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A-6: JERRI LYN ODOM

EXHIBIT ONE (1)

SHARON K. HILL, CCR
(501) 680-0888



Specializing In
24-Hour, On-Site Collections
BAT Training & Product Sales
24/7 Dispatch: 501.574.9711

Instant Test- Specimen Identification Form

Collection Date: 10-08-19 Collection Time: 1718pm Reason for Test: Other - Private

Device Type (check one): ☒ Urine ☐ Oral Fluids Product Name: MD Drug Screen

Lot #: D1809179 Exp. Date: 2020-8

Company Information	Name: <u>ADTS - Private</u>		Specimen ID Number		
	DER: <u>Amber Bohm</u>		2019100810		
Donor Information	Address: <u>211 Hobson Ave Ste B</u>				
	City: <u>Hot Springs</u> St: <u>AR</u> Zip: <u>71913</u>				
Temperature:	Donor Name: <u>Jerry Odom</u>		Verification:		
	Donor ID# <u>429156436</u> Exp. Date: <u>N/A</u>		Picture ID:		
Initial Screen Results	ID Type: (US DL unless otherwise stated)		Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>		
	If urine test, I have read the temperature of the specimen within 4 minutes of collection and it is within range of 90-100F. <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No				
	Drug Name:	Device Code:	Negative	Non-Negative	Not Tested
	Methylenedioxymethamphetamine (ecstasy)	MDMA	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Methadone	MTD	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Barbituates	BAR	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Benzodiazapine	BZO	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Phencyclidine	PCP	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Methamphetamines	MET	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Amphetamines	AMP	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Opiates	MOP	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Marijuana	THC	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Cocaine	COC	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Oxycodone	OXY	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Buprenorphine	BUP	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	

Donor Certification: I certify that I voluntarily consented to the collection and screening of my specimen for drugs of abuse. It is a fresh sample and it has not been altered in any manner. I certify that I provided my specimen to the collector and the specimen was screened in my presence. The information I provided on this form is correct to the best of my knowledge.

Donor Name: Jerry Lyn Odom

Phone: 501 221-8100

Donor Signature: [Signature]

Date: 10/8/19

Collector Name: Amber Bohm

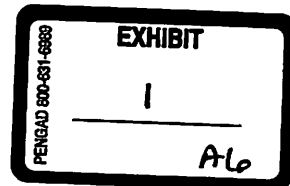
Collector Signature: [Signature]

Hot Springs, AR
211 Hobson Ave., Ste B
Hot Springs, AR 71913
(v) 501.760.3075
(f) 501.760.3628

Douglas, WY
222 S. 5th St
Douglas, WY 82633
(v) 307.358.6050
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164 So. US Hwy 17, Ste 11B
East Palatka, FL 32131
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A-11: HOPE ACADEMY OF NORTHWEST ARKANSAS

EXHIBIT ONE (1)

Comprehensive School Counseling Plan development framework

1. Program Focus

A. Beliefs

Counselor will develop a belief statement to establish program focus and to acknowledge that their own belief systems impact behavior. Belief statements will reflect the support of equitable services for all students.

B. Vision Statement

Administration and school counselor will develop a clearly articulated vision of what the school will achieve that aligns with the vision of the school. The vision statement will prioritize diverse perspectives, a focus on the future, and will be understood and shared by stakeholders and members of the community.

C. Mission Statement

Administration and school counselor will develop a mission statement that specifically addresses the what, why, and who of we will achieve the vision.

2. Delivery

The school counselor will collaborate with classroom teachers to develop a plan for delivery of core curriculum. Teachers will provide and reinforce social and emotional learning curriculum in partnership with the school counselor. The counselor will consult with teachers to develop classroom guidance so that students can engage in discourse and collaboration. Students will also be guided by teachers and counselor in peer-feedback and self-evaluation

A. Direct Student Services

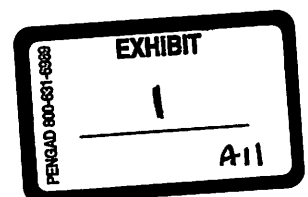
Classroom Guidance

Time has been scheduled daily for social and emotional development in small group/classroom settings. Using the G.U.I.D.E. for Life and the evidence based Positive Action Curriculum, students will address grade appropriate skills in growth, understanding, interaction, decisions, and empathy. The counselor in collaboration with Ozark Guidance therapists and administration will create units that focus on bullying prevention and suicide prevention.

Positive Action Curriculum

Components and how they parallel the G.U.I.D.E for Life

1. Defining the Self (Growth in G.U.I.D.E.)
2. Physical and Intellectual Positive Actions & Social/Emotional Positive action (Understanding in G.U.I.D.E.)
3. Social Emotional Positive Actions by treating others the way you want to be treated (Interaction in G.U.I.D.E)
4. Social Emotional Positive Actions (Decisions in G.U.I.D.E.)
5. Social Emotional Positive Actions (Empathy in G.U.I.D.E.)



Academic Advisement and Individual Planning

Licensed therapists from Ozark Guidance will be available for behavioral remediation, crisis intervention, and proactive delivery of coping strategies

The counselor will be available for these scenarios in addition to academic advisement, social/emotional concerns, or future aspirations and planning

Responsive Services

Licensed therapists from Ozark Guidance will work in partnership with the school counselor to provide services that address immediate student needs

B. Indirect Student Services

Counselor will work with families to provide support and liaise with needs regarding wraparound services

Counselor will be a contributing member of decision-making teams

3. Management

The school counselor will use the school counseling self-assessment template from the Arkansas School Counselor Tool-kit to reflect on our program and identify areas of strength and growth

The counselor will maintain weekly and annual calendars to account for time spent on direct and indirect services and to provide an overview of counseling programs and services.

The counselor and administrator will meet annually to develop a collaborative overview of the school counseling program and to align Personal Growth Plan and TESS goals.

Use of time logs will be maintained to ensure the counseling program is being implemented with fidelity.

The counselor and administrator will create a School Counselor Advisory Council that includes diverse stakeholders. The council will meet twice a year to share in goal-setting, determine needs, and provide an opportunity for feedback.

Data will be continuously tracked and analyzed in order to determine the needs of individual students and families. When necessary, the data for small groups of students or individual students will be analyzed to determine a need for more frequent or intensive interventions.

4. Accountability/Assess

In order to determine how students have changed as a direct result of the school counseling program Hope Academy will maintain a system of accountability. By annually analyzing data, the counselor will be able to engage in an ongoing process of program improvement.

The school counselor will utilize the following assessment tools:

Use of time analysis, small group feedback, family and community member surveys, school counseling program self-assessment, school counselor TESS

This information will be shared out through:

Presentations, handouts, school website, inclusion in school improvement plan, data reports, and inclusion in the following years Comprehensive School Counseling Plan

**2019 Application
Open-Enrollment Public Charter School
Personnel Salary Schedule**

Administrative Positions:		2020-2021 No. FTEs	2020-2021 Salary	2021-2022 No. FTEs	2021-2022 Salary
Line #					
1	Principal (Position exists within shelter - not incremental)				
2	Educational Specialist	1	\$42,000.00	1	\$43,260.00
3	Subtotal:		\$42,000.00		\$43,260.00
4	Fringe Benefits (rate used <u>25</u> %)		\$10,500.00		\$10,815.00
5	Total Administrative Positions:		<u>\$52,500.00</u>		<u>\$54,075.00</u>
Regular Classroom Instruction:		2020-2021 No. FTEs	2020-2021 Salary	2021-2022 No. FTEs	2021-2022 Salary
6	Teachers	5	\$38,400.00	6	\$40,127.00
7	Aides	8	\$25,000.00	10	\$25,600.00
8	Subtotal:		\$392,000.00		\$496,762.00
9	Teacher Fringe Benefits (rate used <u>25</u> %)		\$48,000.00		\$60,190.50
10	Aide Fringe Benefits (rate used <u>25</u> %)		\$50,000.00		\$64,000.00
11	Total Regular Classroom Instruction:		<u>\$490,000.00</u>		<u>\$620,952.50</u>
Special Education:		2020-2021 No. FTEs	2020-2021 Salary	2021-2022 No. FTEs	2021-2022 Salary
12	Teachers	1	\$50,000.00	1	\$51,500.00
13	Aides				
14	Subtotal:		\$50,000.00		\$51,500.00
15	Teacher Fringe Benefits (rate used <u>25</u> %)		\$12,500.00		\$12,875.00
16	Aide Fringe Benefits (rate used <u>25</u> %)		\$0.00		\$0.00
17	Total Special Education:		<u>\$62,500.00</u>		<u>\$64,375.00</u>
Gifted and Talented Program:		2020-2021 No. FTEs	2020-2021 Salary	2021-2022 No. FTEs	2021-2022 Salary
18	Teachers				
19	Aides				
20	Subtotal:				
21	Teacher Fringe Benefits (rate used _____ %)		\$0.00		\$0.00
22	Aide Fringe Benefits (rate used _____ %)		\$0.00		\$0.00
23	Total Gifted and Talented Program:		<u>\$0.00</u>		<u>\$0.00</u>
Alternative Education Program/ Alternative Learning Environments:		2020-2021 No. FTEs	2020-2021 Salary	2021-2022 No. FTEs	2021-2022 Salary
24	Teachers				
25	Aides				
26	Subtotal:				
27	Teacher Fringe Benefits (rate used _____ %)		\$0.00		\$0.00
28	Aide Fringe Benefits (rate used _____ %)		\$0.00		\$0.00
29	Total Alternative Education Program/ Alternative Learning Environments:		<u>\$0.00</u>		<u>\$0.00</u>

English Language Learner Program:		2020-2021 No. FTEs	2020-2021 Salary	2021-2022 No. FTEs	2021-2022 Salary
30					
31	Subtotal:				
32	Fringe Benefits (rate used _____ %)		\$0.00		\$0.00
33	Total English Language Learner Program:		\$0.00		\$0.00
Guidance Services:		2020-2021 No. FTEs	2020-2021 Salary	2021-2022 No. FTEs	2021-2022 Salary
34	Counselor	1	\$50,000.00	1	\$51,500.00
35	Subtotal:		\$50,000.00		\$51,500.00
36	Fringe Benefits (rate used <u>25</u> %)		\$12,500.00		\$12,875.00
37	Total Guidance Services:		\$62,500.00		\$64,375.00
Health Services:		2020-2021 No. FTEs	2020-2021 Salary	2021-2022 No. FTEs	2021-2022 Salary
38	Contracted OTPTST				
39	Subtotal:				
40	Fringe Benefits (rate used _____ %)		\$0.00		\$0.00
41	Total Health Services:		\$0.00		\$0.00
Media Services:		2020-2021 No. FTEs	2020-2021 Salary	2021-2022 No. FTEs	2021-2022 Salary
42					
43	Subtotal:				
44	Fringe Benefits (rate used _____ %)		\$0.00		\$0.00
45	Total Media Services:		\$0.00		\$0.00
Fiscal Services:		2020-2021 No. FTEs	2020-2021 Salary	2021-2022 No. FTEs	2021-2022 Salary
46	Will use existing backoffice of the organization				
47	Subtotal:				
48	Fringe Benefits (rate used <u>25</u> %)		\$0.00		\$0.00
49	Total Fiscal Services:		\$0.00		\$0.00
Maintenance and Operation:		2020-2021 No. FTEs	2020-2021 Salary	2021-2022 No. FTEs	2021-2022 Salary
50	Will use existing maintenance staff of the organization				
51	Subtotal:				
52	Fringe Benefits (rate used <u>25</u> %)		\$0.00		\$0.00
53	Total Maintenance and Operation:		\$0.00		\$0.00

Pupil Transportation:

	2020-2021 No. FTEs	2020-2021 Salary	2021-2022 No. FTEs	2021-2022 Salary
54 Bus drivers	1.5	\$20,800.00	1.5	\$21,424.00
55 Subtotal:		\$31,200.00		\$32,136.00
56 Fringe Benefits (rate used _____ %)		\$0.00		\$0.00
57 Total Pupil Transportation:		\$31,200.00		\$32,136.00

Food Services:

	2020-2021 No. FTEs	2020-2021 Salary	2021-2022 No. FTEs	2021-2022 Salary
58 Will use existing kitchen and dining staff of the organization				
59 Subtotal:				
60 Fringe Benefits (rate used 25 %)		\$0.00		\$0.00
61 Total Food Services:		\$0.00		\$0.00

Data Processing:

	2020-2021 No. FTEs	2020-2021 Salary	2021-2022 No. FTEs	2021-2022 Salary
62 Will use the existing contracted services of the organization				
63 Subtotal:				
64 Fringe Benefits (rate used _____ %)		\$0.00		\$0.00
65 Total Data Processing:		\$0.00		\$0.00

Substitute Personnel:

	2020-2021 No. FTEs	2020-2021 Salary	2021-2022 No. FTEs	2021-2022 Salary
66 Number of Certified Substitutes				
67 Number of Classified Substitutes				
68 Subtotal:				
69 Certified Fringe Benefits (rate used _____ %)		\$0.00		\$0.00
70 Classified Fringe Benefits (rate used _____ %)		\$0.00		\$0.00
71 Total Substitute Personnel:		\$0.00		\$0.00

72 TOTAL EXPENDITURES FOR SALARIES:

\$698,700.00

\$835,913.50

**2019 Application
Open-Enrollment Public Charter School
Estimated Budget Template**

REVENUES

State Public Charter School Aid:				2020-2021 Amount:	2021-2022 Amount:
Line #	2020-2021				
1	Number of Students <u>40</u> X <u>\$6,781.00</u> State Foundation Funding			<u>\$271,240.00</u>	
2	Number of Students <u>40</u> X <u>\$27.40</u> Professional Development			<u>\$1,096.00</u>	
3	Number of Students _____ X _____ NSL Funding (Select One)				
4	Number of Students <u>40</u> X <u>\$500.00</u> Other: <i>Explain Below</i>			<u>\$20,000.00</u>	
	Charter Facility Fund - open enrollment funding for capital				
5	Number of Students _____ X _____ Other: <i>Explain Below</i>				
6	Number of Students _____ X _____ Other: <i>Explain Below</i>				
7	Number of Students _____ X _____ Other: <i>Explain Below</i>				
8	Number of Students _____ X _____ Other: <i>Explain Below</i>				
	2021-2022				
9	Number of Students <u>50</u> X <u>\$6,781.00</u> State Foundation Funding				<u>\$339,050.00</u>
10	Number of Students <u>50</u> X <u>\$27.40</u> Professional Development				<u>\$1,370.00</u>
11	Number of Students _____ X _____ NSL Funding (Select One)				
12	Number of Students <u>50</u> X <u>\$500.00</u> Other: <i>Explain Below</i>				<u>\$25,000.00</u>
	Charter Facility Fund - open enrollment funding for capital				
13	Total State Public Charter School Aid:			<u>\$292,336.00</u>	<u>\$365,420.00</u>
	Federal Charter School Aid:			2020-2021 Amount:	2021-2022 Amount:
14	Title I			<u>\$16,000.00</u>	<u>\$20,000.00</u>
15	Special Education			<u>\$10,000.00</u>	<u>\$10,000.00</u>
16	Child Nutrition				
	Other:				
17	Title 2			<u>\$3,000.00</u>	<u>\$3,000.00</u>
18	Title 4			<u>\$10,000.00</u>	<u>\$10,000.00</u>
19	Total Federal Charter School Aid:			<u>\$39,000.00</u>	<u>\$43,000.00</u>
	Other Sources of Revenues:			2020-2021 Amount:	2021-2022 Amount:
	<i>(MUST UPLOAD DOCUMENTATION VERIFYING ALL AMOUNTS LISTED AS OTHER SOURCES OF REVENUE)</i>				
20	Private Donations or Gifts			<u>\$0.00</u>	<u>\$0.00</u>
21	Special Grants <i>(List the amount)</i>			<u>\$325,000.00</u>	
	Other <i>(Specifically Describe)</i>				
22	Group Home Program Fund			<u>\$225,000.00</u>	<u>\$535,000.00</u>
23	Total Other Sources of Revenues:			<u>\$550,000.00</u>	<u>\$535,000.00</u>
24	TOTAL REVENUES:			<u>\$881,336.00</u>	<u>\$943,420.00</u>

EXPENDITURES

		2020-2021 Amount:	2021-2022 Amount:
Administration:			
25	Salaries and Benefits	\$52,500.00	\$54,075.00
	Purchased Services (List Vendors Below)		
26	V - AD 1 Copier lease and maintenance (allocated)		
27	Supplies and Materials	\$2,000.00	\$2,000.00
28	Equipment		
	Other (List Below)		
29	Board expenses	\$200.00	\$200.00
30	Education, recruiting, memberships and publications	\$2,800.00	\$2,800.00
31	Total Administration:	\$57,500.00	\$59,075.00
Regular Classroom Instruction:			
		2020-2021 Amount:	2021-2022 Amount:
32	Salaries and Benefits	\$490,000.00	\$620,952.50
	Purchased Services (List Vendors Below)		
33	V - CI 1		
34	Supplies and Materials	\$20,100.00	\$4,600.00
35	Equipment	\$23,200.00	\$5,800.00
	Other (List Below)		
36	Activities and experiential learning	\$16,000.00	\$20,000.00
37	Continuing education	\$2,000.00	\$2,500.00
38	Total Regular Classroom Instruction:	\$551,300.00	\$653,852.50
Special Education:			
		2020-2021 Amount:	2021-2022 Amount:
39	Salaries and Benefits	\$62,500.00	\$64,375.00
	Purchased Services (List Vendors Below)		
40	V - SE 1		
41	Supplies and Materials		
42	Equipment		
	Other (List Below)		
43	Continuing education	\$500.00	\$500.00
44	Total Special Education:	\$63,000.00	\$64,875.00
Gifted and Talented Program:			
		2020-2021 Amount:	2021-2022 Amount:
45	Salaries and Benefits	\$0.00	\$0.00
	Purchased Services (List Vendors Below)		
46	V - GT 1		
47	Supplies and Materials		
48	Equipment		
	Other (List Below)		
49			
50	Total Gifted and Talented Program:	\$0.00	\$0.00

Alternative Education Program/ Alternative Learning Environments:		2020-2021 Amount:	2021-2022 Amount:
51	Salaries and Benefits	\$0.00	\$0.00
	Purchased Services (List Vendors Below)		
52	V - ALE 1		
53	Supplies and Materials		
54	Equipment		
	Other (List Below)		
55			
56	Total Alternative Education Program/ Alternative Learning Environments:	\$0.00	\$0.00
English Language Learner Program:		2020-2021 Amount:	2021-2022 Amount:
57	Salaries and Benefits	\$0.00	\$0.00
	Purchased Services (List Vendors Below)		
58	V - ELL 1		
59	Supplies and Materials		
60	Equipment		
	Other (List Below)		
61			
62	Total English Language Learner Program:	\$0.00	\$0.00
Guidance Services:		2020-2021 Amount:	2021-2022 Amount:
63	Salaries and Benefits	\$62,500.00	\$64,375.00
	Purchased Services (List Vendors Below)		
64	V - GS 1 Provided by Northwest Arkansas Children's Shelter		
65	Supplies and Materials		
66	Equipment		
	Other (List Below)		
67			
68	Total Guidance Services:	\$62,500.00	\$64,375.00
Health Services:		2020-2021 Amount:	2021-2022 Amount:
69	Salaries and Benefits	\$0.00	\$0.00
	Purchased Services (List Vendors Below)		
70	V - HS 1 Contracted PTOTST	\$14,000.00	\$14,000.00
71	Supplies and Materials		
72	Equipment		
	Other (List Below)		
73			
74	Total Health Services:	\$14,000.00	\$14,000.00
Media Services:		2020-2021 Amount:	2021-2022 Amount:
75	Salaries and Benefits	\$0.00	\$0.00
	Purchased Services (List Vendors Below)		
76	V - MS 1		
77	Supplies and Materials		
78	Equipment		
	Other (List Below)		
79			
80	Total Media Services:	\$0.00	\$0.00

Fiscal Services:		2020-2021 Amount:	2021-2022 Amount:
81	Salaries and Benefits	\$0.00	\$0.00
	Purchased Services (List Vendors Below)		
82	V - FS 1		
83	V - FS 2		
84	Supplies and Materials		
85	Equipment		
	Other (List Below)		
86			
87	Total Fiscal Services:	\$0.00	\$0.00

Maintenance and Operation:		2020-2021 Amount:	2021-2022 Amount:
88	Salaries and Benefits	\$0.00	\$0.00
	Purchased Services (List Vendors Below)		
	INCLUDE UTILITIES		
89	V - MO 1 Provided by Northwest Arkansas Children's Shelter		
90	Supplies and Materials		
91	Equipment		
	Other (List Below)		
92			
93	Total Maintenance and Operation:	\$0.00	\$0.00

Pupil Transportation:		2020-2021 Amount:	2021-2022 Amount:
94	Salaries and Benefits	\$31,200.00	\$32,136.00
	Purchased Services (List Vendors Below)		
95	V - PT 1		
96	Supplies and Materials		
97	Equipment	\$50,000.00	\$0.00
	Other (List Below)		
98	Fuel and maintenance	\$19,400.00	\$20,000.00
99	Total Pupil Transportation:	\$100,600.00	\$52,136.00

Food Services:		2020-2021 Amount:	2021-2022 Amount:
100	Salaries and Benefits	\$0.00	\$0.00
	Purchased Services (List Vendors Below)		
101	V - FD 1		
102	Supplies and Materials		
103	Equipment		
	Other (List Below)		
104	Food and food supplies	\$14,200.00	\$17,750.00
105	Total Food Services:	\$14,200.00	\$17,750.00

Data Processing:		2020-2021 Amount:	2021-2022 Amount:
106	Salaries and Benefits	\$0.00	\$0.00
	Purchased Services (List Vendors Below)		
107	V - DP 1 Provided by Northwest Arkansas Children's Shelter		
108	Supplies and Materials		
109	Equipment	\$6,700.00	\$6,800.00
	Other (List Below)		
110			
111	Total Data Processing:	\$6,700.00	\$6,800.00
Substitute Personnel:		2020-2021 Amount:	2021-2022 Amount:
112	Salaries and Benefits	\$0.00	\$0.00
	Purchased Services (List Vendors Below)		
113	V - SB 1		
114	Total Substitute Personnel:	\$0.00	\$0.00
CMO Fee (if applicable)		2020-2021 Amount:	2021-2022 Amount:
115	Back Office Support	\$5,000.00	\$5,100.00
116	Advertising/Marketing	\$2,000.00	\$2,000.00
117	Professional Development		
118	Legal Services		
	Other (Describe Below)		
119			
120	Total CMO Fee:	\$7,000.00	\$7,100.00
Facilities:		2020-2021 Amount:	2021-2022 Amount:
121	Lease/Purchase Contract for One Full Year		
	Facility Upgrades (List Upgrades Below)		
122	Provided by Northwest Arkansas Children's Shelter		
123	Property Insurance for One Full Year		
124	Content Insurance for One Full Year		
125	Total Facilities:		
Debt Expenditures:		2020-2021 Amount:	2021-2022 Amount:
	List Debts Below		
126			
127	Total Debt Expenditures:		
Other Expenditures:		2020-2021 Amount:	2021-2022 Amount:
	List Other Expenditures Below		
128			
129	Total Other Expenditures:		
130	TOTAL EXPENDITURES:	\$876,800.00	\$939,963.50
131	NET REVENUE OVER EXPENDITURES:	\$4,536.00	\$3,456.50

C E R T I F I C A T E

STATE OF ARKANSAS)
) ss.
 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, State Board of Education, in Little Rock, Arkansas, on October 10, 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.

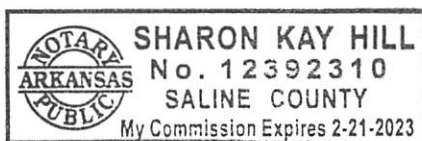
I FURTHER CERTIFY that I have no contract with any parties within this action that affects or has a substantial tendency to affect impartiality, that requires me to relinquish control of an original transcript or copies of the transcript before it is certified and delivered to the custodial agency, or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

WITNESS, MY HAND AND SEAL, THIS DATE: October 20, 2019.



Sharon K. Hill

SHARON K. HILL, CCR
 Certified Court Reporter
 Certificate No. 670



To:

In 2014, my world was turned upside down. My husband of 23 years and I decided to divorce. At the time, our daughter was 13 years old. Due to our home being located on his family property, I was forced to find a home to live in. I was able to find a rental close by in Hot Springs Village. I had no idea how hard life was about to become. My ex-husband had convinced our daughter that I had abandoned her.

This couldn't have been further from the truth of course. We were very close, we spent every minute we were in school together. I never missed any of extracurricular activities and often attended them alone. My ex was able to persuade her because I was the one who left our home. I was devastated to say the least.

At this point my life began to get out of control. I was extremely depressed. I had just lost my husband (he was remarried in less than a year), and now I was losing my only daughter. Her behavior towards me was disrespectful. She threatened suicide. Her emotional state was poor and she spent limited time with me.

My heartache was unbearable so I tried everything I could to make it go away. Early in 2017, I found myself experimenting with things I never imagined. Anything I could get my hands on. I was trying to blanket my depression. I had zero self-esteem. I had no self-confidence. I began to doubt life in general. I continually asked myself, "Why me?". All of these feelings were like nothing I had ever felt before. I grew up with an enormous amount of support from my family. They always believed in me, never judged and loved me unconditionally.

By mid-2017, I began to realize that only I could regain control, only I could begin to build my self-esteem, only I could pull myself out of this deep hole, no matter the amount of support, no one could do it for me. At this point, I decided to take off of work for a year and I reached out to Paul Graves, a local counselor and ask for some guidance. After meeting with him for a painful 2 ½ hour session, and digging deep into my self-destruction, I began to see the light. I could see the importance of my life.

You see, I love teaching. I have taught at many levels, including PK-3, Kindergarten, 1st grade and 4th grade. It is my passion. It is my life. I work tirelessly to make sure I meet the needs of each student individually. I give them boundaries and love them unconditionally. The children I teach, thrive for any interaction. They need my attention, consistent structure and grow exponentially because of the solid foundation I provide. I truly believe that creating an environment that is safe, trustworthy and without prejudice, allowing opportunity for relationships to build that last a life time. Together, caregivers and I, can make a difference in the future of our children and their contributions to society.

Having said all of this, I am asking for you to believe in me. Know that I am human, we all make mistakes, the important factor is that we learn from those mistakes. Without a single doubt, I can say, I learned so much from my mistakes. I am a better person and strive daily to be better tomorrow than I am today. Since, these life changing events my life is now renewed. My ex-husband I have an understanding and are able to communicate. My daughter and I have a solid relationship. I have my strength back. I returned to college and finished my Masters in Reading, and I joined a family of educators that are making changes in the lives of children. I am a living example of how being broken, and

landing at the lowest point, can make a positive impact that makes one come to the top and become a viable part of the educational world.

September 20, 2019

From: F. Cartheleen Houston, M.S., LPE-I

RE: Jerri Lyn Odom

FCH, LPE-I

I am a licensed independent psychological examiner with more than 35 years experience working in the field of education. The reason Ms. Odom is so clearly remembered, even though it has been at least 10 years since I worked with her, is that she is one of only a handful of teachers I have worked with that really did the work. At that time, she was a kindergarten teacher at Langston Magnet School in Hot Springs. Ms. Odom made few referrals for special education evaluation but when she did, I knew it was very likely the student would qualify. She always tried multiple interventions, either academic or behavioral depending on the student's needs before a referral and had on going communication with the student's parent (s). Most importantly she had documentation regarding her efforts. During evaluations I frequently observed in her classroom, when she was traveling with her students from activity to activity as well as on the playground and lunch. Ms. Odom demonstrated skill in instruction as well as behavior management. In special education conferences she was always prepared and seemed to have a positive relationship with the parent (s). We in education need more teachers with her zeal and love of teaching.

Wendy Allen
Wendyhs@gmail.com

September 17, 2019

To Whom it May Concern:

I am writing this letter to tell you what an amazing educator Jerri Lyn Odom is. I first met Ms. Odom as my sons' Kindergarten teacher. She instilled a love of learning in him that has only grown and blossomed since that time. I have always known her to be a patient and kind teacher, who consistently puts the children in her class' needs ahead of her own.

Over the years, as we have become friends, I have seen first hand the time and effort she puts into planning her lessons, grading papers, and communicating with parents, all on her own time. As a parent she was always available to me if I had any concerns or questions regarding my son. I can hear the love and caring in her voice when she talks about "her kids", and when they are in her classroom that is how she treats them, like they are her kids.

My grandson started Kindergarten in Little Rock this year, and my daughter considered doing school choice just to have her son in Ms. Odoms' class, and would have done just that if she had not missed the cut-off date. Jerri Lyn is an amazing person and an amazing teacher, and no child could ask for a teacher that would care as much about not just their education, but about them as a person.

Thank You,

A handwritten signature in cursive script that reads "Wendy Allen". The signature is written in black ink and is positioned to the right of the typed name "Wendy Allen".

Wendy Allen

LAKE HAMILTON HIGH SCHOOL



September 20, 2019

To Whom It May Concern,

This is a letter in regards to Ms. Jerri Lyn Odom. Ms. Odom was a kindergarten teacher at Fountain Lake Elementary while I was the Elementary Principal. During my three years in the Fountain Lake School District, Ms. Odom was highly requested as a kindergarten teacher and took a special interest in the lives of her students. She was exceptional at her craft. Ms. Odom was able to capture the attention of her students and provided daily instruction that laid a solid foundation for the students to build on during their educational career. Ms. Odom continually went the extra mile to make sure each students needs were met inside and outside of the classroom. The parents of her students trusted her and were never hesitant to approach her with any questions that may arise. Ms. Odom was a team player that displayed leadership qualities and was always willing to share with her coworkers. She was very involved in her PLC group and helped to plan kindergarten activities for the year. Professionally, my opinion is that Ms. Odom is an exemplary educator that has a positive impact on students, coworkers, parents, and the community.

Sincerely,

Laura Hunt

September 11, 2019

To whom it may concern,

I am writing this letter on behalf of Jerrilyn Odom. As a former coworker, I can say Ms. Odom was a fantastic teacher. She was very knowledgeable with the content and always came up with creative ways to teach the material. She was always willing to share ideas and take on responsibilities as a leader for curriculum development. Ms. Odom was always one I could come to if I needed ideas to help a student or additional resources for a lesson.

In addition, Ms. Odom had excellent rapport with her students and parents. Often times you would find her helping students on her own time and giving extra support to students that were struggling. Many times she was an advocate for the student when they needed support beyond the classroom. She had effective communications with parents and would often meet with parents before and after school because many of the parents could not take off work during the day.

If you need any further information concerning Ms. Odom, please feel free to contact me.

Regards,

Justine Jackson
Kindergarten Teacher
Mountain Pine Elementary School
501-815-2555

September 18, 2019

To: Whom It May Concern

From: James Wilson

I have worked with Mrs. Byford from 2015-2017 as her pre-kindergarten paraprofessional. During those years I have witness her undying love and passion for the educational process, children, coworkers, and simply just to make the world a better place through the lives of "little people". She has an awesome ability to teach children, especially reading. The way she catches their attention and pulls them into learning truly makes her an educational rock star. Her wealth of knowledge surpasses her time spent teaching and should be recognized. She has an awesome way of establishing relationships with students, parents, and coworkers. She has always been and in my opinion will always be an awesome force in the educational community.

Educationally Yours,

James L. Wilson III

James L. Wilson III

To: Whom it May Concern
From: Becky Bolding, Parent

Re: Jerri Lyn Odom, Classroom Teacher

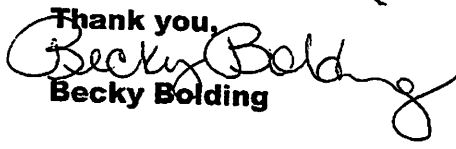
I am writing this letter in reference to Jerri Lyn Odom. I am the parent of adopted twin boys that had severe delays beginning at birth. Fortunately, I am on my own business, so I was able to be home with them until they became school age and began Kindergarten. This was a very difficult transition for my husband and I we were very apprehensive about what steps to take next. We weren't sure public school was the correct placement, and were concerned about their needs being met. We struggled with the decision but knew it was the right choice to provide adequate instruction and allow them to have peer interactions.

From the moment they began Kindergarten, I knew we made the right decision. Their teacher, Jerri Lyn Odom, was God sent. After meeting her at an open house, we knew they were in the perfect place. During open house she gave us her one on one attention. She was there to listen and understand each boy individually and displayed her willingness to use all necessary resources to make sure their individual needs were met, personally and academically.

During the year, Ms. Odom continued to show her professionalism by always keeping in touch and providing feedback about the boys and their progress. It was evident that her classroom practices were very structured, individualized, and all inclusive. She provided vigorous instruction, and surpassed all my expectations as a classroom teacher. Every student loved Ms. Odom, and she loved them alike.

It is my opinion that Jerri Lyn Odom possesses these skills at a superior level. Please feel free to contact me by phone 501-804-8883 or email beckybolding41@gmail.com if you have any further questions.

Thank you,


Becky Bolding

To whom it may concern,

I am writing this letter of recommendation on behalf of Jerri Lyn Odom. I taught with Ms. Odom for 7 years while at Fountain Lake Primary. During this time, I found her to be a very dedicated teacher with an excellent work ethic.

Ms. Odom has always shown compassion for her students and often went above and beyond to make sure each student had everything they needed whether it is in the classroom or outside the classroom. She also worked on building excellent rapport with parents. This was evident in her daily communication with parents through newsletters and phone calls.

In addition, Ms. Odom was always willing to share what she had learned at workshops and conferences with other teachers. She often wrote grants and used her own money to attend conferences because she understands the importance of teachers continuing their education.

Please call 501-909-1092, if you have any questions regarding Ms.Odom's character or teaching ability.

Sincerely,

Amber Owen
Classroom Teacher
Hot Springs School District



Hot Springs School District

To Whom It May Concern:

It is my privilege to write this letter of reference on behalf of Mrs. Jerri Lyn Byford. I had the pleasure of working with Mrs. Byford for several years and have continued to know her personally for over 15 years.

Jerri Lyn excels in her ability to build rapport with students and colleagues and more importantly, they reflect the same attitude in their interactions with Mrs. Byford. Jerri Lyn consistently exhibits professionalism, academic integrity and foundational pedagogy consistent with educational expectations. Jerri Lyn is always willing to lead, but teachable and able to contribute towards a team just as easily. Mrs. Byford maintains positive relationships not only with her students, but with her parents as well – she is personable yet professional in all interactions. Parents confide and trust in Jerri Lyn and feel safe discussing concerns and successes alike.

Mrs. Byford is dedicated to her craft. She believes students excel in environments in which they are engaged and challenged. Through that lens, Mrs. Byford actively seeks new and engaging pedagogical activities for her students. She is energetic and creative and those qualities permeate her teaching style.

Mrs. Byford faithfully makes valuable contributes to education, she is a natural leader and others respect her direction. I recommend Jerri Lyn to you without reservation. If you have any further questions, please do not hesitate to contact me directly. My email is hillj@hssd.net or my cell at 501-276-6814.

Sincerely,

Janie A. Hill

Janie A. Hill Ed.S, NBCT
Instructional Facilitator &
District Dyslexia Specialist

To whom it may concern,

I am writing this letter in reference to Ms. Jerri Lyn Odom. Ms. Odom was my daughter's kindergarten teacher at Fountain Lake School District. I was very concerned that my daughter, Katherine, receive a great teacher in kindergarten because I believe that sets the tone for a child's future educational outlook. I wanted her kindergarten experience to be positive and for learning to be something she enjoyed. I can say with absolute certainty that Ms. Odom fulfilled all those needs and more.

Ms. Odom is a leader with energy and an enthusiasm for teaching. She put her all into each classroom lesson, assignment, and activity. My daughter would come home each night with an exciting story about some new subject or topic she had learned. Ms. Odom made learning a privilege, not a chore.

I can speak with great passion when I say that my daughter had the best experience by beginning her educational career with a wonderful teacher like Ms. Odom. All children deserve a great start with a teacher that is involved and as caring as Ms. Odom. I wish that for every child.

Sincerely,
Kim Hughes

Ms. Byford -

10.03.19

In case you haven't heard it lately, you are rocking it! I have heard and seen nothing but wonderful things about you and your class. Yes, you are loud lol, but you can see how much you care about your students and collaborating with others to provide the best instruction

for them. So thank you! I am
excited to watch both K
classes flourish. I am sure
I will be beyond thrilled with
their skills next year! You
are seriously amazing!

-Andrade