned} & \text { 6:1 } \\ & \text { always (10) } \end{aligned}$ | $\begin{gathered} \text { 63:9;64:7 } \\ \text { approving (2) } \end{gathered}$ |
| A-3 (3) | across (1) | 47:15;48:23 | 6:15,22;8:9;17:8; | 53:17,21 |
| $24: 12 ; 104: 24$ | $\begin{array}{r} 36: 13 \\ \text { Act (4) } \end{array}$ | $\begin{array}{\|l} \text { adjustments (1) } \\ 61: 21 \end{array}$ | $\begin{aligned} & 26: 15 ; 32: 19 ; 40: 21 \\ & 84: 2 ; 86: 23,24 \end{aligned}$ | $\begin{aligned} & \text { area (6) } \\ & \quad 6: 19,22 ; 11: 5 ; \end{aligned}$ |
| $\begin{array}{r} \text { A-4 (1) } \\ 65: 19 \end{array}$ | $\begin{aligned} & 15: 23 ; 18: 19 ; 19: 7 \\ & 70: 9 \end{aligned}$ | Administrator (1) $71: 18$ | $\begin{array}{r} \text { Amanda (2) } \\ 25: 6 ; 28: 17 \end{array}$ | $\begin{aligned} & 39: 17 ; 89: 22 ; 99: 13 \\ & \text { areas (5) } \end{aligned}$ |
| $\begin{gathered} \mathrm{ABC}(\mathbf{1}) \\ 69: 9 \end{gathered}$ | action (4) $4: 2,5 ; 86: 4,24$ | admire (1) $52: 22$ | amazing (1) | $\begin{aligned} & \text { 18:5,20;32:3; } \\ & 35: 17 ; 38: 21 \end{aligned}$ |
| ability (3) | active (3) | adult (1) | AMENDMENT (12) | Arkansas (16) |
| $16: 11 ; 48: 9,17$ | 35:10,16;46:1 | 66:22 | 4:4,7,17;14:6,18; | 6:8,16;9:16;19:25; |
| able (12) | $\begin{aligned} & \text { activities (5) } \\ & 28: 3 ; 30: 23 ; 3 \end{aligned}$ | $\underset{35: 13}{\text { advisory (1) }}$ | $\begin{aligned} & \text { 49:4,13,17;74:19; } \\ & 75: 24,25 ; 96: 16 \end{aligned}$ | $\begin{aligned} & 36: 10 ; 41: 14 ; 67: 20, \\ & 22 ; 69: 8 ; 71: 7 ; 89: 3 \end{aligned}$ |
| $\begin{aligned} & 6: 4,4,6,8 ; 10: 15,17 \\ & 11: 15 ; 28: 4 ; 39: 22 \end{aligned}$ | $\begin{aligned} & 28: 3 ; 30: 23 ; \\ & 45: 18 ; 60: 8 \end{aligned}$ | advocate (1) | amount (3) | $90: 25 ; 93: 14 ; 95: 9$ |
| 41:4;48:23;61:3 | activity (24) | 35:8 | 21:18;35:11;41:19 | 97:21,24 |
| above (1) | 26:12,18,19;35:4,7, | affected (1) | Annotated (1) | around (5) |
| 66:23 | 9,12,18,22;36:1,14; | 26:17 | 6:16 | 24:7;55:10,20; |
| absolute (1) | 37:19;39:1;44:15,21; | affirm (3) | annual (1) | 56:3;99:25 |
| 55:14 | 45:9;48:1;49:1 | :4;14:24 | 62:11 | A's (1) |
| absolutely (4) 59•5:87:22; | $\begin{aligned} & 52: 23 ; 55: 18 ; 56: 8 \\ & 60: 2 ; 64: 8 ; 65: 9 \end{aligned}$ | $\begin{aligned} & \text { AFFIRMATIVELY (2) } \\ & 5: 7 ; 26: 1 \end{aligned}$ | $\text { annually }($ | $\begin{gathered} \text { 67:6 } \\ \text { ascertain (1) } \end{gathered}$ |
| $102: 22$ | actual (2) | affirms (1) | ANSWERED (2) | 90:8 |
| academic (11) | 45:8,18 | 57:4 | 5:7;26:1 | asphalt (1) |
| $21: 20,20 ; 30: 1$ | actually (10) | afternoon (1) | anxiety (1) | 55:19 |
| $32: 9,15 ; 33: 6 ; 35: 25$ | $\begin{aligned} & 6: 13 ; 8: 16,25 ; 16: 6 \\ & 17: 8: 30: 16 ; 36: 24 \end{aligned}$ | $79: 3$ again (1) | $37: 21$ anxious (1) | $\begin{gathered} \text { Aspire (1) } \\ 70: 9 \end{gathered}$ |
| 54:1;58:5;61:13;64:9 | $\begin{aligned} & 17: 8 ; 30: 10 ; 36: 24 ; \\ & 45: 17 ; 52: 2 ; 82: 16 \end{aligned}$ | 29:16 | andious | assent (1) |
| academically (1) 31:21 | Adam (3) | agency (1) | apologize (3) | 84:5 |
| academics (2) | 25:5;31:13;48:8 | 28:25 | 25:14;59:15,16 | assessment (2) |
| 30:17;33:14 | add (7) | AGENDA (9) | appearing (1) | 64:24;73:16 |
| ACADEMY (38) | 47:10;61:12;76:2; $92 \cdot 18 \cdot 93 \cdot 1 \cdot 100 \cdot 16$ | 3:15,17,18,23,25; | $4: 16$ applaud (2) | assigned (1) |
| $4: 4,7,12,15,18$ | 92:18;93:1;100:16 <br> 18 | $\begin{aligned} & \text { 4:2,6;14:8;103:3 } \\ & \text { ages (1) } \end{aligned}$ | $\begin{gathered} \text { applaud (2) } \\ 28 \cdot 1: 64 \cdot 10 \end{gathered}$ | $\begin{gathered} \text { 46:11 } \\ \text { assist (3) } \end{gathered}$ |
| $14,15 ; 10: 4 ; 11: 4,13$ | added (1) | 66:23 | applicant (1) | 47:21;64:10;86:19 |
| 13:18;14:1,6,10,14, | 79:24 | ago (2) | 60:21 | assistance (1) |
| 17;24:13,15,21; | adding (1) | 6:10;87:8 | applicants (1) | 86:22 |
| 25:10;37:15;43:6; | 48:1 <br> addition | agree (4) <br> 64:23;87:17;88:6 | 60:19 | Associate (2) |
| 55:2;77:12,12;84:7, | $10: 10: 34: 14: 38: 3=$ | ahead (17) | $4: 12 ; 14: 13 ; 24: 13,$ | Assurance (1) |
| $\begin{aligned} & 10 ; 89: 8 ; 90: 25 ; \\ & 104: 24 ; 105: 24 \end{aligned}$ | 74:6,8;86:9 | ahead (17) $3: 16 ; 5: 21 ; 6: 25 ; 7: 2$, | $\begin{aligned} & 4: 12 ; 14: \\ & 23 ; 28: 4 \end{aligned}$ | Assurance (1) $71: 17$ |
| accept (1) | additional (10) | 3,14;13:8;14:8; | applications (3) | Assurances (1) |
| $103: 10$ | $24: 16,25 ; 49: 19 ;$ $60 \cdot 18 \cdot 90 \cdot 10,23$ | 17:13;26:2;38:10; | 61:2;74:18;96:16 | 74:11 |
| access (1) | $\begin{aligned} & \text { 60:18;90:10,23; } \\ & \text { 91:15,17;92:10;99:3 } \end{aligned}$ | $\begin{aligned} & \text { 69:13;82:7;85:23; } \\ & \text { 86:2;94:5;99:18 } \end{aligned}$ | $\begin{array}{\|c} \text { applying (2) } \\ 59: 9,10 \end{array}$ | $\begin{array}{\|c} \text { assure (1) } \\ 56: 8 \end{array}$ |
| $\begin{aligned} & 68: 8 \\ & \text { accommodate (1) } \end{aligned}$ | Additionally (1) | $\begin{array}{r} 86: 2 ; \\ \text { Air (1) } \end{array}$ | appreciate (8) | $\begin{gathered} \text { 56:8 } \\ \text { astronaut (1) } \end{gathered}$ |
| 16:11 | 37:12 | 33:23 | 14:4;26:12;27:9, | 31:8 |
| accomplish (2) | address (11) | allow (5) | 16;28:8;64:3,13; | attain (1) |
| 39:10;47:8 | $\begin{aligned} & 18: 18 ; 19: 7 ; 28: 3 ; \\ & 29: 15 ; 59: 3 ; 70: 15,19 \end{aligned}$ | $\begin{aligned} & 7: 5 ; 13: 14 ; 19: 8 ; \\ & 64: 7 ; 65: 8 \end{aligned}$ | $\begin{gathered} \text { 103:9 } \\ \text { approach (3) } \end{gathered}$ | $\begin{aligned} & 29: 3 \\ & \text { attend (1) } \end{aligned}$ |
| $\begin{aligned} & \text { accomplishing (1) } \\ & 47: 12 \end{aligned}$ | 80:13;83:6;86:9,10 | allowed (4) | 47:25;64:22;94:2 | 20:22 |
| accountability (2) | addressed (2) | 6:20,23;44:22; | appropriate (2) | attendance (2) |
| 77:16;85:15 | 29:25;78:4 | 81:23 | $13: 12 ; 16: 1$ | $80: 10,11$ |
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